

ACTION PLAN

Preamble

1. Background

New Brunswick is Canada's only bilingual province. Although this characteristic poses particular challenges, it is also a source of cultural and social wealth and enrichment.

Since the establishment of bilateral agreements on French-language services 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 the unique legislation that governs its linguistic reality. The *Official Languages Act* of New Brunswick 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*, agree on the obligations they set out. These include ensuring respect for English and French as the official languages of New Brunswick, affirming and protecting the equality of status and the equal rights and privileges as to the use of English and French in the province's institutions, and promoting the cultural, economic, educational, and social development of the official linguistic communities. In order to promote the vitality of New Brunswick's official linguistic communities and ensure the relevance of government action in this regard, it is important that there be consistency, or at least complementarity, between the provincial and federal strategies concerning official languages.

The province of New Brunswick has a population of 739,900. In the 2011 census, the Acadian and Francophone community of New Brunswick consisted of nearly 234,000 individuals with French as their first official language. Francophones therefore make up 32% of the province's population. There are three 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. The other urban centres in the province where Francophones are found include Edmundston (95%), Dieppe (75%), Bathurst (50%), and Moncton (33%). For a number of years now, there has also been a significant increase in the number of Francophones in the three urban centres of Fredericton, Miramichi, and Saint John.

2. Commitment of the Government of New Brunswick

Official Languages Act

The *Official Languages Act* of New Brunswick came into force in 1969. In 2013, the Select Committee on the Revision of the *Official Languages Act* tabled its report. That report included a series of recommendations concerning amendments to the Act, which were approved by the government. Amendments to the *Official Languages Act* were passed in 2013, and most are now in force.

Among other things, the revised Act includes new provisions concerning the development of a plan for implementing the Act and meeting the government's linguistic obligations. This strategic plan will make it possible to ensure the application of the Act through an accountability mechanism supported by the implementation of action plans in all departments and agencies of the New Brunswick government. This major addition to the Act confirms the approach adopted in 2010: that of developing a comprehensive strategic plan that sets conditions for meeting the government's obligations under the Act, that plan being the *Government Plan on Official Languages: Official Bilingualism – A Strength 2011 – 2013*.

The revised Act also includes new provisions that apply to professional associations. Any organization of persons that, by the Act, has the power to admit, suspend, expel, or direct persons in the practice of a profession shall be subject to the Act when these new provisions come into force in 2015. At the moment, there are more than 40 professional associations in New Brunswick that will be brought under the *Official Languages Act*.

The *Official Languages Act* was amended before, in 2012, following the adoption of the new *Regional Service Delivery Act*, the goal of which is to ensure the viability of local and regional

communities. This new Act established 12 new regional service commissions whose mandate is to ensure or improve the provision of services for the different communities they serve, to facilitate service agreements among them, and to facilitate regional cooperation. The mandatory services offered by regional service commissions are regional planning, solid waste management, emergency measures planning, policing collaboration, and regional sport, recreational, and cultural infrastructure planning and cost-sharing. The *Regional Service Delivery Act* provides that other services may be added to this list.

The consequential amendment to the *Official Languages Act* stipulates that any regional service commission covering a geographical area with an official language minority population of at least 20% of the total population, or whose geographical area includes a municipality or a city to which the Act applies, is subject to the Act. In fact, 9 of the 12 regional service commissions are required to offer the prescribed services and communications in both official languages.

Act Recognizing the Equality of the Two Official Linguistic Communities in New Brunswick

The New Brunswick government has an obligation to ensure the overall development of the linguistic communities. Consequently, the *Act Recognizing the Equality of the Two Official Linguistic Communities in New Brunswick*, passed in 1981, states that the New Brunswick government, in its proposed laws, in the allocation of public resources, and in its policies and programs, shall take positive actions to promote the cultural, economic, educational, and social development of the official linguistic communities.

Examples of actions taken by the government since the adoption of this Act include the following: implementation of full 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* (LCDC) and support for initiatives arising from it.

Government Plan on Official Languages

The government reiterated its commitment to official bilingualism by adopting the *Government Plan on Official Languages: Official Bilingualism – A Strength 2011 – 2013*. The plan, renewed until the end of January 2015, has four focus areas: language of service, language of work, promotion of official languages (vitality of the two communities), and knowledge of the *Official Languages Act*. The 2011–2013 plan applies to Part I of the public service, with the possibility of including Part III in the years to come.

The public services of the provincial government are divided into three parts. Part I is made up of the departments, what is commonly called the public service. Part II consists of personnel in the school system, i.e., teachers, bus drivers, and school district employees. Part III is made up of all employees in the hospital sector. Because of the provisions of the *Education Act* pertaining to duality, the school system is not subject to the *Official Languages Act*, and the plan on official languages does not apply to its personnel.

Also, the government has used the 2011–2013 plan in its quest for substantive equality of the two linguistic communities. The plan is based in part on the *Act Recognizing the Equality of the Two Official Linguistic Communities in New Brunswick*, and the next plan will be as well.

The *Government Plan on Official Languages* seeks to address 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), when these priorities take the form of structuring initiatives that meet the government's priorities as well. The next government plan on official languages and the next Acadian New Brunswick global development plan, to be developed following the Acadian convention, held in October 2014, will be similarly aligned.

In addition, the New Brunswick government plans to ensure more consistency between its plan on official languages and this action plan in order to maximize the impact of the Canadian government's contribution to the province's efforts to meet its linguistic obligations. Furthermore, 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 implement certain structuring initiatives that are priorities.

The government recently completed its evaluation of the 2011–2013 plan and will finish developing the next plan in the winter of 2014–2015 on the basis of the results of that evaluation. The implementation of next plan will be coordinated by a central coordination unit.

The New Brunswick government remains committed to the vitality of its official language communities. Also, the province wants to continue to build on its special relationship with Canada with respect to official languages in order to continue improving public services in both official languages and to implement structuring initiatives that may help achieve substantive equality of the two linguistic communities.

3. Progress made under the New Brunswick action plan on the provision of French-language services 2009–2014

Over the past few years, progress has been made in terms of developing and improving French-language government services, respect for linguistic rights, and better understanding between the province's two linguistic communities, and it is important to acknowledge the contribution of the Canadian government in this regard.

The Canada–New Brunswick Agreement on the Provision of French-language Services 2009–2010 to 2013–2014 made the following possible:

Priority 1 – Strengthen policy, legislative, and administrative framework

- Development and implementation of the first government plan on official languages: The first *Government 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.
- Francization of commercial signage in municipalities: The linguistic landscape is an indicator of the linguistic and cultural vitality of a community. A multi-year initiative was therefore implemented in partnership with the *Association francophone des municipalités du Nouveau-Brunswick* for the purpose of providing participating municipalities with an opportunity to implement incentives to promote signage in French or in both official languages. About 12 municipalities took part in the initiative.

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

- Global Strategy for the Integration of Arts and Culture into Acadian Society and Renewed Cultural Policy: In the cultural sector, the government worked in partnership with the community and key stakeholders to develop its renewed cultural policy, many elements of which are based on the *Global Strategy for the Integration of Arts and Culture into Acadian Society*. This strategy remains very relevant, and the government wants to continue its partnership with the *Association acadienne des artistes professionnels du Nouveau-Brunswick* under the 2014–2018 action plan in order to coordinate implementation of several of its key activities.
- Francization: With respect to preparation for entry to the education system, francization programs were put in place to get preschool children from Charter-rights families ready to enter school by improving their language skills and thereby increasing their chances of academic success.
- Early childhood: An initiative targeting the professionalization of Francophone workers was implemented by the sectorial organizations.
- Language industry: Strategies for raising awareness of the translation profession, training, mentoring, an updated business philosophy, and a marketing campaign were supported and met with the anticipated success.

Priority 3 – Communication, formal consultation, and effective participation of the community

- Ongoing consultation process: An ongoing consultation process with Acadian and Francophone organizations was put in place to identify the concerns and priorities of the community. This

process includes sectorial meetings and consultations particularly with respect to services for seniors and the provision of government services in general.

- Bringing the two linguistic communities closer together: A series of structuring initiatives designed to bring the two linguistic communities closer together were supported, notably in partnership with the provincial organization Dialogue New Brunswick.

Priority 4 - Support for school-community centre (SCC) programming in the province

- The government continued to support Francophone communities in the predominantly Anglophone regions of Fredericton, Saint John, and Miramichi by offering advice and making financial contributions to the programming and government services offered by the SCCs. Several initiatives supported through the agreement enabled the SCCs and the Francophone communities they serve to increase their reach in their respective regions.

4. Considerations for 2014–2018

The New Brunswick government's priorities for the years to come are economic development, job creation, and services to families. Consequently, the initiatives targeted in the action plan will have to help the government achieve its key objectives.

The government's new plan on official languages will contain a number of departmental initiatives designed to improve or implement new French-language services. The administrative structure that will be used to coordinate implementation of the plan will help ensure consistency between the plan on official languages and the government's priorities.

In addition, there are new areas where the government will have to take action, i.e., French-language services for seniors and the ongoing development of French-language early childhood services. Literacy remains a key sector. Support for literacy initiatives will be very important and will help in achieving the government's priorities of economic development and job creation.

It will also be important to support the regional service commissions in developing official languages strategies that will ensure quality services in both official languages.

5. 2014–2018 action plan

This action plan seeks first to support government departments and agencies in the development, planning, provision, and improvement of government programs and services in French in key sectors. Targeted actions, carried out by the department, agency, or organization serving as a third party, will strengthen services to individuals and their communities. These actions will also target the implementation of government programs and policies that promote the vitality of the Francophone community. Furthermore, efforts will be made to bring the two linguistic communities closer together and to address language planning.

Support will also be made available to departments, agencies, and Acadian and Francophone organizations for structuring initiatives that support the priorities of the New Brunswick government under the *Act Recognizing the Equality of the Two Official Linguistic Communities in New Brunswick*.

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

The action plan is divided into four priority areas:

Priority 1 – Strengthening the policy, legislative, and administrative framework: The investments set out in this action plan are administered through the POLS.

The departments and agencies of the New Brunswick government that want to improve or offer a broader range of French-language services, and incorporated and not-for-profit Acadian and

Francophone organizations in New Brunswick whose actions are consistent with the objectives set out in the action plan will be able submit projects to the Intergovernmental Affairs Division.

Projects submitted under the program are evaluated and supported according to whether they contribute effectively to the implementation of the action plan, whether they are structuring initiatives that support the implementation of current government priorities, or are innovative, promising initiatives.

Any departmental project must be accompanied by a financial contribution that is equal to or greater than the contribution provided under the POLS by the department. Projects submitted by a civil society association, organization, or institution must demonstrate some diversification of funding sources.

Departments and organizations may submit multi-year projects, although without exceeding the term of the current agreement. For multi-year projects, the organization or department must show how it plans to fund the project in the long term, since financial assistance under the POLS is available for an initial period of development, not on a permanent or ongoing basis.

The action plan will also support initiatives that result from the New Brunswick government's next action plan on official languages and will seek specifically to implement new French-language services, improve existing French-language services, and put in place positive measures to promote the cultural, economic, and social development of the Francophone community.

The report evaluating the last government plan on official languages noted the importance of interdepartmental coordination when implementing any sort of plan. The new Official Languages Coordination Unit will be given a mandate to coordinate the departmental action plans and provide the support needed by the departments to identify and achieve the strategic objectives set out in their respective plans. The mandate of this unit is therefore to track progress as the government's plan is deployed and implemented over the next four years.

Priority 2 – Support the development, planning, and provision of government programs and services in French in key sectors: The New Brunswick government plans to support its departments and agencies in developing government services, other than in education, in six key sectors:

- **Health and wellness:** Implementation of the official languages plans of the two regional health authorities and the New Brunswick government's 2012 catch-up plan for French-language health services (*Action Plan for an Equitable Distribution of Health Services*). One of the projects considered concerns the development of language training programs adapted to the various health sectors.
- **Early childhood:** Development and implementation of the strategic framework of the Francophone early childhood network and any other strategy arising from the government's early childhood plan, *Putting Children First* (2012). The strategic initiatives considered relate to family francization and literacy, identity building, and training for early childhood educators and are not directly related to the early childhood initiatives undertaken by the education sector.
- **Local governance and regional development:** Implementation of initiatives in municipalities subject or not subject to the *Official Languages Act* and in the new regional service commissions, and support for the new regional service commissions established under the *Regional Service Delivery Act* of 2012. The priority identified is the development of strategic plans for the provision of services in French for each of the regional service commissions.
- **Services for seniors:** Development of new policies on services for Francophone seniors, i.e., nursing homes and homecare services.
- **Professional associations:** Support for professional associations that will be brought under the *Official Languages Act* in 2015. This support could include a financial contribution for the translation of bylaws or the development of material in both official languages.
- **Language sector:** Implementation of measures to ensure quality translation and interpretation services in support of the provision of government services. There are currently deficiencies relating to legal interpretation that will need to be addressed by the government.

Priority 3 – Support for structuring initiatives that help achieve 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 will be available to government

departments or agencies, as well as to eligible organizations for the implementation of structuring initiatives, other than in education, to help implement key policies and programs of the provincial government. The structuring initiatives funded under this agreement will include policies, government programs, or initiatives designed to bring about positive, lasting change for the entire Acadian and Francophone community, thus contributing to its development. The final reports on the results will demonstrate the structuring effect of each project funded under this priority.

The government plans to support initiatives in the following key sectors:

- **Literacy:** Projects supporting the implementation of the Identity Building Focus and the Early Childhood Focus of the New Brunswick government's *Linguistic and Cultural Development Policy (LCDP)* and government priorities in training and employment. All literacy projects supported under this agreement will be distinct from initiatives supported under the Canada–New Brunswick Agreement on French First-language Education and Second-language Instruction 2013–2014 to 2017–2018.
- **Youth:** Projects that target identity building among youth and transmission of the French language and Acadian and Francophone culture. This could be done through intergenerational projects or the implementation of leadership training programs. The planned initiatives will support the implementation of the Identity Building Focus and the Early Childhood Focus of the *LCDP*. All youth projects supported under this agreement will be distinct from the initiatives supported under the Canada–New Brunswick Agreement on French First-language Education and Second-language Instruction 2013–2014 to 2017–2018.
- **Francophone arts and culture:** Structuring initiatives that support the implementation of Francophone elements of the *Renewed Cultural Policy* and ongoing implementation of the *Strategy for the Integration of Arts and Culture into Acadian Society*. The government will continue its partnership with the *Association acadienne des artistes professionnels du Nouveau-Brunswick* for the coordination of initiatives arising from that strategy.

Priority 4 – Support to school-community centres (SCCs) for programming and the provision of services to the community: SCCs offer a variety of services to the community that will be supported under the action plan. Health services and services for newcomers, seniors, and youth are offered by all SCCs. It should be noted that the services for families and youth described in the action plan are distinct from the initiatives supported under the Canada–New Brunswick Agreement on French First-language Education and Second-language Instruction 2013–2014 to 2017–2018.

The SCCs also offer programming aimed at identity building among Charter-rights families, exogamous families, and families of newcomers, as well as at bringing together the linguistic communities in their respective communities.

In 2015-2016 and 2016-2017, thought will be given to the operational structure and governance of SCCs given the important role these centres play in the provision of services for the community and the implementation of structuring initiatives, so called because they support the policies and programs that are government priorities.

Over the course of this agreement, SCC funding will be transferred from the Canada–New Brunswick Agreement on the Provision of French-language Services to the Cooperation Agreement to Support the Development and Enhance the Vitality of the Acadian Community of New Brunswick under the Cooperation with the Community Sector sub-component. The transition will take place from 2014–2015 to 2016–2017.

6. Conclusion

In conclusion, New Brunswick reaffirms the following:

- The action plan under the Canada–New Brunswick Agreement on the Provision of French-language Services 2014–2015 to 2017–2018 is aligned with the objectives of *The Roadmap for Canada's Official Languages 2013–2018: Education, Immigration, Communities* of the Government of Canada and helps to achieve New Brunswick's objectives as an officially bilingual province that, through its services, programs, and policies, seeks substantive equality of the two linguistic communities in the province.

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- This action plan was developed in consultation and cooperation with sectorial departments and key community stakeholders and in partnership with the Department of Canadian Heritage.
- With regard to shared contributions, the province of New Brunswick agrees to invest 50% of the amounts to be used to cover the expenditures anticipated for the implementation of this plan.

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Priority 1 of 4: Strengthening the policy, legislative, and administrative framework

	2014–2015	2015–2016	2016–2017	2017–2018	Total
FEDERAL CONTRIBUTION	\$390,000	\$390,000	\$319,000	\$390,000	\$1,489,000
PROVINCIAL CONTRIBUTION	\$390,000	\$390,000	\$319,000	\$390,000	\$1,489,000

Planned Measures	Outputs	Expected Results	Performance Indicators
1.1 MANAGEMENT AND ACCOUNTABILITY FRAMEWORK			
Oversee the management of this agreement, including: - project evaluation founded on results-based management; - maintaining a mechanism for ongoing consultation between the government and the Acadian and Francophone community in order to take into account the priorities of the community.	Action plan for official-language services in New Brunswick.	All eligible projects contribute to achieving the government’s objectives in the key sectors identified.	Number of supported projects that comply with the results-based management model. List of projects funded annually under the POLS. Number of consultations with the Acadian and Francophone community (target: at least 2 a year).
1.2 PLAN FOR MEETING THE GOVERNMENT’S LINGUISTIC OBLIGATIONS			
Develop and implement a plan identifying ways to meet the government’s linguistic obligations as set out in the <i>Official Languages Act</i> (2013 amendment), including actions for ensuring the equality of status of the two linguistic communities, actions to be taken to revise and, and if need be, improve its signage policies, and actions designed to bring the two official linguistic communities closer together.	A government plan on official languages is developed and implemented, including an accountability framework. A central coordination unit is set up to ensure/coordinate implementation of the New Brunswick government’s plan on official languages.	The government and its departments and agencies meet their linguistic obligations and, through their actions, contribute to the substantive equality of the two communities.	The new plan on official languages is launched and implemented in spring 2015.
Develop action plans for all departments and agencies.	Each department and agency develops an annual action plan, in accordance with the requirements of the government plan.	All departments have an annual action plan according to the deadlines set out in the government plan.	The number of action plans of departments and agencies, compared with the number of existing departments and agencies, which are completed and implemented according to the deadlines set out in the next plan on official languages.

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Priority 2 of 4: Support the development, planning, and provision of government programs and services in French in key sectors

	2014–2015	2015–2016	2016–2017	2017–2018	TOTAL
FEDERAL CONTRIBUTION	\$660,000	\$750,000	\$866,000	\$840,000	\$3,116,000
PROVINCIAL CONTRIBUTION	\$660,000	\$750,000	\$866,000	\$840,000	\$3,116,000

Planned Measures	Outputs	Expected Results	Performance Indicators
2.1 HEALTH AND WELLNESS			
Support the implementation of the New Brunswick government's 2012 catch-up plan for French-language health services and any other catch-up strategy resulting from it.	New specialized health care services in French and improvement of existing services.	Increase in the number of health care services of equal quality in both linguistic communities across the province, offered by the Department of Health.	Number of new or improved French-language services and programs available in the province.
Support the implementation of the action plans on services in both official languages of the two regional health authorities (Vitalité and Horizon).	The action plan of each regional health authority could include promotion of official languages (active offer); development of language profiles and capacities; intercultural awareness and understanding; and, greater awareness among users of the availability of health services in both official languages.	The two regional health authorities offer health services of equal quality in both official languages. Active offer by employees maintained or increased. Clear linguistic operational profiles put in place and maintained. Improved second-language skills of employees and units.	Results of the public surveys of the regional health authorities. Reference data: to be established in 2015–2016. Number of linguistic profiles established and number of units functional in both languages. Reference data: to be established in 2015–2016.
Support <i>New Brunswick's Wellness Strategy 2014-2021</i> and initiatives that promote health in French, and are designed to improve the health and quality of life of the Acadian and Francophone community.	Improved prevention services and new ways of taking action with Francophone communities in the province.	Improved health among Acadians and Francophones in the province.	Percentage of Acadians and Francophones who report being in very good or excellent health. Reference data: to be established in 2015–2016, based on self-rated general health survey – New Brunswick Health Council.
2.2 EARLY CHILDHOOD			
Support the development and implementation of the strategic framework of the Francophone early childhood network and any other strategy resulting from the government's early childhood plan, <i>Putting Children First</i> (2012), relating to the Francophone community.	Implementation of a strategic framework for the Francophone early childhood network, including Francophone early childhood services that support and meet local needs.	Better child and family support services in French, including an increase in the number of Francophone daycare spaces. Francophone parents opt for early childhood services in French.	Number of young children with special needs who receive French-language support services in daycare through the following programs: 1) Family Supports for Children with Disabilities program (voluntary) through the Department of Social Development; 2) Enhanced Worker Support Program from the Department of Education and Early Childhood Development through the EECD; 3) Services for preschool children with pervasive development disorder, autism spectrum disorder through the EECD. Number of spaces in Francophone daycares in addition to the 8,724 spaces (2012–2013) reported in the EECD's annual report.

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Planned Measures	Outputs	Expected Results	Performance Indicators
2.3 LOCAL GOVERNANCE AND REGIONAL DEVELOPMENT			
Support initiatives to improve French-language services in New Brunswick municipalities subject to the <i>Official Languages Act</i> (Act). Support the development of municipal plans concerning official languages.	Linguistic and cultural policies and actions (e.g. services for youth, seniors) in support of the linguistic obligations of municipalities. Development of municipal plans concerning official languages.	Ongoing improvement of French-language services in the municipalities subject to the Act. All municipalities subject to the Act have a plan for meeting their linguistic obligations.	Number of municipal plans concerning official languages. Target: 15 municipalities. Reference data: to be determined in 2015–2016.
Support initiatives by local governments not subject to the Act that support the objectives of this action plan. Support the development of municipal plans concerning official languages.	Implementation of language and cultural policies and actions supporting the objectives of this action plan by local governments not subject to the Act, e.g. youth programs offered in both official languages.	Maintaining or increasing the number of local governments not subject to the Act that choose to offer services in French to their Acadian and Francophone communities.	Number of local governments not subject to the Act that choose to offer services in French. Reference data: to be determined in 2015–2016.
2.4 SERVICES FOR SENIORS			
Support the implementation of the government's policies on French-language services for seniors, including the development of a government action plan.	Implementation of an action plan concerning services for seniors in their language of choice.	All of the needs of Francophone seniors are identified for the coming years. Review of the legislation and development of policies and strategies that take those needs into account.	Tabling of a comprehensive strategic plan in 2015–2016.
2.5 PROFESSIONAL ASSOCIATIONS			
Support measures designed to help professional associations make the transition to being subject to the Act, including the development of strategic plans concerning official languages.	The range of services that must be offered in both official languages by professional associations and ways of delivering these services are defined.	All professional associations subject to the Act comply with their linguistic obligations, with the support of a strategic plan.	Number of professional associations that have developed a strategic plan concerning official languages. Reference data: 41
2.6 LANGUAGE SECTOR			
Support measures to ensure quality translation and interpretation services in support of the provision of government services.	Current needs and deficiencies with respect to translation and interpretation services in the areas of health, justice, and government communications are defined.	A plan is developed to ensure succession within the translation profession. Measures are identified to address translation and interpretation deficiencies in the targeted fields. Increase in the number of interpreters available in the targeted fields.	Development and implementation of a succession plan. Number of interpreters available in the targeted areas and in addition to the following reference data: 5 permanent interpreters at the government's Translation Bureau and 25 freelancers in 2014. 20 legal interpreters. No interpreter in the health sector.
Support initiatives to develop the language industry, including the para-language sector.	Initiatives are carried out to develop the language industry in New Brunswick.	New Brunswick residents and businesses have access to quality translation and interpretation services. The number of translators and interpreters practising their profession in New Brunswick is maintained or increases.	Number of translators and interpreters practicing their profession in New Brunswick. Reference data: 221 translators, as reported by the Alianco translators' association. No interpreter in the health sector.

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Priority 3 of 4: Support for structuring initiatives that help achieve the government's priorities

	2014–2015	2015–2016	2016–2017	2017–2018	TOTAL
FEDERAL CONTRIBUTION	\$360,000	\$270,000	\$225,000	\$180,000	\$1,035,000
PROVINCIAL CONTRIBUTION	\$360,000	\$270,000	\$225,000	\$180,000	\$1,035,000

Planned Measures	Outputs	Expected Results	Performance Indicators
3.1 LITERACY			
Support the implementation of <i>New Brunswick's Labour Force and Skills Development Strategy</i> and any resulting strategy, 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.	<p>The Workplace Essential Skills program is promoted and offered in French.</p> <p>New French-language family and community literacy programs are established in New Brunswick to provide parents with tools so they can support their children.</p> <p>French-language resources are developed and/or made accessible to Acadians and Francophones so they can improve their essential skills or their level of literacy for employment purposes.</p>	New Brunswick Acadians and Francophones have job opportunities and the skills they need to meet the needs of the labour market. In addition, they have the tools they need to help raise literacy levels within their families and their communities.	<p>Improved literacy rate among Acadians and Francophones in New Brunswick.</p> <p>Reference data: 62.2% of individuals are at Level 3 or lower, as reported by the Programme for the International Assessment of Adult Competences (Statistics Canada, 2013).</p> <p>The number of new French-language literacy resources.</p>
3.2 YOUTH			
Support structuring initiatives and the development of tools enabling young Acadians and Francophones to update their leadership abilities, in support of the focus areas in the PALC, specifically the Identity Building Focus.	<p>Facilitation and train-the-trainer programs are offered in French to young Acadians and Francophones throughout New Brunswick.</p> <p>Activities aimed at identity building are developed by and for young Acadians and Francophones.</p>	Increase in the number of young Acadians and Francophones who have the leadership abilities required to participate more actively in the development of their communities.	<p>Number of youth trained in leadership.</p> <p>Number of participants in activities.</p>
3.3 FRANCOPHONE ARTS AND CULTURE			
Support the implementation of the <i>Renewed Cultural Policy for New Brunswick</i> (2014) in relation to the Francophone arts and culture sector and the <i>Global Strategy for the Integration of Arts and Culture into Acadian Society in New Brunswick</i> (2009).	Arts and culture activities that, serve, among other things, to support the local economy of the Acadian and Francophone community and to promote Acadian culture.	Maintaining the Francophone arts and culture sector as a tool for identity building, social cohesion, and economic development for the Acadian community and for New Brunswick.	Number of arts and culture initiatives supported through the action plan.
Support identity-building initiatives by community radio stations.	Community radio stations develop activities and programs that promote the French language and culture.	Community radio stations are tools for development and identity building in the communities they serve.	Number of activities targeting identity building or promotion of the French language and culture (Francophone programming, special initiatives).

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

	2014–2015	2015–2016	2016–2017	2017–2018	Total
FEDERAL CONTRIBUTION	\$390,000	\$390,000	\$390,000	\$0	\$1,170,000
PROVINCIAL CONTRIBUTION	\$390,000	\$390,000	\$390,000	\$0	\$1,170,000

Planned Measures	Outputs	Expected Results	Performance Indicators
4.1 SERVICES TO THE COMMUNITY			
Support the provision of services by the SCCs that meet the needs of their respective communities.	The SCCs provide services that foster community and cultural development and support the implementation of government policies and programs. These services are intended mainly for youth, seniors, and newcomers.	Increase in the number of services offered by the SCCs.	Number and type of services offered by the SCCs and rate of use.
4.2 ADMINISTRATION			
Support the development of a new strategic plan for the SCCs.	The SCCs have a new strategic plan for the next four years that identifies the human and logistical resources needed to implement their respective plans.	The SCCs have the resources they need to provide programs and services for the communities they serve.	Annual satisfaction rate of the communities that use the SCCs. Reference data: to be determined in 2014-2015
4.3 PROGRAMMING			
Give Francophones, Francophiles, and exogamous couples in the regions concerned the opportunity to take advantage of a programming that is rich in cultural performances and social activities in French.	A wide range of social and cultural activities that reflect the interests of the entire Francophone, Acadian, and Francophile community is available.	The SCCs contribute to the development and identity building of their clientele by promoting Acadian and Francophone arts and culture.	Number of participants in social and cultural activities held at the SCCs.
4.4 YOUTH AND IDENTITY BUILDING			
Support initiatives aimed at identity building and transmission of the French language and Acadian and Francophone culture to preschool children attending SCCs.	A program for children with outings and cultural activities in French is offered to parents and preschool children attending SCCs.	Preschool children who attend SCCs are exposed to the French language and Acadian and Francophone culture and feel that they belong to their linguistic community even before they enter the school system.	Number of youth taking part in recreational, cultural, and awareness-raising activities.
Support the development of recreational, cultural, and leadership programs for young people in the Acadian and Francophone community.	Activity programs are set up for Francophone and Francophile youth in the regions served by the SCCs.	Young people in areas served by the SCCs have a sense of belonging to the French language and Acadian and Francophone culture and participate fully in the development of their communities.	Rate of youth participation in SCC activities for young people.
4.5 COMMUNICATION AND INFORMATION			
Support initiatives designed to raise the profile and influence of SCCs and increase participation among Acadians, Francophones, and Francophiles in activities of the SCCs and the communities in which they are located.	Develop communication tools to inform the community about activities and services available in the regions served by the SCCs concerned and raise the profile of the SCCs in the communities in question.	SCCs bring together and mobilize the Acadian and Francophone communities they serve and are essential to the development of these communities in the municipalities in which they are located.	Number of requests for services, use of all services, and participation in activities offered by the SCCs. Participation of the SCCs in the various community and municipal organizations.

Summary of Annual Contributions

PRIORITY	2014–2015		2015–2016		2016–2017		2017–2018	
	PCH	N.B.	PCH	N.B.	PCH	N.B.	PCH	N.B.
Priority 1	\$390,000	\$390,000	\$390,000	\$390,000	\$319,000	\$319,000	\$390,000	\$390,000
Priority 2	\$660,000	\$660,000	\$750,000	\$750,000	\$866,000	\$866,000	\$840,000	\$840,000
Priority 3	\$360,000	\$360,000	\$270,000	\$270,000	\$225,000	\$225,000	\$180,000	\$180,000
Priority 4	\$390,000	\$390,000	\$390,000	\$390,000	\$390,000	\$390,000	\$0	\$0
Total:	\$1,800,000	\$1,800,000	\$1,800,000	\$1,800,000	\$1,800,000	\$1,800,000	\$1,410,000	\$1,410,000
Grand total:	\$3,600,000		\$3,600,000		\$3,600,000		\$2,820,000	