

EVALUATION OF THE HOUSING INTERNSHIP
FOR INDIGENOUS YOUTH (HIY)

Management Response and Action Plan (MRAP)

Objective of the Evaluation: This evaluation assessed the relevance, coherence, effectiveness, impact, and efficiency of the HIY.



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Evaluation of the Housing Internship for Indigenous Youth (HIY) – Management Response and Action Plan (MRAP)

Evaluation findings, recommendations, and MRAP approved at CMHC’s Management Risk and Reporting Committee on: July 15th, 2025

Recommendation	Management Response	Action Plan	Responsibility		Timeline
			Lead Team	Support Team(s)	
Recommendation 1: Change the program name.	CMHC agrees with the recommendation to change the program name to address the HIY acronym, which is insensitive to communities facing substance abuse issues. Program changes, including the name, are aligned with an internal optimization project in 2025. The program name change and other program changes may have material costs associated with updating the Client Portal and all program materials.	1. Design and roll out a transparent process to update the program name, consulting with key Central agencies and stakeholders as and when appropriate. The program name change will be promoted to clients for the 2026-2027 delivery cycle. Impacted internal teams and federal colleagues at Employment Social Development Canada and Indigenous Services Canada will be made aware of upcoming changes.	Housing Policy and Programs – Indigenous Policy	Housing Policy and Programs – Indigenous and Northern Housing Solutions	Q1 2026
		2. Revise all program materials and the client portal to reflect the program’s new name and any content changes.	Housing Policy and Programs – Indigenous and Northern Housing Solutions	Communications and Marketing	Q1 2026

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<p>Recommendation 2: Implement an equity framework to encourage more equitable program participation.</p>	<p>CMHC agrees with this recommendation and will work to support more equitable program participation. CMHC provides a wage subsidy and does not dictate who program sponsors (employers) hire. They Program sponsors hire based upon their needs. It is important to recognize that CMHC does not want to impose program standards or perceived constraints on sponsors and Indigenous communities.</p> <p>Employment and Social Development Canada, who leads the Youth Employment and Skills Strategy, has also requested CMHC report on participation rates by gender.</p>	<p>1. Design an equity framework. This process involves working with internal teams to develop a draft framework to share with Indigenous partners to ensure the framework addresses specific needs and context of Indigenous interns, organizations and communities.</p>	Housing Policy and Programs – Indigenous Policy	Housing Policy and Programs – Indigenous and Northern Housing Solutions Policy Results and Operations	Q1 2026
		<p>2. Explore ways in which greater gender equity and Indigenous distinction can be included in promotional materials for program sponsors awareness. INHS will coordinate with the Communications and Marketing team where appropriate.</p>	Housing Policy and Programs – Indigenous and Northern Housing Solutions	Communications and Marketing	Q1 2026
		<p>3. Given the outcomes of the framework, build equity into the application prioritization process the regions utilize when reviewing applications.</p>	Housing Policy and Programs – Indigenous and Northern Housing Solutions	Housing Policy and Programs – Sector Operations	Q1 2026
		<p>4. Gather gender and distinctions-based program participation data to explicitly support monitoring and tracking progress on closing program gaps.</p>	Housing Policy and Programs – Indigenous and Northern Housing Solutions	Housing Policy and Programs – Policy Operations and Outreach	Q1 2026

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Recommendation 3: Consider ways to increase the meaningfulness of internship opportunities.	CMHC agrees with this recommendation.	1. Examine the feasibility of supporting more meaningful internships through potentially offering higher wages and/or longer internships by reaching out to ESDC to discuss the impact on the expectations around intern targets.	Housing Policy and Programs – Indigenous Policy	Housing Policy and Programs – Indigenous and Northern Housing Solutions	Q3 2026
		2. Explore expanding the successful HIY funding partnership CMHC has with ISC in the East to other regions of the country.	Housing Policy and Programs – Indigenous and Northern Housing Solutions		Q1 2026
		3. Deliver an enhanced HIY experience for interns in 2025-2026 through professional development at the First Nation Housing Professionals Association conference in Saskatchewan in November 2025.	Housing Policy and Programs – Indigenous and Northern Housing Solutions	Housing Policy and Programs – Client Development and Government Relations	Q4 2025
		4. Continue to collaborate on potential ways in which CMHC can enhance the internship experience through training and professional development opportunities which connect HIY cohorts together nationally.	Housing Policy and Programs – Indigenous and Northern Housing Solutions	Housing Policy and Programs – Client Development and Government Relations	Q2 2026
Recommendation 4: Update the program guidelines to reflect the new program.	CMHC agrees with this recommendation and will be updating the program guidelines within the new parameters	1. Update current policy and guidelines and integrate new approaches as a result of the program changes and evaluation responses with new program details.	Housing Policy and Programs – Sector Operations	Housing Policy and Programs – Indigenous and Northern Housing Solutions	Q1 2026