



AAROM Capacity Assessment and Development tool

National AAROM Meeting
November 21, 2019





Session Objectives

- Communicate the purpose of co-developing a capacity assessment and development model and tools.
- Identify the potential scope of defining capacity and developing models and tools to assessment capacity in AAROM departments.
- Identify next steps in the ongoing multi-year co-development of the AAROM capacity assessment model and tools.



Indigenous Program Review

- IPR recommended that the AAROM program:
 - Continue to offer and support flexible group models and a menu of service offerings and options that allow groups to choose their preferred technical roles or activities and develop the corresponding capacity.
 - Continue to support community outreach programs which align education and career progression paths for science, technical ‘field’ activities, and management.
 - Recognize that Indigenous groups and communities are best placed to deliver technical services.
 - Raise awareness and promote the group services and network.
 - Align performance metrics to Indigenous definitions of success.



DFO Evaluation of AAROM (2019)

- Found that AAROM supports capacity building but that interpretations of “capacity building” varied greatly

“Internal and external interviewees define capacity building as developing skills, acquiring technical expertise and employing staff in the AAROM organization. AAROM representatives indicate that the capacity of their AAROM organization has increased as a result of the program, but they have expressed a need to expand their capacity beyond its current state if their involvement in the management of fisheries and aquatic resources is to expand.”

Skills development
AAROM staff
Technical expertise
Liaising with DFO
Equipment
Training youth
Fisheries management
Community involvement

- What was recommended:
 - define capacity building for AAROM and develop tools to measure capacity building to demonstrate the progression of recipient’s capacity over time



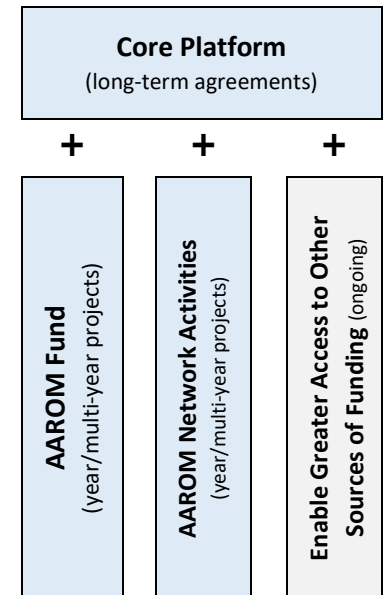
What has DFO committed to?

- Based on these recommendations, the AAROM program has committed to:
 - co-develop and implement capacity assessment and development models and tools for the AAROM program
 - develop/co-develop tools, guidance and structures that can improve cooperation and coordination between federal programs and AAROM departments (linked to AAROM toolkit)



Why develop Capacity Assessment tools?

- Be able to define and measure capacity development and retention – a key objective of the program and AAROM departments.
- Demonstrate value of AAROM investments – protect current funding.
- Promote the capacity of AAROM departments to attract other funders and partners.
- Identify possible areas for targeted capacity development – possible areas for increased collaboration and/or AAROM Fund investments.
- Track progress made and functionality of the renewed AAROM program – including alignment with AAROM and Indigenous objectives.



* Note: No changes to funding levels will occur as a results of the development of an AAROM capacity assessment and develop model and tools.



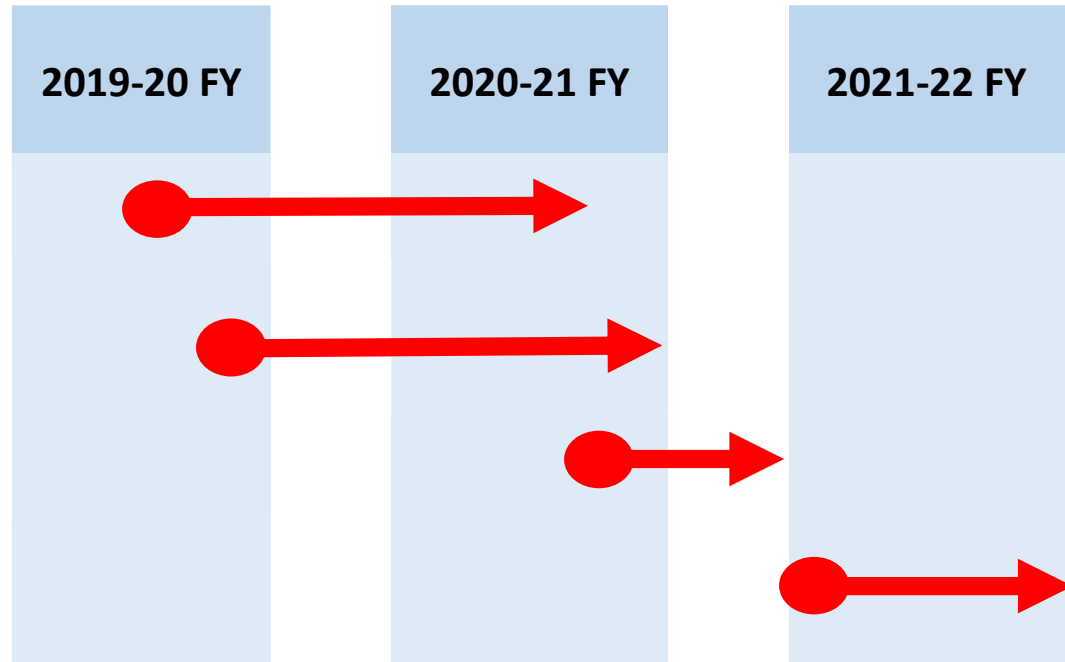
Approach to Co-development & Implementation

- At second annual National AAROM meeting have an initial discussion and scoping exercise to:
 - Determine basic elements that can help define capacity
 - Determine next steps for ongoing co-development
- In winter 2020, launch co-development activities and/or working groups
- At third annual National AAROM meeting, present capacity assessment and development models and tools for further feedback and outline next steps for implementation
- In 2021-22 FY implementation of capacity assessment and development models and tools.



Timeline

Capacity Assessment tools engagement timeline
National AAROM meeting
Co-development Activities & workshops
Finalize Capacity Assessment tool
Implement Capacity Assessment tools & models





Questions