



# **Canada-Newfoundland and Labrador Workforce Development Agreement (WDA)**

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Annual Performance Report  
2018-19

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## Introduction

The Department of Advanced Education, Skills and Labour (AESL), on behalf of the province of Newfoundland and Labrador, is pleased to present the 2018-2019 Canada-NL Workforce Development Agreement (WDA) annual performance report.

The agreement reinforces the common vision shared by Canada and Newfoundland and Labrador to create a strong, resilient and adaptable workforce with the skills needed to succeed in the province's economy. The goal of the agreement is to increase the participation of residents in the labour force and help them develop the skills necessary to find and maintain long-term, meaningful employment. Newfoundland and Labrador places great value in WDA, and the opportunities it presents to support under-employed, in particular non-EI clients in their pursuit of employment.

## Programs and Services

Under WDA, Newfoundland and Labrador provides employment and training supports to eligible beneficiaries to improve their ability to perform their current job; prepare for a new job; enhance their labour market participation; help them develop the skills needed to find and keep a job; and improve their labour market outcomes. WDA also provides supports to eligible employers to help develop their workforce and address skills gaps. In Newfoundland and Labrador, AESL and the Human Resource Secretariat avail of funds under WDA to provide programs and services to assist persons with disabilities. The Provincial Government also collaborates with community agencies to provide programs and services. A listing of the programs and services is detailed below and in the section titled Program Investments, Activities and Outcomes found later in the report. Interventions to assist with employment preparation and attachment to the labour market, or to address vocational crisis tend to vary in intensity and duration based on individual need. Programs and services through WDA may include, but are not limited to, the following:

- Skills training ranging from basic skills such as literacy and numeracy to more advanced skills training such as completion of post-secondary programs;
- On the job training and workplace-based skills upgrading;
- Group interventions and job readiness assistance;
- Financial assistance and benefits such as grants and living allowance related to the delivery of an eligible program;
- Employment planning services;
- Labour market connections such as services that facilitate matching supply and demand;
- Employment opportunities or experiential learning, and on the job training; and
- Employer-sponsored training.

## 2018-2019 Annual Plan Summary

As outlined in the 2018-2019 Canada-NL Workforce Development Agreement Annual Plan, Newfoundland and Labrador will work with Canada to support the employment and training needs of the Canadian labour market through an integrated, client-centered, and outcomes-driven, employment and training model which is responsive to the evolving needs of individuals, employers and communities.

Objectives of the agreement include:

- Fostering inclusive labour market participation by helping individual's access labour market opportunities and supporting successful integration of individuals facing obstacles to finding and maintaining employment;
- Alignment of skills with labour market needs to help workers and employers access the skills required to adapt to the changing requirements of jobs and the labour market, and encouraging employer involvement in training and continuous learning opportunities for workers; and,
- Creation of efficient labour markets by supporting strong and responsive labour market infrastructure to allow timely and effective labour market programming, which contributes to improved productivity and economic growth.

Newfoundland and Labrador is committed to supporting flexibility in eligible programming under the following areas of focus as presented in AESL's investment plans for programs.

- *Training*: Improve levels of literacy, essential and work related skills, and support upskilling for the employed and underemployed.
- *Supports*: Provide continuum of needs-based services to maximize potential impact of training, and continue to support persons with disabilities to enter and stay in the labour market.
- *Employment Partnerships*: Work in partnership with employers and other stakeholders to promote awareness and expand the availability, accessibility and quality of employment opportunities.
- *Building Knowledge*: Inform priorities with labour market information to better meet skills needs and market demand; enhance the knowledge base to support continuous improvement of labour market policy and programs, and support new and innovative approaches to meet the diverse needs of clients, including underrepresented groups.

## Purpose and Organization of the Report

This report provides a profile of the clients, employers and organizations who participated in employment and training programs under WDA for the 2018-19 fiscal year.

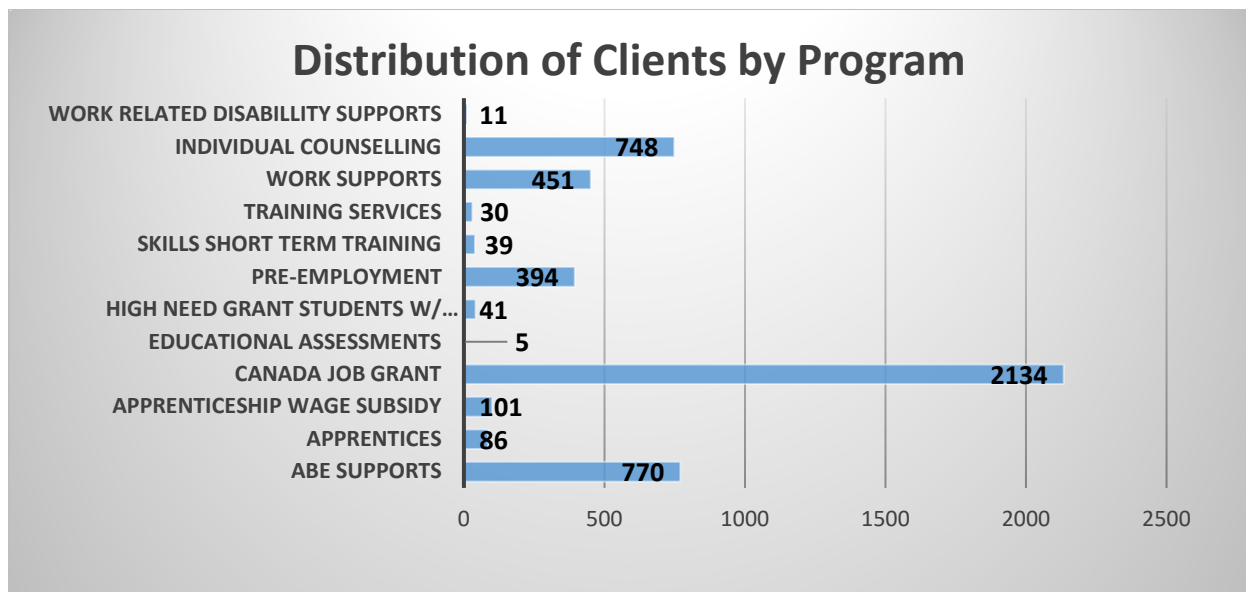
The report summarizes the socio-demographic characteristics of clients, and provides program descriptions, investments, activities and outcomes. Information and outcome results for the Employment Services Supports are presented first, followed by Employer Sponsored Training Programs (Canada-Newfoundland and Labrador Job Grant). A presentation of key terms for WDA 2018-19 report is contained in the annexes of this report.

The final annex of this report contains WDA audited financial statements for the 2018-19 fiscal year, as per the reporting requirements. In 2018-19 enhancements were made to the Labour Market Programs Support System (LaMPSS) to support accountability and reporting of data based on the new Performance Measure Plan (PMP). The results of these enhancements will be realized in 2019-20 and in 2020-21 the Department will report on all data elements outlined in the PMP. For 2018-19, some information was collected manually i.e., data for individuals funded under the Apprenticeship Wage Subsidy program, and information for participants engaged in programming through third party agreements under Community Partnerships. As indicated in the Implementation Plan for this province, information will not be able to be provided on all programs due to limitations in LaMPSS and because not all organizations funded had systems in place to allow the information to be captured. This will be corrected going forward for 2020-21.

## Client Summary

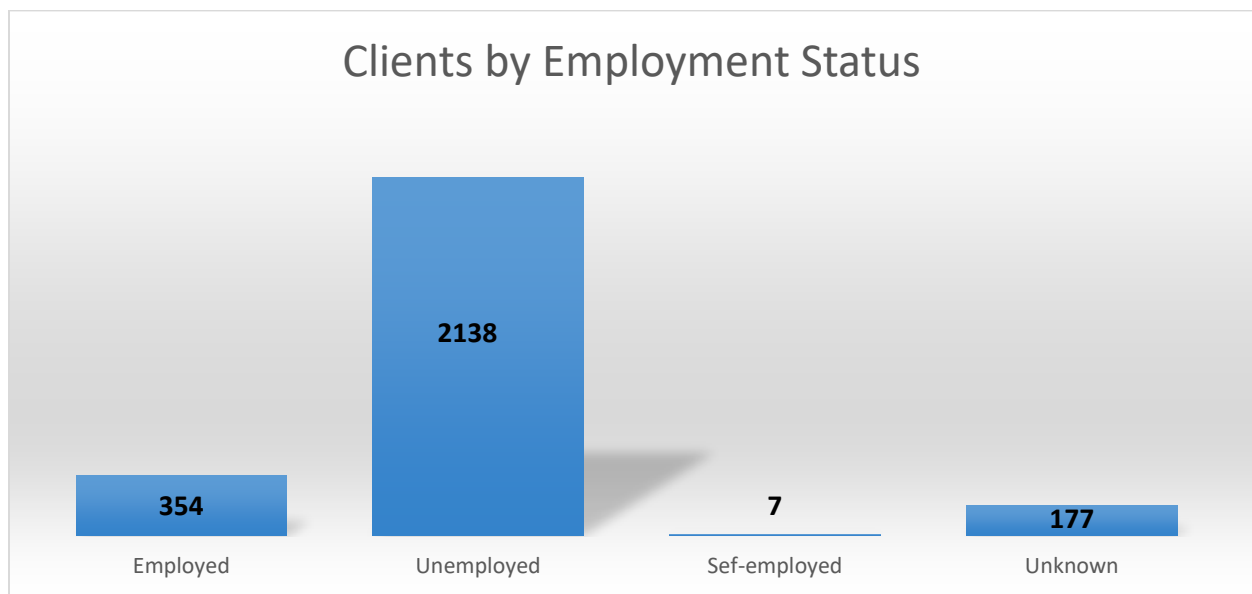
During the 2018-2019 period, 2,676 distinct clients availed of programs or services directly delivered by the Province under WDA. An additional 2,134 clients received support under the Canada Job Grant (CJG). A profile is provided in the CJG section of this report. Information pertaining to clients accessing programs and services delivered by third party organizations are found in the organization investments, activities and outcomes section of the report. As per Newfoundland and Labrador's Performance Measurement Implementation Plan, available individual-level client data spreadsheets will also be provided via secure upload and are not included in this report.

As shown in Figure 1, programs with the highest participation included CJG (2,134) adult basic education (ABE) supports (770), individual counselling (748), work supports (451) and pre-employment supports (394).



*Figure 1: Distribution of WDA Clients by Program*

The vast majority of clients accessing services were unemployed. Of the 2,676 clients involved in individual programming with pre-intervention status available, 80 per cent were unemployed (2,072) prior to participating in the program. Figure 2 shows distribution of clients by their pre-intervention employment status.



*Figure 2: WDA Clients by Employment Status*

As can be seen in Figure 3, more than 21 per cent of all clients (572) identified as having a disability, with four per cent (123) identifying as Indigenous and two per cent (50) identifying as an immigrant.

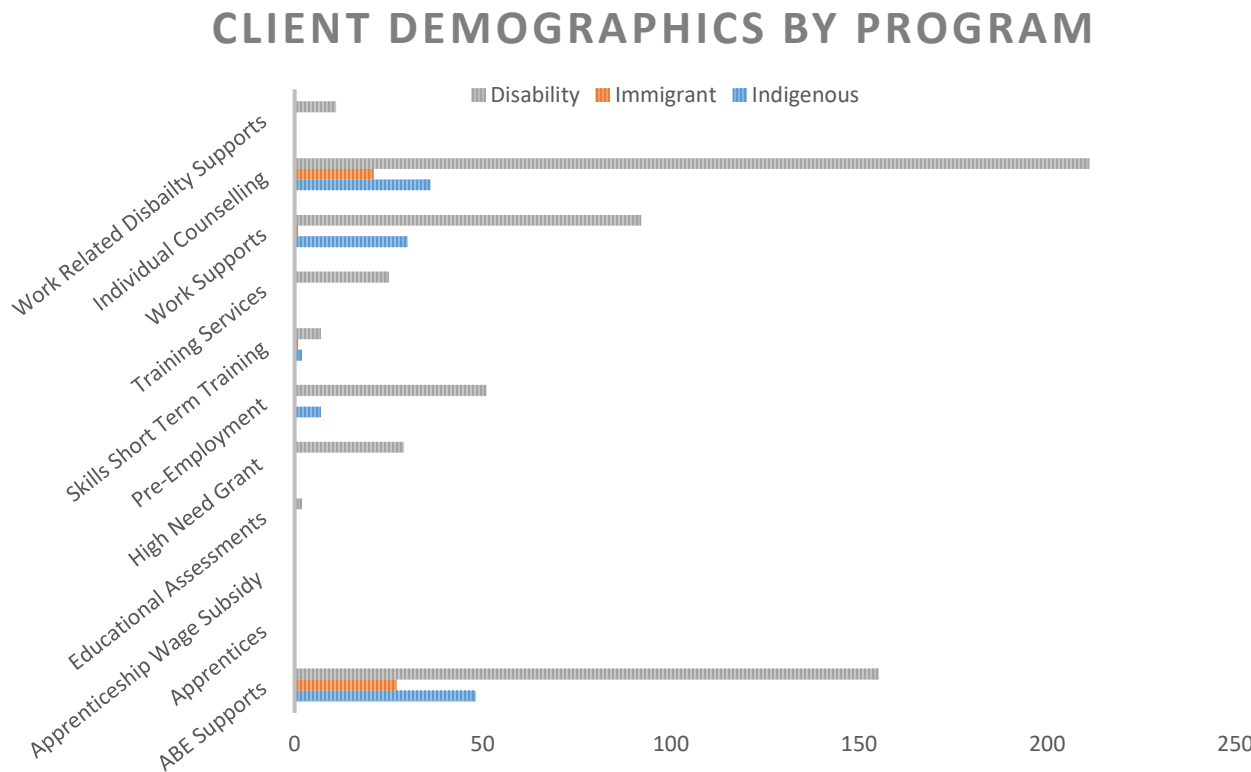


Figure 3: WDA Client Demographics by Program

Slightly more males (53 per cent) than females (46 per cent) availed of programs and services. This was consistent across all interventions as seen in Table 1 with the exception of ABE supports and individual counselling where the number of females participating was slightly higher than males.

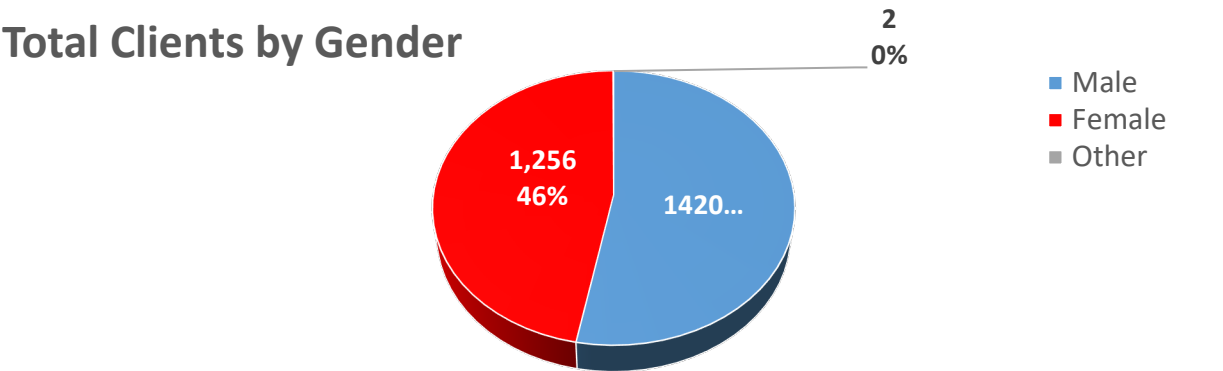


Figure 4: WDA Clients by Gender

Gender Breakdown of Clients by Program			
Program	Male	Female	Other
ABE Supports	372	397	1
Apprenticeship Wage Subsidy	101	0	0
Apprentices	73	13	0
Educational Assessments	4	1	0
High Need Grants	25	16	0
Pre-Employment	214	180	0
Short Term Training	26	13	0
Training Services	12	18	0
Work Supports	240	211	0
Individual Counselling	346	401	1
Work Related Disability Supports	7	4	0
<b>Total All Programs</b>	<b>1,420</b>	<b>1,254</b>	<b>2</b>

*Table 1: WDA Client Gender Breakdown by Program*

More than 64 per cent of all clients were age 30 and under, with the majority of clients (37 per cent) being between 20 and 30 years of age.

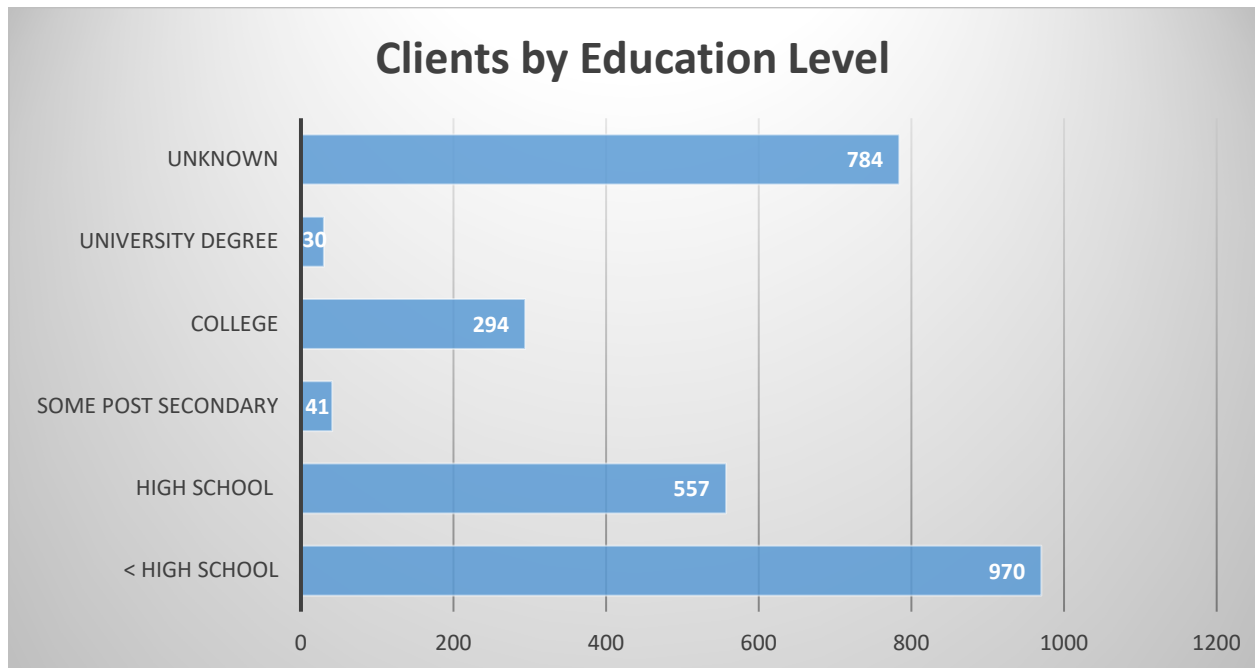
Age Breakdown of Clients by Program					
Program	0-20	21-30	31-40	41-50	51+
ABE Supports	326	289	87	46	22
Apprenticeship Wage Subsidy	21	69	6	3	2
Apprentices	7	50	14	7	8
Educational Assessments	3	1	0	0	1
High Need Grants	25	15	1	0	0
Pre-Employment	46	126	133	56	33
Short Term Training	3	8	8	11	9
Training Services	19	11	0	0	0
Work Supports	96	124	90	80	61
Individual Counselling	179	295	124	93	57
Work Related Disability Supports	1	1	1	6	2
<b>Total All Programs</b>	<b>726</b>	<b>989</b>	<b>464</b>	<b>302</b>	<b>195</b>

*Table 2: WDA Client Age Breakdown by Program*

The majority of clients have limited education, with approximately 60 per cent having high school or less. Of the 2,676 clients with education levels available, the most common highest level of education for program participants was less than high school (970). Most of these individuals were participating in ABE programming to upgrade their credentials.



Almost 11 per cent of clients (294) indicated that they have a post-secondary diploma. This group were predominately apprentices participating in the Apprenticeship Wage Subsidy program. Only one percent indicated they had a university degree, while the education level was unknown for 29 per cent of the clients; this latter group of individuals were case management light, educational information will be captured going forward for this client group. Clients' highest level of education is shown in Figure 5.



*Figure 5: WDA Clients by Education Level*

## Program Investments, Activities and Outcomes

This section will outline the various programs delivered under WDA, the level of investment in the programs and measured outcomes.

PROGRAM	INVESTMENT, ACTIVITIES AND OUTCOMES FOR 2018-2019
<p><b>Adult Basic Education (ABE) Supports</b></p> <p>The program provides eligible clients with support to participate in ABE or General Educational Development (GED) preparation. Program targets clients eligible under Income Support or WDA (Non-EI eligible, low literacy, low skilled persons). Supports may include transportation, start-up allowance and stipends.</p> <p>Note the tuition for clients under ABE is paid directly by the department to the ABE service provider, and not from ABE Supports. Supports for clients participating in either GED preparation course or GED home based study are eligible.</p>	<p><b>Investment and Activities</b></p> <p>In 2018-19, \$1,476,181 was allocated to support eligible clients to participate in ABE.</p> <p><b>Outcomes</b></p> <p>In 2018-2019, 770 clients participated and received benefits through ABE Supports. In 2017-2018, 801 clients participated in ABE, 31 less clients than the previous fiscal year.</p>
<p><b>Apprenticeship Wage Subsidy (AWS)</b></p> <p>The Apprenticeship Wage Subsidy (AWS) program assists apprentices to gain work experience in their skilled trade, and progress to journeyperson certification by providing a wage subsidy to employers who hire apprentices. The program provides a wage subsidy of 75 per cent, to a maximum of \$14 an hour for all apprentices funded under the program and is paid directly to the employer.</p>	<p><b>Investment and Activities</b></p> <p>In 2018-19, WDA funding in the amount of \$1,138,487 allowed 90 unique employers to provide work related experience to apprentices under AWS.</p> <p><b>Outcomes</b></p> <p>In 2018-19, 102 apprentices acquired work experience in their trade that supported them with journeyperson certification. In 2017-18 there were 199 apprentices supported under the program. The decrease in 2018-19 is attributed to some major projects related to oil and gas being completed and lower demand for trades people.</p>
<p><b>Apprentices</b></p> <p>Apprentices who are directed by Newfoundland and Labrador to full time in-school apprenticeship training may be assisted. Non EI eligible participants may be provided with financial assistance during the in-class portion of their apprenticeship training.</p>	<p><b>Investments and Activities</b></p> <p>In 2018-19, \$178,403 was allocated to provide supports to Apprentices participating in the in-class portion of their apprenticeship training.</p> <p><b>Outcomes</b></p> <p>There were 86 apprentices who benefitted from this program enabling them to work toward their Red Seal Certification, a slight increase from the 76 apprentices supported in 2017-18.</p>

PROGRAM	INVESTMENT, ACTIVITIES AND OUTCOMES FOR 2018-2019
<p><b>Canada NL Job Grant (CNLJG)</b> The Canada-Newfoundland and Labrador Job Grant (CNLJG) provides funding to eligible businesses and organizations to help offset the cost of training for existing and new employees. The program provides up to a maximum of \$10,000 per year towards training an existing employee and up to a maximum of \$15,000 for training an unemployed participant as a new hire. The employer contributes at least one-third to the cost of training, with the exception of an unemployed participant.</p>	<p><b>Investment and Activities</b> In 2018-19, WDA funding totaling \$2,351,936 helped 225 unique employers / organizations provide their employees with training under the CNLJG.</p> <p><b>Outcomes</b> In 2018-2019, 2,134 employees benefited from the program through their employer, compared to 1,396 employees in 2017-18. The increase is related to heightened awareness of the program in the employer community.</p>
<p><b>Employment Development Supports</b> Funding provided to client's with disabilities to support their transportation costs to attend Calypso and Vera Perlin Work Orientation Centres.(WORC)</p>	<p><b>Investment and Activities</b> In 2018-19, a total of \$160,580 was provided to support 39 clients with their transportation costs to attend WORC.</p> <p><b>Outcomes</b> In 2018-19, 39 clients participated in programming at WORC. Details of these activities are detailed in Calypso's and Vera Perlin's program descriptions. Without these transportation supports, client's would not be able to attend programming.</p>
<p><b>Fish Plant Worker Employment Support Program</b> The Fish Plant Worker Employment Support Program is a targeted program focused on creating short-term employment for workers from fish plants designated by Government as permanently closed. Workers can also avail of employment counselling and supports provided by AESL.</p> <p>The program provides workers with a maximum of one fourteen-week rotation (560 hours) less any insurable hours of employment they have already earned during the current year.</p>	<p><b>Investment and Activities</b> In 2018-19, a total of \$ 231,985 was expended to support 27 displaced workers / clients avail of short-term employment opportunities.</p> <p><b>Outcomes</b> 27 employees availed of short- term employment opportunities allowing them to obtain insurable earnings and avail of employment counselling services. Individual level data is not available for this program for 2018-19 but will be captured and reported on going forward.</p>

PROGRAM	INVESTMENT, ACTIVITIES AND OUTCOMES FOR 2018-2019
<p><b>Labour Market Partnerships (LMP)</b> Funding provided to organizations to pilot initiatives to support integration of unemployed individuals into the workforce including initiatives to target labour market integration for newcomers. Under the later, the initiatives were designed to help newcomers fully engage in all aspects of NL's social, economic and cultural life, and to support innovative approaches to increasing capacity and enhancing services for newcomers.</p>	<p><b>Investment and Activities</b> In 2018-19, \$312,303 was provided to seven organizations under LMP, including five organizations with initiatives related to the labour market integration of newcomers.</p> <p><b>Outcomes</b> For the five organizations funded to support labour market integration of newcomers, 23 newcomers participated in employment related programming; 15 of the newcomers secured employment. The other activities focused primarily on the development of materials to support newcomers to integrate into the province and become more informed of labour market opportunities. Funding was also provided to two organizations to pilot test employment service to unemployed individuals. In total 160 clients received training to provide work experience and enhance their attachment to the labour market; 130 of these clients were trained in a call centre, and the other 30 were trained on a new product line in a rural fish plant.</p>
<p><b>Linkages</b> Linkages is a client centered employment initiative delivered in partnership with community based organization, and provides unemployed youth (18-30 years of age) with 26 weeks of career related, paid employment and an opportunity to participate in career planning sessions. Linkages is intended for participants who have not made a successful transition to the labour force.</p>	<p><b>Investment and Activities</b> In 2018-19, a total of \$12,179 was expended to support 46 clients.</p> <p><b>Outcomes</b> Funding allowed 46 clients to receive supports they required to participate in the Linkages program; supports included funding to cover transportation, stipend and start up allowance.</p>
<p><b>Pre-Employment</b> The Pre-Employment program provides eligible clients with support to participate in pre-employment training that may include personal life skills development, career planning, employment readiness or job maintenance. This program specifically targets clients eligible under Income Support or WDA (non-EI eligible, low literacy, low skilled). Training may include combinations of in-class and on-the-job segments. Supports may include start up allowance, transportation, stipends and childcare.</p>	<p><b>Investments and Activities</b> In 2018-19, \$228,137 was allocated to provide clients with supports to participate in pre-employment training.</p> <p><b>Outcomes</b> During 2018-19, 394 clients received financial supports to participate in pre-employment training. In 2017-18, 311 clients received financial supports under this program.</p>

PROGRAM	INVESTMENT, ACTIVITIES AND OUTCOMES FOR 2018-2019
<p><b>Skills Short Term Training</b></p> <p>The Skills Short Term Training program provides eligible clients with support to participate in job skills related short term training to help them with preparing, obtaining or maintaining employment. This program specifically targets clients eligible under Income Support or WDA (non-EI eligible, low literacy, low skilled). Training must complement the client's employment plan; duration must be between a minimum of a half day to 12 weeks or less and the client cannot be eligible under Student Aid.</p>	<p><b>Investments and Activities</b></p> <p>In 2018-19, funds totaling \$45,116 were allocated to support eligible clients in short-term training.</p> <p><b>Outcomes</b></p> <p>During 2018-19, 39 clients benefitted from Short Term Skills Training, compared to 54 clients in 2017-18, a decrease of fifteen clients.</p>
<p><b>Student Mentorship Program</b></p> <p>The Student Mentorship program provides a wage subsidy to employers to create mentoring opportunities for post-secondary students. Employers match the student with an industry professional in the student's field of interest/ study with the expectation that the student will have learning opportunities to develop their knowledge and skills in their chosen field, learn more about the workplace and importance of work/life balance.</p>	<p><b>Investment and Activities</b></p> <p>In 2018-19, \$85,324 was provided to 22 employers to assist post-secondary students with an opportunity for summer employment in their field of interest/study. This was a new initiative for 2018-19.</p> <p><b>Outcomes</b></p> <p>The program provided summer employment to 40 post-secondary students and an opportunity to participate in employment related to their career interest / studies.</p>
<p><b>Transitions to Work</b></p> <p>The Transitions to Work program is designed to provide individuals with barriers to employment, and limited skills, the opportunity to participate in employment readiness training and access supports to obtain employment. Program consists of nine weeks of pre-employment supports and services, which includes seven weeks of in-class sessions focused on life skills management, career planning and occupational goal development, and job readiness certificate sources, i.e., First Aid, WHIMIS and back injury prevention.</p>	<p><b>Investment and Activities</b></p> <p>In 2018-19, \$563,391 was provided to eight community organizations to deliver Transitions to Work to 203 participants.</p> <p><b>Outcomes</b></p> <p>Eight organizations delivered Transitions to Work during 2018-19 involving 203 participants. Of those individuals who participated, 23 gained employment; 25 returned to school; 54 continued their job search; 47 were referred for additional services; and 54 were incomplete. In 2017-18, 92 individuals participated under this program.</p>

PROGRAM	INVESTMENT, ACTIVITIES AND OUTCOMES FOR 2018-2019
<p><b>Work Supports</b></p> <p>The Work Supports program provides eligible clients with work-related supports to assist them with seeking, obtaining or maintaining employment. This program specifically targets clients eligible under Income Support or CJF (non-EI eligible, low literacy, low skilled).</p>	<p><b>Investments and Activities</b></p> <p>In 2018-19, funds totaling \$151,583 provided work-related supports to clients. Supports include specific work clothing, job required tools and assistance with personal needs to prepare and participate in job search activities or job interviews. Various forms of client assessments, such as diagnostic and prior learning assessments may be paid under Work Supports.</p> <p><b>Outcomes</b></p> <p>During 2018-19, 451 clients received work supports compared to 574 in fiscal 2017-18.</p>
<b>Disability Related Programs</b>	
<p><b>Educational Assessments</b></p> <p>A psycho educational assessment identifies areas of strength and areas of need with respect to academic and cognitive functioning. It can be used to identify a learning disability, an intellectual disability or giftedness. An educational assessment can be considered when an individual is experiencing academic or work place learning difficulties for which there is need to obtain greater understanding to the underlying cause for these difficulties to assist with the facilitation of the client employment planning process.</p>	<p><b>Investment and Activities</b></p> <p>In 2018-19, a total \$7,000 was provided to five clients to have a psycho educational assessment completed for supporting the individuals with developing their employment plan.</p> <p><b>Outcomes</b></p> <p>In 2018-19, five participants received funding for psycho educational assessments as part of their employment plan development.</p>
<p><b>Disability Supports to Post Secondary Institutions Program (CNA)</b></p> <p>AESL provides funding to CNA to support the participation of students with disabilities in education and training programs. CNA offers assessment and training interventions focused on addressing disability-related barriers in post-secondary training environments. technologies, attendants and tutors may be provided to enable persons with disabilities to participate in training programs and work terms and complete post-secondary training</p>	<p><b>Investment &amp; Activities</b></p> <p>In 2018-19, funds totaling \$212,400 were provided to CNA to support students with disabilities in post-secondary, CNA spent a total of \$1.6M. The activities included assessment and training interventions for these students.</p> <p><b>Outcomes</b></p> <p>800 students identified and had files with Accessibility Services during the Fall and Winter semesters of 2018-19.</p>

PROGRAM	INVESTMENT, ACTIVITIES AND OUTCOMES FOR 2018-2019
<p><b>High Needs Grant for Students with Permanent Disabilities</b></p> <p>The High Needs Grant provides assistance to cover education-related costs associated with a permanent disability over the amount available from the Canada Student Grant for Services and Equipment for Students with Permanent Disabilities</p>	<p><b>Investment and Activities:</b></p> <p>In 2018-19, funds in the amount of \$157,040 were invested to support students with permanent disabilities participate in post-secondary education.</p> <p><b>Outcomes:</b></p> <p>During 2018-19, 41 students received grants to support them to participate in post-secondary studies, an increase of four from fiscal year 2017-18.</p>
<p><b>School to Work Transitions Program</b></p> <p>The School to Work Transitions Program provides high school students with developmental (intellectual) disabilities the support necessary to assist with making the transition from school to work by providing access to after school/summer work opportunities with the assistance of a job trainer - Supported Employment for high school students.</p>	<p><b>Investments and Activities:</b></p> <p>In 2018-19, funds totaling \$230,800 was invested in the School to Work Transitions program. The program provided after school and summer employment opportunities to high school students with developmental (intellectual) disabilities.</p> <p><b>Outcomes:</b></p> <p>During 2018-19, 66 high school students were employed through this program compared to 63 students in 2017-18.</p>
<p><b>Supported Employment</b></p> <p>This program is delivered in partnership with community employment groups to develop employment opportunities for people who have an intellectual disability. The program provides the necessary support to allow eligible individuals to participate in meaningful integrated employment in the community. Supports range from orientation and work analysis, to full-time support from a job trainer to ensure that the required duties of the job are completed to the satisfaction of the employer. The types of employment options that may be supported include individually supported employment in the labour force, contractual employment, self-employment and small business development.</p>	<p><b>Investment and Activities:</b></p> <p>In 2018-19, funds totaling \$7,418,492 was invested to support individuals with intellectual disabilities in employment, with the support of job trainers to help them perform the required duties of the job.</p> <p><b>Outcomes:</b></p> <p>In 2018-19, 1,426 individuals participated in Supported Employment compared to 1,566 individuals in 2017-18. In 2018-19, 654 of the participants were employed through the program / services provided compared to 605 participants in 2017-18. In 2018-19, 85 participants were employed without funded supports compared to 80 in 2017-18.</p>



PROGRAM	INVESTMENT, ACTIVITIES AND OUTCOMES FOR 2018-2019
<p><b>Training Services</b></p> <p>This program provides supports and services to eligible individuals with disabilities who wish to pursue post-secondary training or employment as part of an employment plan collaboratively developed with AESL. With budget 2016 it was announced that this program was being phased out with all students in 2016-17 having to apply for Canada-NL Student Financial Assistance</p>	<p><b>Investment and Activities:</b></p> <p>In 2018-19, funds totaling \$270,660 were provided to individuals with disabilities to pursue post-secondary training / employment. Benefits and services available includes living allowances during the period of training, transportation costs to attend a post-secondary institution, tuition and student fees, text books, and disability-related supports, such as interpreters and/or adaptive technology. Other services and supports include employment counseling and assessment, employment planning, pre-employment training and skills training.</p> <p><b>Outcomes:</b> in 2018-19, 30 students were supported to attend post-secondary training. The number of students is less than the previous year of 54 students but is in line as the program is being phased out.</p>
<p><b>Work Related Disability Supports</b></p> <p>Provides persons with disabilities work related supports to assist with seeking or maintaining employment. Eligible benefits may include work place accommodations, work place adaptations, assistive devices and assistive technology.</p>	<p><b>Investments and Activities:</b> In 2018-19, funds totaling \$36,395 was allocated to provide work related disability supports to persons with disabilities.</p> <p><b>Outcomes:</b> During 2018-19, 11 persons with disabilities received supports.</p>



## Organization Investments, Activities and Outcomes

In this section, organizations funded through the WDA will be outlined as well as the level of investment, primary activities and known outcomes.

ORGANIZATION	INVESTMENT, ACTIVITIES AND OUTCOMES FOR 2018-2019
<p><b>Autism Society</b> The Autism Society of Newfoundland and Labrador (ASNL) Transitions program provides relevant and effective job skills training to individuals with Autism Spectrum Disorder (ASD) in an environment that is conducive to their unique learning styles and their varying emotional, social and communication needs. ASNL assists these individuals in finding the “right fit” aligning strengths of individuals with ASD and their interests with the needs of employers to establish sustainable employment. Participants in the Transitions Program undergo formal and informal assessment to develop individualized learning goals and determine interests and abilities as they relate to employment.</p>	<p><b>Investment and Activities</b> In 2018-19, the Autism Society of Newfoundland and Labrador (ASNL) were provided \$143,000 to administer the Transitions Program. This program aims to identify the strengths and interests of individual participants and provide a full year of enriching classroom, volunteer and experiential learning.</p> <p><b>Outcomes</b> In 2018-19, six participants took part in the Transitions Program. Volunteer opportunities were also provided with two organizations to allow participants to further develop social and communicative skills</p>
<p><b>Calypso</b> This program assists individuals with intellectual disabilities to acquire the skills, experience and support necessary to successfully prepare for, enter and remain in the workforce. This program is based on a Supported Employment Model</p>	<p><b>Investment and Activities</b> In 2018-19, the Calypso Foundation was provided with \$245,996 for their Work Oriented Rehabilitation Centre (WORC).</p> <p><b>Outcomes:</b> In 2018-19, Calypso served 19 clients on a continuing basis and provided occasional services to ten more clients. In addition to continuing education components, the training provides clients with experience both in community settings and with work placements in business and industry.</p>
<p><b>Vera Perlin Society</b> The Work Oriented Rehabilitation Centre (WORC) program is an employment program to provide opportunities for individuals with a developmental disability to work independently in the business community in St. John's and surrounding areas, including the Button Shop owned and operated by the Vera Perlin Society.</p>	<p><b>Investment and Activities</b> In 2018-19, the Vera Perlin Society was provided with \$259,350 to offer a WORC program.</p> <p><b>Outcomes</b> In 2018-19, 139 clients took part in this program to obtain employment supports compared to 94 clients in 2017-2018.</p>

ORGANIZATION	INVESTMENT, ACTIVITIES AND OUTCOMES FOR 2018-2019
<p><b>Empower – The Disability Resource Centre</b></p> <p>The Internship and Adaptive Technology Program assists people with disabilities to prepare for, to attain and maintain employment. The Internship Program component assists people with disabilities in making employment choices, weighing out risks, and gaining ownership over their personal career development and goal setting. The Adaptive Technology component promotes inclusion for people with disabilities through technology. Program activities are geared towards informing everyone about the benefits of Adaptive Technology, demystifying technology, connecting people with resources, and increasing the technological capacity of people so they can become more active participants in their communities.</p>	<p><b>Investment &amp; Activities</b></p> <p>In 2018-19, Empower, the Disability Resource Centre – Internship and Adaptive Technology received \$422,744 to support persons with disabilities in internships to develop new skills and enhance existing skills such as technical skills, public speaking and networking.</p> <p><b>Outcomes:</b></p> <p>In 2018-19, there were over 390 visits to the Empower computer site. 159 clients were linked with employment services and 140 with education consults. During 2017-18, 86 individuals were linked with employment services and 61 individuals with education services.</p>
<p><b>Empower – The Full Steam Ahead (FSA)</b></p> <p>FSA is the career development program at Empower, the Disability Resource Centre. The program is designed to assist people with disabilities to gain an attachment to the labour force. The program operates under the principles of independent living and consumer empowerment. The coordinator provides information, support and skill building opportunities as consumers find solutions to disability related barriers that have prevented them from attaining those career goals.</p>	<p><b>Investment &amp; Activities</b></p> <p>In 2018-19, funds totaling \$53,227 was provided to the FSA program with Empower, the Disability Resource Centre. Activities included pre-employment skills and job search; disability disclosure and disability related accommodations in the workplace; education and training opportunities; entrepreneurial development and volunteerism.</p> <p><b>Outcomes</b></p> <p>In 2018-19, 564 individual services were provided to clients of the FSA program. 65 clients, 19 of whom were new, used the services offered by the program. An additional 21 returning clients started new action plans while 25 continued work on their previous action plan. 11 clients secured employment. Of these, 4 were subsidized and 6 unsubsidized. One client was self-employed. 2017-18, was one of the most successful years, with the most new client referrals (84), which is the highest number of referrals to date under the program. 46 clients found employment. Of these, 30 were unsubsidized positions.</p>

ORGANIZATION	INVESTMENT, ACTIVITIES AND OUTCOMES FOR 2018-2019
<p><b>NL Association for the Deaf</b>  Newfoundland and Labrador Association for the Deaf seeks to ensure that deaf clients have full access to career and employment services that enables them to seek, obtain and maintain employment. The association provides enhanced employment readiness for individuals who are culturally deaf so that these clients achieve increased self-reliance. This program focuses exclusively on people with language barriers who are deaf using American Sign Language (ASL) and that are ready to play an active role in the work force.</p>	<p><b>Investment &amp; Activities</b>  In 2018-19, The Newfoundland and Labrador Association for the Deaf (NLAD) was provided with \$120,970 to enhance employment readiness for individuals who are culturally deaf</p> <p><b>Outcomes</b>  The mandate of the program is to help deaf individuals on income support move toward self-sufficiency and increased independence. In 2018-19, 65 clients were served; five of these clients obtained employment. In 2017-18, 50 clients were served; nine of these clients successfully obtained employment.</p>
<p><b>NL Coordinating Council on Deafness</b>  The Newfoundland Coordinating Council on Deafness (NCCD) is a non-profit organization engaged in the development and delivery of services to people who are deaf or hard of hearing in order to facilitate, promote and realize their right to access employment, education, social, recreational and other opportunities that are generally accessible by all other persons.</p>	<p><b>Investment &amp; Activities</b>  In 2018-19, the NL Coordination Council on Deafness received \$44,100 to provide educational support services that include vocational counseling services, assistance in gaining access to post-secondary education/transitional supports, orientation and in servicing of faculty and instructional personnel orientation and servicing to students, personalized assistive listening devices and accessories, arranging and monitoring tutorial services and note taking services. The services focus on individual needs, direct support of education, employability, and flexibility in the delivery of educational support services.</p> <p><b>Outcomes</b>  Services were provided to 57 students in 2018-19, an increase of 11 from 2017-18.</p>
<p><b>Office to Advance Women Apprentices</b>  A Wage Subsidy Community Coordinator receives a contribution to support the costs of a project designed to encourage employers to hire female apprentices by offering wage subsidies, to the employer to hire the apprentice and provide them with work experience to support their progression to become a journeyperson. The program targets female who are non-EI eligible.</p>	<p><b>Investment and Activities</b>  In 2018-19, \$192,000 was provided to support the use of wage subsidies for non-EI eligible females seeking employment in apprenticeship trades.</p> <p><b>Outcomes</b>  During 2018-19, OAWA assisted 158 employment opportunities for tradeswomen. 113 jobs under OAWA and 22 under OAWA Wage Subsidy. 24 female apprentices attained Journeyperson status during the fiscal year.</p>

## Employer Sponsored Training

### (Canada-Newfoundland and Labrador Job Grant)

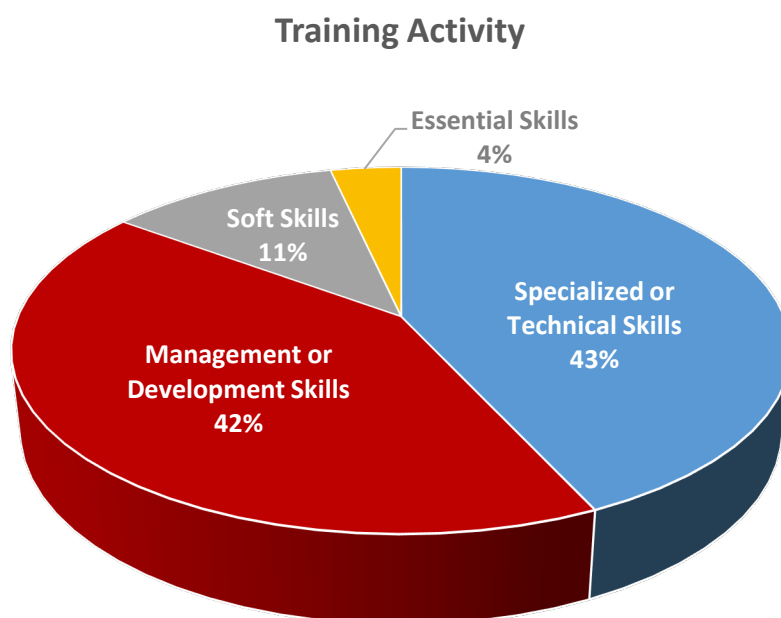
#### Service Delivery Information

The goal of the program is to increase labour force participation and to help develop the skills necessary to find and maintain meaningful and long-term employment, and to encourage employer involvement in training to ensure that skills are aligned to job opportunities.

In 2018-2019, 302 funding agreements were approved, with 202 unique employers or organizations participating. Overall, the average budgeted amount of \$14,134 per CJG agreement was provided to each employer or organization, with some agreements ranging in funding of up to \$300,000 for training to more than 400 plus individuals.

Most of the training activities for participants involved training in specialized or technical skills (43 per cent). This was followed by development of management skills (42 per cent) while others involved soft skills (11 per cent) and training in essential skills (4 per cent).

Private training providers were the most utilized type of training provider (84.7 per cent) with many of them industry experts as opposed to registered private training institutions, followed by universities (10.7 per cent) and colleges (4.6 per cent).



*Figure 6: Canada-Newfoundland and Labrador Job Grant by Training Activity*

Over two thirds of CJG agreements were for training of more than 180 hours (67.5 per cent). This was followed by training of more than 30 hours to 180 hours (18.35 per cent) and training of less than 10 hours (12.2 per cent), as shown in figure 1.

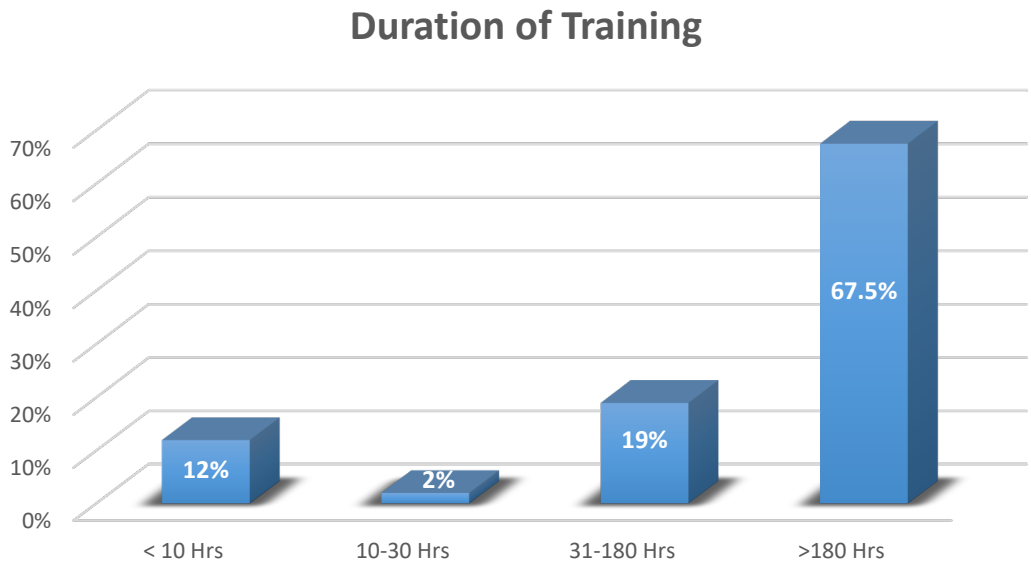


Figure 7: Canada-Newfoundland and Labrador Job Grant by Duration of Training

### Employer Information

202 unique employers or organizations received grants for 2018-19. Of these employer's, 155 (76.7 per cent) were classified as small (having 50 or fewer employees), 42 (20.8 per cent) were classified as medium (between 51 and 499 employees, and five (2.5 per cent) were classified as large employers (500 employees or more).

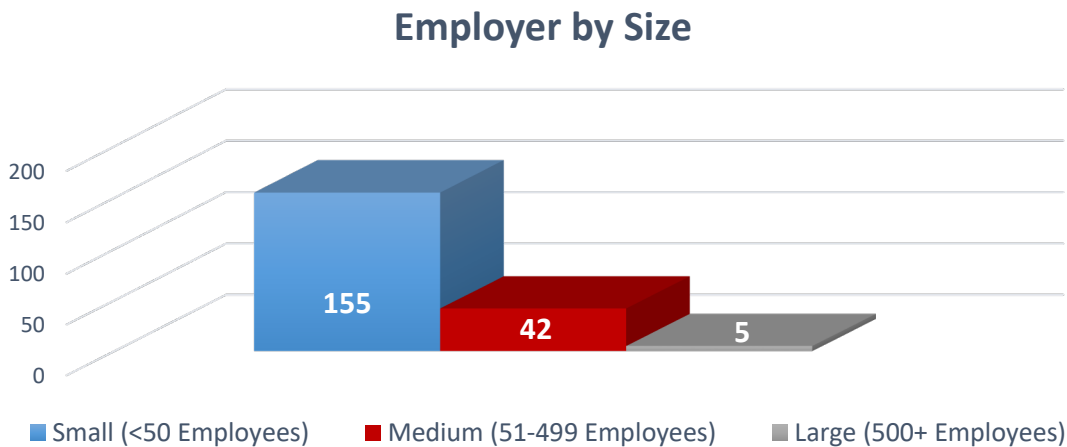


Figure 8: Canada-Newfoundland and Labrador Job Grant by Employer Size

The most common Industry sector (classified by the North American Classification System 2017) for the 302 agreements (202 employers) was identified as professional, scientific and technical services, with 63 agreements, or 20.8 per cent of the total. This was followed by 36 agreements or 12.0 per cent of employers in the manufacturing trade, retail trade and oil and gas extraction sectors.

Table 3 contains the industry sector breakdown of participating employers.

Canada NL Job Grant 2018-19 Number of Approved Employers by Sector			
NAIC Code	Sector	Employer Count	per cent
72	Accommodation and Food Services	13	4.3
56	Administrative and Support, Waste Management and Remediation Services	2	0.7
11	Agriculture, Forestry, Fishing and Hunting	7	2.3
71	Arts, Entertainment and Recreation	3	1.0
23	Construction	10	3.3
61	Educational Services	8	2.6
52	Finance and Insurance	8	2.6
62	Health Care and Social Services	27	8.9
51	Information and Cultural Industries	11	3.6
31-33	Manufacturing	36	0.0
21	Mining, Quarrying, and Oil and Gas Extraction	27	8.9
81	Other Services (Except Public Administration)	25	8.3
54	Professional, Scientific and Technical Services	63	20.9
53	Real Estate and Rental and Leasing	3	1.0
44-45	Retail Trade	32	10.6
48-49	Transportation and Warehousing	22	7.3
22	Utilities	3	1.0
41	Wholesale Trade	2	0.7
<b>Grand Total</b>		<b>302</b>	<b>100.0</b>

*Table 3: Industry Sector Breakdown of Employers*

Most employers indicated that they provide some form of assistance to employees for training. This included financial assistance, time off for training, or training done on-site by their own people.

Table 4 contains the industry breakdown of employers by training type.

Canada NL Job Grant 2018-19 Number of Approved Employers by Training Type	
Training	Employer Count
Accounting and Financial	46
Construction related	7
Education related	13
Food and Beverage Retail	1
Health	8
Industry Specific	12
Industry Specific Technical	36
IT- Technical	20
Leadership and Management	127
Offshore	7
Sales	25
<b>Grand Total</b>	<b>302</b>

*Table 4: Industry Breakdown of Employers by Training Type*

## Participant Information

In 2018-19, 2,134 clients benefited from CJG. A large portion of clients indicated on their participant information forms that they were employed prior to commencing training (73.7 per cent) while 0.7 per cent indicated they were unemployed. The remainder of clients did not indicate their pre-employment status (25.6 per cent).

Most of the clients were male (68.8 per cent), while 31.2 per cent were female.

Of the 552 participants who provided their age, the average age of a CJG participant was between 31-40 years of age. There was also a high number of individuals between 41-50 years of age (34.9 per cent) and 19.2 per cent of participants were between the ages of 18-29 years.

## Annex 1: Definition and Key Terms

<b>Indigenous peoples:</b>	Includes persons who are First Nations or Inuit
<b>Certification:</b>	Documented recognition by a governing body that a person has attained occupational proficiency. Examples would be journey person certifications, required occupational safety certifications, professional designations (e.g., CA, CPA).
<b>Credential:</b>	Documented evidence of learning based on completion of a recognized program of study, training, work experience, or prior learning assessment. Examples include degrees, diplomas, certificates (including high school graduation or equivalency), and licenses (e.g., LPN).
<b>Diploma:</b>	Credential/certification from a community college, CEGEP, or school of nursing.
<b>Employed:</b>	<p>Employed persons are those who work at a job or business, that is, who have paid work in the context of an employer-employee relationship (not including self-employment). This includes those who have a job, but are not at work due to factors such as illness or disability, personal or family responsibilities, vacation, labour dispute or other reasons (excluding persons on layoff, between casual jobs, and those with a job to start at a future date). Employment may be permanent or temporary (temporary employment comprises work under a fixed-term contract, in contrast to permanent work where there is no end-date), full-time or part-time.</p> <p><b>Full-time</b> (work hours) includes employed persons who usually worked 30 hours or more per week, at their main or only job.</p> <p><b>Part-time</b> (work hours) includes employed persons who usually worked less than 30 hours per week, at their main or only job.</p>
<b>Employer:</b>	Either an individual employer or an organization that acts on behalf of individual employers (e.g., employer consortia, union halls, industry associations training coordinators, Crown corporations, Indigenous governments as appropriate), who contributes to one or more Grants.



<b>Entry Level:</b>	Basic training required for a participant to obtain an entry level position with the employer
<b>Essential Skills:</b>	Skills needed for work, learning and life (e.g., reading, writing, document use, numeracy, oral communication, thinking, digital technology, working with others, continuous learning).
<b>Grant:</b>	Funding issued under the Canada-Newfoundland and Labrador Job Grant to support the eligible training costs of a participant (A Grant can include one training course or a series of multiple courses providing that the maximum government contribution per grant does not exceed \$10,000).
<b>High School:</b>	Includes individuals who have completed their high school diploma or equivalent (e.g., General Educational Development credential) but who do not have any postsecondary education.

## Annex 2: Audited Financial Statements



Auditors' Report

Canada-Newfoundland and Labrador Workforce  
Development Agreement

March 31, 2019

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## Independent auditors' report

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To the Deputy Minister of the Department of Advanced Education, Skills and Labour;

### **Opinion**

We have audited the accompanying Statement of Revenues and Expenses for the Province of Newfoundland and Labrador for the year ended March 31, 2019 ("the statement").

In our opinion, the financial information in the statement for the year ended March 31, 2019 is prepared, in all material respects, in accordance with the financial reporting provisions in Article 26 of the Canada-Newfoundland and Labrador Workforce Development Agreement ("the Agreement").

### **Basis for Opinion**

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Statement section of our report. We are independent of the Agreement in accordance with the ethical requirements that are relevant to our audit of the statement in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Basis of accounting and restriction on distribution**

The statement is prepared to assist the Province of Newfoundland and Labrador to meet the requirements of Article 26 of the Agreement. As a result, the statement may not be suitable for another purpose. Our report is intended solely for the Province of Newfoundland and Labrador and the Department of Advanced Education, Skills and Labour and should not be distributed to parties other than the Province of Newfoundland and Labrador and Employment, Work Force Development and Labour Canada. Our opinion is not modified in respect of this matter.

### **Management's responsibility**

Management is responsible for the preparation of the statement in accordance with the financial reporting provisions in Article 26 of the Agreement, and for such internal control as management determines is necessary to enable the preparation of the statement that is free from material misstatement, whether due to fraud or error.

**Auditor's responsibilities for the Audit of the Statement**

Our objectives are to obtain reasonable assurance about whether the statement is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this statement.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the statement, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Agreement's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates, if any, and related disclosures made by management.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



St. John's, Canada

October 7, 2019

Chartered Professional Accountants

**Canada-Newfoundland and Labrador Workforce Development Agreement**  
**Statement of Revenues and Expenses**  
**Fiscal Year Ending March 31, 2019**

**SUMMARY**

<b>1</b>	<b>REVENUE</b>	<b>Amount</b>	
	Annual contribution from Canada under the Canada-Province WDA	13,198,800	
	Carry forward from previous fiscal year		
	<b>Total Revenue</b>		<b>\$13,198,800</b>

<b>2</b>	<b>EXPENSES</b>	<b>Amount</b>	<b>Sub-Total</b>
	<b>Program Costs incurred</b>		\$13,758,782
	<b>Programming targeting Persons with Disabilities (PWD)</b>		\$6,573,008
	<b>Eligible Programming excluding programming for PWDs</b>		\$7,185,773
	ABE Funding	1,476,181	
	APPIA Funding	178,403	
	Apprenticeship Wage Subsidy Program	1,138,487	
	Canada-NL Job Grant Funding	2,351,936	
	Community Partnerships Funding	563,391	
	Educational Assessments	7,000	
	Labour Market Integration for Newcomers	211,747	
	Labour Market Partnerships Funding	312,303	
	Wage Subsidy - Community Coordinator	192,000	
	SMP (Student Mentorship Program)	85,324	
	LINIA Funding	12,179	
	SNLPE Funding	228,137	
	STT Funding	45,116	
	WLMAP Funding	151,583	
	Fish Plant Workers	231,985	
	<b>Administration Costs incurred</b>		
	a) Maximum eligible amount of Administration Costs*	1,979,820	
	b) Actual Administration Costs incurred	841,710	
	Eligible Administration Costs (the lesser of a) and b))		\$841,710
	<b>Total Expense</b>		<b>\$14,600,491</b>

\*15% of the maximum contribution payable by Canada

<b>3</b>	<b>EXCESS AMOUNT OF CONTRIBUTION PAID OR PAYABLE</b>	<b>\$0</b>
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<b>4</b>	<b>CARRY FORWARD</b>	<b>Amount</b>	
	The lesser of i) or ii):		
	i) 5% of contribution paid or payable by Canada	659,940	
	ii) Excess amount of contribution paid or payable by Canada, less PWD debts owed to Canada (not eligible for carry forward)	-	
	<b>Total carry forward amount</b>		<b>\$0</b>

<b>5</b>	<b>DEBTS OWED TO CANADA</b>	<b>Amount</b>	
	PWD debts owed to Canada (not eligible for carry forward)	-	
	Plus: Additional excess amount of contribution (not including unspent contribution amounts for PWD programming from Canada-Province WDA sources)*	-	
	Less: Carry forward amount	-	
	<b>Total debts owed to Canada</b>		<b>\$0</b>

\*These amounts are removed to prevent double counting.

**Canada-Newfoundland and Labrador Workforce Development Agreement**  
**Statement of Revenues and Expenses**  
**Fiscal Year Ending March 31, 2019**

**PROGRAM COSTS FOR PWDs**

<b>1</b>	<b>Government Program Costs incurred for PWDs</b>	<b>Amount</b>	
	From WDA sources	\$6,573,008	
	From Province sources	\$6,573,008	
	<b>Total Program Costs incurred for PWDs</b>		<b>\$13,146,017</b>

<b>2</b>	<b>Targeted Program Costs for PWDs</b>	<b>Amount</b>	<b>Sub-Total</b>
	From WDA sources		
	Identified Target A amount under the <i>Financial Provision</i> section	\$4,120,531	
	Identified Target B amount under the <i>Financial Provision</i> section	\$156,789	
	Less: actual investments	\$6,573,008	
	Amount below identified target		\$0
	From Province sources		
	Identified Target A amount under the <i>Financial Provision</i> section	\$4,120,531	
	Less: actual investments	\$6,573,008	
	Amount below identified target		\$0
	<b>Total PWD investments below targets</b>		<b>\$0</b>

<b>3</b>	<b>Eligible health-related expenses incurred as Program Costs</b>	<b>Amount</b>	<b>Sub-Total</b>
	a) Maximum eligible amount of health-related expenses*	\$2,099,463	
	b) Actual health-related expenses incurred		
	Eligible health-related expenses (the lesser of a) and b))		\$0
	<b>Total eligible health-related expenses</b>		<b>\$0</b>

\*The lesser of 25% of target spending and 25% of actual spending

<b>4</b>	<b>PWD related debts owed to Canada (not eligible for carry forward)</b>	<b>Amount</b>	
	Unspent contribution amounts for PWD programming from WDA sources	\$0	
	Contribution amounts for PWD programming from WDA sources not matched by Province sources	\$0	
	<b>Total PWD related debts owed to Canada</b>		<b>\$0</b>

<b>5</b>	<b>PWD Program Costs Breakdown</b>	<b>Amount</b>	
	List all PWD programs/initiatives funded under the WDA and from Province sources and provide the actual expenditure amount for each:		
	Community Partnerships Funding	\$1,289,387	
	HN-G Funding	\$157,040	
	LMAPD - Supported Employment Funding	\$7,418,492	
	LMAPD School To Work Transitions Funding	\$230,800	
	SD-PD Funding	\$270,660	
	WS-PD Funding	\$36,395	
	College of the North Atlantic	\$212,400	
	Opening Doors	\$3,370,262	
	Employment Development Supports	\$160,580	
	<b>Total PWD Program Costs</b>		<b>\$13,146,017</b>