



**CRI**

Centre for Regulatory Innovation

## Regulators' Capacity Fund

Community of Federal  
Regulators

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\$290,000

### *Building Cost-Benefit Analysis Capacity in the Government of Canada*

The [Cabinet Directive on Regulation](#) (CDR) requires that regulatory decision-making be based on evidence, robust analysis of costs and benefits, and the assessment of risks, while also being open and transparent to public scrutiny. Cost-benefit analysis (CBA) is a structured approach to identify and consider the economic, environmental, and social effects of a regulatory proposal. It identifies and measures the positive and negative impacts of regulatory proposals so that decision-makers can determine the best course of action.

Today, the existing CBA capacity, in some Government of Canada (GoC) departments and agencies, is insufficient to respond to the demand, pace and level of complexity of analysis required by the regulatory modernization agenda.

To increase the government's ability to conduct effective CBA, the **Community of Federal Regulators** (CFR) worked with **the University of Ottawa's Professional Development Institute** to develop and pilot a **CBA Professional Development Certificate** program that is meant to bolster analysts' CBA competencies, and technical/practical skills. The CFR also developed a "**Cost-Benefit Analyst Recruitment, Professional Learning & Development Guide**," to assist departments and agencies by providing guidance for the recruitment, development, and retention of a high functioning workforce that will provide the best possible CBA to satisfy the CDR's requirements.

The main objective of this two-part project was to build the GoC's capacity for high-level, efficient CBA. Feedback from the pilot of the certificate program showed that 82% of participants were satisfied with the program and that participants further developed their CBA competencies. The guide is a tool that is meant to support department and agencies in attracting and retaining highly qualified cost-benefit analysts; reinforcing and developing employees' CBA competencies; creating a values-based culture; and motivating and engaging employees. Increasing capacity for CBA will allow the development of stronger and more agile regulations that protect and advance the public interest, support good government, and support a fair and competitive economy.

