

AMENDMENT 1 – April 1, 2023
GOVERNMENT OF NEW BRUNSWICK'S STRATEGIC PLAN
2018–2019 TO 2023–2024

Canada–New Brunswick Agreement
On French-Language Services
2018–2019 to 2023–2024

Effective as of April 1, 2023

Amendment to include fiscal year 2023-2024 to the Strategic Plan to extend the Canada-New Brunswick Agreement for one year

GOVERNMENT OF NEW BRUNSWICK STRATEGIC PLAN

2018–2019 TO 2023–2024

PREAMBLE

1. Background

New Brunswick is Canada's only officially bilingual province. Two laws govern its linguistic reality: the *Official Languages Act* of New Brunswick, which has been in effect since 1969 and was substantially amended in 2013, and the *Act Recognizing the Equality of the Two Official Linguistic Communities in New Brunswick*, the legitimacy of which is conferred by the *Canadian Charter of Rights and Freedoms* and the *Constitution Act, 1982*. Since bilateral agreements on French-language services were concluded between the Government of Canada and the provinces and territories in the 1980s, New Brunswick has had to shape its vision of the objectives to be achieved under its agreement owing to that unique legal framework.

The linguistic obligations of the Government of New Brunswick that are set out in the *Official Languages Act* are implemented through the government's Plan on Official Languages, in effect since 2013. The most recent version of the Plan still targets four focus areas: language of service, language of work, development of the two linguistic communities, and knowledge of the *Official Languages Act* and other obligations. The *Act Recognizing the Equality of the Two Official Linguistic Communities in New Brunswick* establishes the obligation to ensure respect for English and French as the official languages of New Brunswick, affirm and protect the equality of status and the equal rights and privileges as to the use of English and French in the province's institutions, and promote the cultural, economic, educational, and social development of the official linguistic communities.

The Premier is responsible for enforcing the *Official Language Act*. The Canadian Francophonie and Official Languages Branch, in the Intergovernmental Affairs Secretariat of the Executive Council Office, coordinates the overall actions of the government with regard to official languages and supports the Premier. The Branch also manages the implementation of the government's Plan on Official Languages and coordinates the review process for the *Official Languages Act*. The Branch works with other government bodies, including Treasury Board, which is responsible for implementing government policies on the language of service and the language of work. Lastly, the Branch coordinates most communications related to language issues with the stakeholders and the general public, as well as any relevant consultations.

Examples of actions taken by the government since the adoption of the *Act Recognizing the Equality of the Two Official Linguistic Communities in New Brunswick* include the following: implementation of full linguistic duality within the education system, administrative duality within early childhood services and in the health care system, a catch-up plan to provide new or better health care services in French, support for the development and implementation of the Global Strategy for the Integration of Arts and Culture into Acadian Society in New Brunswick, and more recently, government participation in the development of *The Linguistic and Cultural Development Policy: A Societal Project for the French Education System* (LCDP) and support for initiatives arising from it, including the project called *Taking the Next Step*. This Act also partly inspired the government's Plan on Official Languages.

In order to promote the vitality of New Brunswick's official linguistic communities and ensure the relevance of government action in that regard, there must be consistency, or at least complementarity, between the provincial and federal strategies on official languages.

The province of New Brunswick has a population of 772,000. In the 2016 census, the Acadian and Francophone community of New Brunswick consisted of nearly 231,110 individuals with French as their first official language. Francophones therefore make up 31.4% of the province's population, compared to 31.6% in 2011. There are three geographic areas with a high concentration of Francophones: the Madawaska/Restigouche region in northwestern New Brunswick, the Acadian Peninsula in the northeast, and Kent County and the Shediac/Moncton-Dieppe region in the southeast. There has also been a significant increase in the number of Francophones in the three urban centres of Fredericton, Miramichi, and Saint John in the past several years.

The New Brunswick government remains committed to the vitality of its official-language communities. The province wants to continue building on its special relationship with Canada on official languages in order to continue improving public services in French and introduce initiatives that contribute to substantive equality between the two linguistic communities. As it does with respect to implementing its own official languages plan, the New Brunswick government wants to capitalize on its partnership with the community to set up priority initiatives.

1. Issues and opportunities

The Government of New Brunswick's commitment to language rights is to achieve substantive equality between the province's two official linguistic communities. The amendments to the *Official Languages Act* in 2013 marked a step toward that goal.

The first significant amendment now requires the government to draw up an overall plan for implementing its linguistic obligations. The first official languages plan was launched in 2011, as part of a continuous improvement process for the public service's capacity to meet the government's obligations under the *Official Languages Act* and its other linguistic obligations. The government's 2015 Plan on Official Languages included actions in four areas: language of service, language of work, development of linguistic communities and knowledge of the Act.

The most recent annual reviews of the Plan show that there is still work to be done to achieve the overall target objectives. The development and implementation of the Plan are now included in the Act, which is a good first step, but the Plan needs to be reviewed and improved in the years ahead to be more effective. The Strategic Plan will contribute to that initiative.

A second amendment of the Act in 2013 subjected the professional associations in the province to the obligations of the *Official Languages Act*. The 2013-2018 Agreement raised the associations' awareness of their obligations and supported some associations as they upgraded the level of their services in French. Those associations need to continue improving the quality of their services, and the Government of New Brunswick wants to provide them with some support.

The New Brunswick government also wants to continue helping the regional service commissions comply with their obligations under the *Regional Service Delivery Act*, which aims to ensure the viability of local and regional communities. This new law gives 12 regional service commissions the mandate to provide or improve services to the areas they serve, facilitate service agreements between them and facilitate regional cooperation. The government wants to continue

offering its support to the regional service commissions through the Canada–New Brunswick Agreement on the Provision of French-Language Services. Currently, 9 of the 12 regional service commissions must provide the prescribed services and communications in both official languages. The Government of New Brunswick also wants to continue working with the municipalities that have linguistic obligations under the Act or that wish to offer more services in French.

2. Progress made by the end of the previous agreement (2013-2014 to 2017-2018)

The Government of Canada’s contribution and cooperation has added to the progress made in recent years in developing and improving government services in French, as well as respect for language rights and better understanding between the province’s two linguistic communities. The *2014-2015 to 2017-2018 Canada–New Brunswick Agreement on the Provision of French-Language Services* enabled the following:

Priority 1 – Strengthen the policy, legislative, and administrative framework

- Development and implementation of the government’s second Plan on Official Languages: the first *Plan on Official Languages: Official Bilingualism – A Strength 2011-2013* was launched in 2011. The relevance of the plan was confirmed by the amendments to the *Official Languages Act* of 2013 legislating the obligation to implement such a plan. The Agreement contributed to the overall review of the first plan and the development of the 2015 Plan on Official Languages. The implementation of the Plan was also supported.
- Ongoing consultation with the community: the management and accountability framework for the Agreement provided for an ongoing consultation mechanism between the government and the Acadian and Francophone community to identify the priorities of the community. Meetings were held at least twice a year between the Premier’s Office and the *Société de l’Acadie du Nouveau-Brunswick*. Members of the Cabinet and senior civil servants from Intergovernmental Affairs also attended the general and other meetings or work sessions of community organizations as part of the process.
- Support for newly established regional service commissions: steps taken alongside the commissions made them more aware of their linguistic obligations and how to go about complying with them. For a number of commissions, the Agreement supported upgrading and helped with adapting documents, simultaneous interpretation for public meetings, websites, etc.
- Bringing the two linguistic communities closer together: a variety of projects were supported and carried out by Dialogue NB, the Office of the Commissioner of Official Languages and the Frye Festival, among others, to raise awareness and bring the two official linguistic communities closer together. In 2014-2015 the Frye Festival was recognized for its contribution to the positive development of both linguistic communities when it earned the Award of Excellence – Promotion of Linguistic Duality from Canada’s Commissioner of Official Languages.
- Language development: the project launched by the *Association francophone des municipalités du Nouveau-Brunswick*, *Francisation de l’affichage public dans les municipalités*, was supported. The process, aimed at francization of the linguistic landscape in the Francophone and bilingual areas of the province, provides planned, structured support to participating municipalities for developing and implementing strategies to increase public signage in French (or bilingual, depending on the region). The number of participating municipalities has increased over the years, reaching 14 in 2016.

Priority 2 – Support the development, planning, and provision of French-language services in key sectors

- Health – Implementation of the official languages plan of the Horizon and Vitalité health networks and the catch-up plan for French-language health services
The Horizon Health Network continues to invest in improving the French skills of its staff, providing more targeted training adapted to the needs of the staff, inspired by the “Café de Paris” model. The goal was to reinforce the practice of the active offer among employees. A pilot online training course was also set up, and it was determined that the training programs needed to be changed to require basic language skills as a prerequisite. Several learning resources and tools were developed and are available online and through social media for greater staff access. Horizon also set up and maintained linguistic profiles and the IT tools required to manage the relevant data. The Vitalité Health Network also focused on language training and the dissemination of tools to promote the active offer in the language of the patient’s choice. In terms of catch-up, new services in French have been introduced, including a heart failure management program for the Francophone region in the northwest and a cardiac rehabilitation program and rheumatology clinics for the Francophone regions in the north of the province. There has also been an improvement in psychiatric services for children in French, an expansion of oncology resources, and provincial coordination and four specialized SANE (Sexual Assault Nurse Examiners) clinics in Francophone regions, as well as a Francophone sleep study centre.
- Early childhood – Support for the ongoing improvement of quality in Francophone child care services in New Brunswick: the Agreement supported the professionalization strategy in the early childhood sector. More specifically, the *J’imagine* strategy was developed and implemented, along with a professional development plan for workers in the sector. An online course was provided for educators in Francophone childcare services. The Department of Education and Early Childhood Development also assessed the extent to which childcare services complied with the province’s education curriculum.
- Services for seniors: the Université de Moncton carried out a project on a human resources succession plan for French-language services to the province’s seniors. Phase I of the project included an analysis among young people in French language high schools, gauging their attitudes and knowledge about aging. An awareness video about aging was produced based on the results of Phase I. Awareness materials are currently being developed, along with an awareness strategy for guidance counsellors and the Department of Education to promote the development of human resources to meet the needs of the aging Francophone population. The Agreement also supported the work of the government’s Working Group on Services to Seniors in Both Official Languages, which submitted its report in 2018.
- Support for translation and interpretation services: the Agreement supported projects for quality translation and interpretation services to improve government services. A mentoring program for new translation graduates was implemented, along with training internships at the province’s Translation Bureau.

Priority 3 – Support initiatives that underpin the government’s priorities

In recognition of New Brunswick’s unique situation and under the *Act Respecting the Equality of the Two Official Linguistic Communities in New Brunswick*, support was given to government departments and agencies, as well as eligible organizations, for implementing initiatives for key policies and programs of the provincial government in fields other than education.

- Literacy: the Agreement supported the implementation of New Brunswick’s *Labour Force and Skills Development Strategy* and other initiatives to upgrade the workplace essential skills of Acadians and Francophones as well as the development of family and community literacy. The initiatives were aimed at improving the literacy rate and increasing the number of French literacy resources. The *Conseil pour le développement de l’alphabétisme et des compétences des*

adultes du Nouveau-Brunswick Inc. (CODACNB) launched a community and family literacy program called *Entre parents*. In 2016-2017, 178 parents took part in the CODACNB’s learning activities, and more than 3,200 children’s books were given to families and community organizations that work with families.

- Youth: projects aimed at identity building for young people and the transmission of the French language and Acadian and Francophone culture were supported, mainly in connection with the LCDP’s “identity building” and “early childhood” targets.
- Francophone arts and culture: initiatives that support the implementation of Francophone elements of the province’s *Renewed Cultural Policy* and ongoing implementation of the *Global Strategy for the Integration of Arts and Culture into Acadian Society* were supported. The government continued its partnership with the *Association acadienne des artistes professionnel.le.s du Nouveau-Brunswick* for coordinating initiatives flowing from that strategy. One example of the initiatives is the support granted to *the Réseau des arts et de la scène* (RADARTS) for the identity-building FrancoTrouvailles and Flash Culture activities at the annual youth-oriented *FrancoFête en Acadie*. The Agreement also contributed to “*Les mots qui tournent*,” a mini literary tour by Francophone writers from New Brunswick promoting the French language and Francophone culture in schools and communities; that was a project of the *Conseil provincial des sociétés culturelles* (CPSC). Lastly, the Department of Post-Secondary Education, Training and Labour (PETL) offered a course called *Formation et accompagnement en Aménagement culturel du territoire* (ACT) and human resources support in implementing ACT in Francophone municipalities in New Brunswick.

Priority 4 – Support school-community centres (SCCs) for programming and the provision of services to the community

Up to 2017, the Agreement supported a variety of services offered by school-community centres. The Agreement also supported the centres’ identity-building programming for Charter-rights families, exogamous families, and families of newcomers, as well as rapprochement between the respective linguistic communities.

3. Strategic priorities/Considerations and objectives - 2018-2019 to 2023-2024

The initiatives in the Strategic Plan should help the New Brunswick government achieve its key objectives. The government’s strategic priorities for language are still health, services for seniors, early childhood and youth, literacy, local governance and the provision of services in French by municipalities and regional service commissions. It is therefore important to continue supporting the regional service commissions in developing official languages strategies that will ensure quality services in both official languages. Another important priority is the implementation of the government’s Plan on Official Languages, in its current or revised version. Other areas where the government must continue to act, which have been added as priorities in the Strategic Plan, are Francophone immigration and justice in French.

The first objective of the Strategic Plan is to support government departments and agencies in developing, planning, providing and improving government programs and services in French in key sectors. Targeted actions, carried out by departments, agencies or third-party organizations, will strengthen services to individuals and their communities. Those actions will also target the implementation of government programs and policies that promote the vitality of the Francophone milieu. Lastly, projects to bring the two linguistic communities closer together, led by departments or third parties, will be supported.

The review process for the *Official Languages Act* should be completed by the end of 2021. Although it is too early to know, it goes without saying that the proposed amendments and their potential adoption may also have an impact on the projects that would be supported by this Agreement.

The Intergovernmental Affairs Division of the Executive Council Office, which is responsible for implementing this agreement and managing the New Brunswick government's Provision of Official-Language Services (POLS) program, will continue to work with the regional office of Canadian Heritage to dovetail initiatives supported under this Agreement and those that could be supported under other community-focused federal programs.

4. Ongoing consultation process with Acadian and Francophone organizations

Every year, senior civil servants from Intergovernmental Affairs take part in a number of meetings with Acadian organizations, including the *Société de l'Acadie du Nouveau-Brunswick* (SANB) and the *Coalition des organismes du Nouveau-Brunswick*. When senior civil servants attend the annual general meetings of those organizations, it leads to discussions on current language issues and the standpoints of the organizations. The meetings also help ascertain the community's priorities. The SANB also has the opportunity to discuss the community's priorities at two annual meetings with the Premier and other members of Cabinet.

This Strategic Plan also targets some of the community's priorities as identified in the *Plan de développement global de l'Acadie du Nouveau-Brunswick* (Société de l'Acadie du Nouveau-Brunswick; 2015-2020), when those priorities take the form of initiatives that meet the government's priorities as well. This Strategic Plan therefore touches on all the priorities that are identified in the *Plan de développement global de l'Acadie du Nouveau-Brunswick*, with the exception of the activity sectors related to Professional Associations, the Language sector, and Justice. The same priority alignment was done for the *2014-2015 to 2017-2018 Canada–New Brunswick Agreement on the Provision of French-Language Services*.

The general objective of the 2018-2024 New Brunswick Strategic Plan for Services in French is to provide government services of equal quality in the province's two official languages by increasing the number of services and improving or maintaining existing French-language services so as to contribute to the vitality of the Acadian and Francophone community and its development.

That general objective can be achieved if the following strategic objectives are attained:

- 1. Internal support for administrative structures (strengthen the policy, legislative, and administrative framework)**
- 2. Support the development, planning, and provision of services for the public and initiatives that support the government's priorities**
- 3. Communications and consultations with the community**

SCHEDULE B

Strategic objective 1: Internal support for administrative structures (strengthen the policy, legislative, and administrative framework)							
Planned measures	Expected outcomes	Performance indicators	Target	Reference data	Financing		
					By fiscal year	Federal	Provincial
1.1 Oversee the management of this agreement, including the assessment of projects founded on results-based management	Projects that contribute to the achievement of the Government's objectives in the priority sectors are identified	Number of eligible projects	40 projects	2016-2017: 49 projects	2018-2019	\$380,176	\$380,176
					2019-2020	\$375,000	\$375,000
					2020-2021	\$375,000	\$375,000
					2021-2022	\$375,000	\$375,000
					2022-2023	\$375,000	\$375,000
					2023-2024	\$375,000	\$375,000
1.2 Implement the New Brunswick Plan on Official Languages, which defines ways of meeting the government's linguistic obligations as set out in the <i>Official Languages Act</i> (2013), including actions to ensure the equal status of both official linguistic communities.	Each department and agency draws up an annual action plan, based on the requirements of the government Plan	Number of departments and agencies that developed an action plan	All departments and agencies drew up action plans	2017-2018: 20 departments and agencies	TOTAL	\$2,255,176	\$2,255,176
1.3 Set up a review process for the New Brunswick <i>Official Languages Act</i>	A review process for the Act and implementation, in compliance with the provisions of the Act	Date by which the revised Act has been completed	The review process must be completed by December 31, 2021 at the latest	Section 42 of the <i>Official Languages Act</i>			

SCHEDULE B

Strategic objective 2: Support the development, planning, and provision of services for the public and initiatives that support the Government of New Brunswick's priorities								
Planned measures	Expected outcomes	Performance indicators	Targets	Reference data	Financing			
					By fiscal year	Federal	Provincial	
Activity Sector: Health and Wellness					2018-2019	\$1,019,824	\$1,019,824	
2.1 Support the implementation of departmental catch-up and other strategies to promote access to French-language health services of equal quality.	Health services of equal quality are provided to both linguistic communities across the province or existing French-language services are improved	Number of new services or types of initiatives to improve existing services.	5 initiatives per year	2015-2016: investments were made in 7 activity sectors.	2019-2020	\$1,025,000	\$1,025,000	
					2020-2021	\$1,025,000	\$1,025,000	
					2021-2022	\$1,025,000	\$1,025,000	
					2022-2023	\$1,025,000	\$1,025,000	
					2023-2024	\$1,025,000	\$1,025,000	
2.2 Support the implementation of the action plans on services in both official languages of the two health authorities (Vitalité and Horizon). The action plan of each health authority includes the promotion of official languages (active offer), the development of language profiles and linguistic capabilities, intercultural awareness and understanding, and greater awareness among users of the availability of health services in both official languages.	<ul style="list-style-type: none"> The employees make the active offer to the members of the public at all times. Clear linguistic operational profiles are set up and maintained. Improved second-language skills of employees and units. 	<ul style="list-style-type: none"> Active offer maintained or improved, based on results of public surveys conducted by health authorities. Number of linguistic profiles established and number of functional units in both languages. Number of employees enrolled in language training. 	<ul style="list-style-type: none"> 1 annual survey 20 profiles established or reviewed annually 300 employees are enrolled for language training annually 	<ul style="list-style-type: none"> 2016-2017: 72.6% of Francophones reported being satisfied with health services received (Data from the New Brunswick Health Council) Nearly 300 existing language profiles An average of 600 enrolments per year 	TOTAL	\$6,144,824	\$6,144,824	
					The final reports on results and actual expenditures of the Government of New Brunswick shall present the federal and provincial expenditures incurred for each of the measures and sectors of activity provided for in the Strategic Plan.			
2.3 Support the Government of New Brunswick's <i>Wellness Strategy</i> (2014-2021) and initiatives that promote health, in French, and target the improvement of health and quality of life for the Acadian and Francophone community.	Improved prevention services and new ways of responding in French to the province's Francophone communities.	Percentage of Acadians and Francophones in the province who report being in very good or excellent health.	Improvement of the current percentages.	2016-2017: 51.8 % of the citizens of New Brunswick considered themselves to be in good or excellent health. (Data from the New Brunswick Health Council).				

Strategic objective 2: Support the development, planning, and provision of services for the public and initiatives that support the Government of New Brunswick’s priorities

Planned measures	Expected outcomes	Performance indicators	Targets	Reference data	Financing		
					By fiscal year	Federal	Provincial
Activity Sector: Early Childhood							
<p>2.4 Support the implementation of government initiatives for the Francophone early childhood network and childcare services, including concrete actions stemming from the objectives and actions related to early childhood in the ten-year education plan for the Francophone sector, <i>Donnons à nos enfants une longueur d’avance</i> (giving our children an edge).</p>	<ul style="list-style-type: none"> Better support services in French for children and families, including an increase in the number of French language childcare spaces, encouraging Francophone parents to favour early childhood services offered in the French-Language. Francophone parents have access to resources and training. Early childhood educators and workers benefit from professional development, tools, strategies and resources to promote quality learning. 	<ul style="list-style-type: none"> Number of accredited daycares that have become French-Language New Brunswick Early Childhood Centres. Percentage of parents who say they used at least one early childhood program or service before their child started school Number of early childhood educators and workers who participated in professional development courses 	<ul style="list-style-type: none"> Target for 2019-2020: 200 daycares become French-Language New Brunswick Early Childhood Centres (CPENB) 75% of parents have used at least one programme or one service Target for 2022-2023: 1000 early childhood educators and workers have participated in courses. Target for 2020-2021: 50% of early childhood educators have taken initial training 	<ul style="list-style-type: none"> 2018-2019: 8 CPENB were accredited and offer services in French. 2017-2018: 55% of parents had used one programme or service. 2017-2018: 300 early childhood educators and workers had participated in courses. 2017-2018: 37 % of early childhood educators had taken initial training. <p>Reference Data:</p> <ul style="list-style-type: none"> 2017- 2018 Profile of early learning centres Provincial Register of early childhood services 			

Strategic objective 2: Support the development, planning, and provision of services for the public and initiatives that support the Government of New Brunswick's priorities

Planned measures	Expected outcomes	Performance indicators	Targets	Reference data	Financing		
					By fiscal year	Federal	Provincial
Activity Sector: Local Governance and Regional Development							
2.5 Support initiatives to improve French-language services in New Brunswick municipalities subject to the <i>Official Languages Act</i> . 2.6 Support initiatives to improve French-Language services in local governments not subject to the Act, as well as in Regional Services Commissions.	<ul style="list-style-type: none"> Continuous improvement of services in French in municipalities subject to the <i>Official Languages Act</i>. Introduction of services in French in local governments not subject to the Act and in Regional Services Commissions. 	<ul style="list-style-type: none"> Number of municipal plans or municipal or initiatives supported. This may include municipal policies or language or cultural measures to support the linguistic obligations of municipalities Number of initiatives by local governments that not subject to the Act or by Regional Services Commissions 	<ul style="list-style-type: none"> municipal plans or municipal initiatives are supported yearly 2 initiatives by local governments or by Regional Services Commissions are supported yearly 	<ul style="list-style-type: none"> 2015-2016: 1 municipality was supported 2016-2017: 2 local governments or Regional Services Commissions were supported. 			
Activity Sector: Services for Seniors							
2.7 Support the development and implementation of government strategies, policies or initiatives to provide services in French to seniors.	Francophone seniors have better access to services in French.	Number of strategies, policies or initiatives undertaken.	2 initiatives per year	2014-2016: 2 initiatives			
Activity Sector – Professional Associations							
2.8 Support the professional associations subject to the <i>Official Languages Act</i> in developing measures or initiatives for compliance with the linguistic obligations of the Act, including strategic official languages plans.	Association members and members of the public have access to a broader range of services in French.	Number of measures or initiatives	2 initiatives per year	2017-2018: 2 initiatives were developed			

Strategic objective 2: Support the development, planning, and provision of services for the public and initiatives that support the Government of New Brunswick's priorities

Planned measures	Expected outcomes	Performance indicators	Targets	Reference data	Financing		
					By fiscal year	Federal	Provincial
Activity Sector : Language Sector							
2.9 Support measures for quality translation and interpretation services to back up the provision of government services.	Solutions are identified and implemented to provide quality translation and interpretation services in the fields of health, justice and government communications.	Number of interpreters available in the target fields	Maintain the current number of interpreters available in the target fields	2016-2017: 4 permanent interpreters at the government Translation Bureau and 16 freelancers in 2016. 20 court interpreters. No health interpreters.			
2.10 Support measures to develop the language industry in New Brunswick, including the para-language sector.	Measures are taken to develop and train professionals of the para-language sector.	Number of translators and who practice their profession in New Brunswick. Number of interpreters who practice their profession in New Brunswick.	Maintain or increase the number of translators Maintain or increase the number of interpreters who practice in New Brunswick	2014-2015: 221 translators 20 accredited interpreters.			
Activity Sector: Literacy							
2.11 Support the implementation of government strategies to improve the skills of the Francophone labour force in New Brunswick, including support for initiatives designed to upgrade the essential skills of Acadians and Francophones for the purposes of employment and the development of family and community literacy.	New Brunswick Acadians and Francophones have job opportunities and the skills they need to meet the needs of the labour market. They also have the tools they need to help raise literacy levels within their families and their communities.	<ul style="list-style-type: none"> Number of family and community literacy programs in French to equip parents to support their children's learning. Number of resources in French for Acadians and Francophones to improve their essential skills or literacy levels for work purposes. 	<ul style="list-style-type: none"> Increase or maintenance of the number of literacy programs Increase or maintenance of French-language resources 	<ul style="list-style-type: none"> 2018-2019: 6 Literacy programs are available Number of French-language resources: Reference data to be established in 2019-2020. 			

Strategic objective 2: Support the development, planning, and provision of services for the public and initiatives that support the Government of New Brunswick's priorities

Planned measures	Expected outcomes	Performance indicators	Targets	Reference data	Financing		
					By fiscal year	Federal	Provincial
Activity Sector : Youth							
2.12 Support initiatives and develop tools enabling young Acadians and Francophones to upgrade their leadership capacities, in support of the focus areas in the Linguistic and Cultural Development Policy (LCDP), specifically the Identity Building Focus.	<ul style="list-style-type: none"> Facilitation and train-the-trainer programs are offered in French to young Acadians and Francophones throughout New Brunswick. Activities aimed at identity building and in support of the LCDP are developed by and for young Acadians and Francophones. 	<ul style="list-style-type: none"> The number of young people trained in leadership. The number of participants at the activities. 	<ul style="list-style-type: none"> Maintain or increase the number of young people trained in leadership Maintain or increase the number of young people participating in activities 	<ul style="list-style-type: none"> 2016-2017: nearly 300 young people participated in various leadership programmes 2016-2017: nearly 1000 young people participated in activities 			
Activity Sector: Francophone arts, Culture and Communication							
2.13 Support the implementation of the government cultural policy and the government initiatives targeting the Francophone artistic and cultural sector and the <i>Global Strategy for the Integration of Arts and Culture into Acadian Society in New Brunswick</i> (updated in 2018).	<ul style="list-style-type: none"> New Brunswick communities have access to cultural and artistic activities in French that support the local economy of the community and promote Acadian culture throughout the province. The French-language arts and culture sector is a tool for identity building, social cohesion and economic development for the Acadian community and for New Brunswick. 	Number of initiatives supported.	Current number of initiatives maintained	2016-2017: 7 initiatives annually			
Activity Sector: Justice							
2.14 Support the implementation of strategies and initiatives to improve government services in French in the justice field.	Members of the public have access to improved French services in the justice field.	Number of initiatives undertaken annually.	1 initiative per year	Reference data to be determined in 2019-2020			

SCHEDULE B

Strategic objective 2: Support the development, planning, and provision of services for the public and initiatives that support the Government of New Brunswick's priorities

Planned measures	Expected outcomes	Performance indicators	Targets	Reference data	Financing		
					By fiscal year	Federal	Provincial
Activity Sector: Francophone Immigration							
2.15 Support the implementation of government strategies to increase the number of French-speaking newcomers and keep them in New Brunswick.	French-speaking newcomers and those who wish to integrate into the Acadian and Francophone community contribute to the growth and vitality of the community.	Percentage of French-speaking newcomers.	33% of total newcomers are French-speaking.	2017-2018 : 12% of newcomers are French-speaking.			

Strategic objective 3: Communications and Consultations with the Francophone Community

Planned measures	Expected outcomes	Performance indicators	Target	Reference data	Financing		
					By fiscal year	Federal	Provincial
3.1 Maintain an ongoing consultation mechanism between the Government and the Acadian and Francophone community to take the community's priorities into account.	<ul style="list-style-type: none"> The Acadian and Francophone community is better informed about provincial services available and has a better understanding of government language policies. The Acadian and Francophone community has the opportunity to present its priorities to the government. 	<ul style="list-style-type: none"> Number of Acadian and Francophone organizations met yearly Number of annual meetings between the premier and the ministers and the Acadian and Francophone community. 	<ul style="list-style-type: none"> 20 organizations are met yearly 2 annual meetings 	<ul style="list-style-type: none"> 2017-2018: 20 organizations met 2016 and 2017 – 2 annual meetings 	2018-2019 2019-2020 2020-2021 2021-2022 2022-2023 2023-2024 TOTAL	\$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$60,000	\$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$60,000