

GOVERNMENT OF NEWFOUNDLAND AND LABRADOR

2018-19 Annual Plan



Canada-NL Workforce Development Agreement (WDA)

 Newfoundland
Labrador

Advanced Education, Skills and Labour

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Labour Market Transfer Agreement Overview

The Government of Canada provides approximately \$3 billion annually in funding to provinces and territories (P/Ts) to deliver a range of training and employment programming for Canadians. The programs and services funded under labour market transfer agreements were designed by provinces and territories to meet the needs of a wide variety of clients, including unemployed workers eligible for Employment Insurance (EI), unemployed workers not eligible for EI, low-skilled employed workers, persons with disabilities and older workers.

Building on what was heard during the 2016 labour market transfer agreement consultations and through discussions at the Forum of Labour Market Ministers, the Government of Canada is working with P/Ts to reform the labour market transfer architecture by rationalizing and expanding the labour market transfer agreements.

Specifically, the Government of Canada is strengthening the Labour Market Development Agreements (LMDA), and introducing new Workforce Development Agreements (WDA) that consolidate the Canada Job Fund (CJF), Labour Market Agreements for Persons with Disabilities (LMAPD) and the Targeted Initiative for Older Workers (TIOW).

The newly introduced WDAs will have no end date, and replace funding provided separately under the CJF Agreements (\$500 million) and the LMAPD (\$222 million).

Note on the Annual Plan

Information on Newfoundland and Labrador's labour market is collected from several sources, including available federal and provincial information on labour market trends, economy and population statistics.

Provincial Labour Market Overview and Conditions

Economic factors continue to impact the province's labour market landscape and persist in influencing the Provincial economic outlook:

- Labour Force Survey data has indicated a decrease in employment, from 232,600 in 2016 to 224,100 in 2017.
- The unemployment rate has increased slightly from 13.4 per cent in 2016 to 14.8 per cent in 2017.
- Census 2016 reports a Provincial median age of 46.0 versus 41.2 for Canada.

As in the previous year, prospects for economic activity in Newfoundland and Labrador remain modest as the province continues to experience a period of adjustment. The Government of Newfoundland and Labrador has and continues to implement initiatives to reduce spending and support economic growth while taking action to avail of new opportunities for service improvement, program transformation and economic growth.

Labour market transfer agreements are a critical source of employment and skills training, providing essential supports for citizens to build better futures. With a strong focus on skills development in the 2017 Federal Budget, Newfoundland and Labrador is encouraged by the Federal Government's commitment to increase investments in LMTAs over the next six years.

The successful application of programming and services under labour market transfer agreements continues to assist in mitigating the effects of economic downturns and has demonstrated positive outcomes and impacts on clients, employers, and communities in Newfoundland and Labrador. The province has successfully implemented programming and services under labour market transfer agreements, by providing flexible, responsive and innovative programs and services designed to help in training residents to address labour market demands; support displaced workers impacted by labour force adjustments and company closures; and address new and ongoing challenges and opportunities.

Newfoundland and Labrador remains committed to working with the Federal Government to develop innovative solutions to grow the province's economy and address its labour market challenges and opportunities. Labour market transfer agreements will continue to be a critical tool to allow our province to:

- Capitalize on labour market opportunities;
- Collaborate and synchronize with the Federal Government in creating jobs and growing the economy in key areas such as advanced manufacturing, agri-food, clean technology, digital industries, health/bio-sciences and clean resources; and
- Develop a long-term approach to expand the pool and capacity of the province's economic wealth generators, innovation and growth-focused businesses, social enterprise development, the promotion of new areas of mineral resources to stimulate increased activity in the mining sector, support the growth of the aquaculture, agriculture and technology industries and establish an Oil and Gas Industry Development Council to position Newfoundland and Labrador globally as a preferred location for oil and gas development.

The Department of Advanced Education, Skills and Labour

2018-19 Annual Plan

The Department of Advanced Education, Skills and Labour (AESL) 2018-19 Annual Plan outlines priority objectives and strategic investments, which the Canada-Newfoundland and Labrador WDA will support during the period from April 1, 2018 to March 31, 2019.

Provincial investment priorities for fiscal year 2018-19 include:

- Provide mechanisms to develop a highly educated and skilled workforce;
- Implementation of initiatives to support a strong labour supply to meet evolving labour market demands with a focus on under-represented groups;
- Continued development of a comprehensive human resource plan as identified in the province's *"The Way Forward"* policy document to support sector diversification and the development of a productive and knowledge-intensive economy; and
- Developing a responsive and adaptive workforce, through effective employment and skills training programming, with a focus on unemployed and underemployed individuals from under-represented groups (women, persons with disabilities, Indigenous groups, youth, and mature workers).

On November 9, 2016, the Government of Newfoundland Labrador released *"The Way Forward: A Vision for Sustainability and Growth in Newfoundland and Labrador"*. This vision continues to guide Provincial Government actions to achieve greater efficiency, strengthen the province's economic foundation, enhance services and improve outcomes to promote a healthy and prosperous province. At the beginning of each fiscal year, our Government will announce priority actions to help achieve this vision.

Phase 2 of the vision, *The Way Forward: Realizing Our Potential* was launched in March 2017 and Government initiatives in 2017-18 included:

- Establishment of a Cabinet Committee on Jobs and the pursuit of new actions in collaboration with industry with a commitment to foster an environment where business can excel;
- Enhancement of apprenticeship training opportunities through flexible online offerings available for plumbers, construction electricians, welders, automotive service technicians, and carpenters;
- Continued entrepreneurial supports for youth, women, and new immigrants through loan provisions, educational initiatives, and new entrance pathways for immigrant entrepreneurs;
- More focused government supports on sectors with high growth potential to maximize growth and economic output. High performing firms were identified based on criteria such as Gross Domestic Product (GDP), levels of employment, opportunities for diversification within the firm, and supports to encourage internationalization;
- The establishment of tailored assistance to the agriculture and forestry sectors, collaboration with the tourism industry to create a sense of arrival at all entry points to the province, and the development of a new cultural plan;
- Creation of an action plan to increase the number of social enterprises in Newfoundland and Labrador; and
- Supporting and coordinating industrial development via Regional Innovation Systems pilot projects in the fisheries and tourism; forestry and agriculture; aerospace and defence; industrial technology development; and ocean technology sectors.

The Workforce Development Agreement

The Government of Canada announced in Budget 2017 a commitment to make labour market transfer agreements simpler and more flexible. The introduction of a new WDA will consolidate the CJF, LMAPD and the TIOW.

The WDA will:

- Provide improved administrative efficiency and better alignment with the LMDA;
- Remain the primary responsibility of the P/Ts with respect to the design and delivery of the employment and training programs funded under this Agreement;
- Provide eligible clients access to employment and training programming that addresses critical points along the path to full participation in the labour market;
- Highlight the importance of continuous improvement based on strengthened labour market information, sharing best practices, and fostering innovation;
- Provide transparency and accountability in the use of funding and the public reporting of outcomes under this Agreement; and
- Contribute to the development of performance measurement systems to track outcomes and demonstrate results to inform program and policy development.

Canada and Newfoundland and Labrador share a common vision to support the employment and training needs of the Canadian labour market through an integrated, client-centered, 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 individuals access labour market opportunities and by 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 by 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 for timely and effective labour market programming, which contributes to improved productivity and economic growth.

The following principles will guide the agreement:

- Client-centered: Flexibility to meet the needs of unemployed, underemployed, and precariously employed individuals and employers using the best available labour market information, and minimize barriers in accessing programs and supports;
- Inclusion: Support underrepresented groups and those further from the labour market;
- Outcomes-focused: Track measurable milestones and targets and develop ways to measure different forms of progress (e.g., improved employability);
- Flexibility and Responsiveness: Flexibility to address local labour market priorities and respond to emerging issues;
- Innovation: Identify and explore collaborative models for innovation, including continuous sharing of best practices and lessons learned; and

- Engagement: Collaboration and partnership between Federal and P/T governments, engagement with and services through Indigenous partners, consultation and engagement with stakeholders, and coordination to enhance program complementarity.

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.

Development and Delivery of Programs

While there are differences between client types and needs, and programs and services delivered, results of the previous three agreements (CJF, LMAPD and the TIOW) have consistently demonstrated positive outcomes and impacts on clients, employers, and communities in Newfoundland and Labrador. Investments made through these agreements enabled the province to capitalize on a variety of economic and training opportunities and outcomes leading to job creation and growth. Evidence demonstrates that clients develop skills, get jobs, and maintain employment as a result of their participation in employment and skills training programs.

Newfoundland and Labrador's program and service delivery models contribute to a stronger economic and labour environment:

- Ensuring that the province has the skilled workforce and highly educated graduates to participate in and contribute to their communities;
- Strengthening the workforce through education, training, financial and social supports;
- Creating and equipping the province's workforce to meet current and future Provincial labour market demands;
- Providing guidance and support to employers to recruit and retain the necessary workforces to grow their businesses;
- Offering guidance and support to residents in order to achieve the greatest benefit from the opportunities that exist in the province;
- Enhancing client case management;
- Supporting residents with career decisions and securing and retaining employment; and
- Providing guidance and support for the development of policy and procedures on employment and training programs.

Under the WDA, Newfoundland and Labrador will provide employment and training supports to eligible beneficiaries to improve their ability to perform their current job, prepare for a new job, to enhance their labour market participation, help them develop the skills needed to find and keep a job, improve their labour market outcomes, and develop their workforce. Programs and services may include, but are not limited to, those that support the following activities:

- Skills training, ranging from basic skills such as literacy and numeracy to more advanced skills training;
- 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 counselling and services;
- Labour market connections such as services that facilitate matching supply and demand;
- Employment opportunities or experiential learning and development on the job; and
- Employer-sponsored training.

WDA Investment Plan and Program Expenditure Summary

The Department of AESL is responsible for administering the WDA. Funding is allocated for programming delivered through AESL, the Department of Children, Seniors and Social Development and the Human Resource Secretariat.

Workforce Development Agreement (WDA) - Investment Plan 2018-19				
Program/Service	Focus Area	Target Population	Program/Service Description	Planned Investment
Apprenticeship Wage Subsidy (AWS) Program	Employment Partnerships	Apprentices	The AWS program provides apprentices across all levels of apprenticeship with the opportunity to gain work experience and progress to journeyperson certification by providing a wage subsidy to employers who hire an apprentice.	\$2,000,000
Employment Development Supports and Services	Supports	Underemployed, unemployed	Expands access to employment development programming to provide eligible unemployed individuals with a range of supports and services to assist them prepare for, find and maintain employment.	\$1,390,000
Grant for High Need Students with Disabilities	Training	Persons with Disabilities	Funding to assist students with disabilities with higher than normal disability-related training costs not covered through the Canada-NL Student Financial Assistance Program.	\$500,000
Grants to Community Organizations to Support Persons with Disabilities	Training, Supports, Employment Partnerships and Building Knowledge	Persons with Disabilities	Funding provided to community-based organizations to support opportunities for persons with disabilities to prepare for, attain and maintain employment.	\$1,296,300
Job Grant Program	Training, Supports, Employment Partnerships and Building Knowledge	Underemployed, unemployed	Financial assistance to private and non-profit employers to offset the costs of providing training to new or current employees.	\$2,000,000

Workforce Development Agreement (WDA) - Investment Plan 2018-19				
Program/Service	Focus Area	Target Population	Program/Service Description	Planned Investment
Office of Employment Equity for Persons with Disabilities	Supports and Employment Partnerships	Persons with Disabilities	The Office has a mandate to increase the number of persons with disabilities employed in the Public Service through: a) the Opening Doors Program comprised of full time, permanent positions designated for persons with disabilities and limited to members of this employment equity group; b) the Student Summer Employment Program provides career-related work experience for post-secondary students with disabilities for their future entry into the labour market; and c) career support services provide practical job search and career counseling assistance to persons with disabilities registered with the Office.	\$1,100,000
Post-Secondary Programs (General Vocational)	Training and Supports	Persons with Disabilities	In cooperation with the public college system, dedicated College of the North Atlantic staff, via selected campuses, assist persons with disabilities through the process of acquiring a post-secondary education.	\$1,537,885
School to Work Transitions	Training and Employment Partnerships	Persons with Disabilities	Provides high school students with intellectual disabilities the support necessary to assist with making the transition from school to work by providing access to after school or summer work opportunities with the assistance of a job trainer.	\$250,000
Supported Employment Program (SEP)	Employment Partnerships	Persons with Intellectual Disabilities	Community Employment Corporations offer supported employment services to adults with intellectual disabilities to allow these individuals to participate in meaningful, integrated, employment within their communities. Supports for individuals are provided to ensure the success of the individual in the employment setting and can include support up to and including the provision of one-on-one support by a Job Trainer in the workplace.	\$7,202,200

Workforce Development Agreement (WDA) - Investment Plan 2018-19				
Program/Service	Focus Area	Target Population	Program/Service Description	Planned Investment
Training Services Program (TSP)	Training	Persons with Disabilities	Provides supports and services to eligible individuals with disabilities to pursue post-secondary training as part of a collaboratively developed employment plan. Effective April 1, 2016 the TSP was eliminated and all new students with disabilities, wishing to pursue post-secondary training were required to apply to Student Financial Assistance (SFA). Further, a Grant for High Need Students with Disabilities (Grant) was introduced with annual funding in the amount of \$500,000 to assist students with disabilities with higher than normal disability-related training costs not covered through the Canada-NL SFA Program. Funding was maintained for students who were in progress as of April 1, 2016; 2019-20 will be the final year for the TSP as individuals complete their post-secondary training.	\$349,400
Transitions to Work Program	Training and Employment Partnerships	Individuals in receipt of Income Support	Supports individuals in receipt of Income Support prepare for the transition to the labour market by providing in-class training followed by intensive job search.	\$338,000
WDA Administration				\$1,289,100
Work Related Disability Supports	Supports	Persons with Disabilities	Responds to the disability related support needs of adults with disabilities who wish to participate in or maintain employment.	\$50,000
Total Investment				\$19,302,885

Note: With Federal revenue of \$13,435,825.

Stakeholder Engagement

The Government of Newfoundland and Labrador regularly engages with a broad array of general public and client groups to inform policy and budget priorities, and to ensure programs and services are effective and relevant. The Department of AESL works to ensure the province has a highly educated and skilled workforce to meet evolving labour market demands. This includes creating and sustaining a collaborative climate which is conducive to economic growth, competitiveness, and prosperity.

The 2018-19 LMDA and WDA annual plans have been informed via ongoing strategic planning and information sharing with key partners as part of normal program and policy development. Key partners include:

- Employers;
- Community Groups;
- Official Language Minority Representatives;
- Regional Development Agencies;
- Labour Organizations;
- Business and Industry Associations;
- Educational Institutions (Private and Public);
- Student Groups;
- Municipalities;
- Federal Government Departments; and
- Other Provincial Departments.

Examples of engagement and other related activities that have informed the development of the annual planning process to date include:

- ***The Way Forward: A Vision for Sustainability and Growth in Newfoundland and Labrador*** - The vision guides Provincial Government actions to achieve greater efficiency, strengthen the province's economic foundation, enhance services, and improve outcomes to promote a healthy and prosperous province.
- ***The Way Forward on Immigration*** - Informed during public consultations to gather the input of Newfoundlanders and Labradorians on immigration and to inform the development of the immigration action plan. The five-year action plan outlines Provincial actions and supports to collectively attract and retain immigrants with skills needed to build and contribute to the economy.
- ***Cabinet Committee on Jobs*** - The diverse companies and industry associations that make up Newfoundland and Labrador's dynamic technology sector have partnered with the Provincial Government in joint decision making aimed at stimulating new business activity and creating new private sector jobs for residents throughout the province. The industry associations leading this partnership are:
 - The Newfoundland and Labrador Association of Technology Industries (NATI), which supports the growth of a provincial advanced technology sector that currently includes more than 165 businesses and employs approximately 4,000 people;
 - The Newfoundland and Labrador Environmental Industry Association (NEIA), which represents over 200 member businesses that are developing clean technology and the growth of the green economy in Newfoundland and Labrador;
 - The Canadian Manufacturers and Exporters (CME), which represents the almost 700 provincially-based manufacturing companies achieving total sales of approximately \$6 billion; and

- The Atlantic Canada Aerospace and Defence Association (ACADA), which supports the development and promotion of the 200 member organizations comprising the aerospace, defence, marine and security industries in Atlantic Canada.
- **Symposium on Impacts of Population Aging and Immigration** - Held in partnership with Memorial University of Newfoundland and the Atlantic Research Group on Economics, Immigration, Aging and Diversity. Brought together key stakeholders to discuss innovative solutions for Newfoundland and Labrador's demographic challenges.
- **Initiatives to Support International Students and Graduates** - Held in partnership with the Association for New Canadians to assist international students and graduates from post-secondary institutions in this province gain meaningful employment in Newfoundland and Labrador.
- **Indigenous Leaders Roundtable** - Provided a new forum through which Indigenous Governments and Organizations can make progress on matters of common interest with the Provincial Government.
- **Provincial Tourism Product Development Plan** - Developed in coordination with industry and substantial stakeholder consultation, analysis and prioritization to create strategies to foster a strong business environment for private tourism investment and focusing public resources in product development areas that provide the greatest return on investment through increased visitation and spending.
- Establishment of the **Oil and Gas Industry Development Council** - A collaborative industry based approach to assess the long-term vision for the province's oil and gas industry and focus on developing a more sustainable and competitive industry.
- **Interdepartmental consultation** - Findings from other Provincial Government consultations, entities and initiatives that influenced the priorities incorporated in this Annual Plan:
 - **AESL Strategic Plan** - Provides a framework to strengthen the province's labour supply to take advantage of the many opportunities in a changing economy.
 - **The Department of Tourism, Culture, Industry and Innovation's (TCII) Business Innovation Agenda** - A long-term action plan to expand the pool and capacity of Newfoundland and Labrador's economic wealth generators – innovation and growth-focused businesses.
 - **Workforce Innovation Center (WIC)** - Established to provide a coordinated, central point of access to engage government, career and employment service providers, skills development organizations and stakeholders in the business and community sectors. The WIC's goal is to help research and test new and innovative workforce development models that make direct links to increasing individual employability.
 - **Office of Public Engagement** - A unique and innovative Provincial Government entity whose activities include engaging the public in deliberative dialogue about sustainability issues and challenges, supporting collaboration between and among rural stakeholders including governments and facilitating and conducting research that helps inform government policy- and decision-making.
- AESL engages with **Official Language Minority Community Representatives** including Réseau de développement économique et d'employabilité de Terre-Neuve-et-Labrador (RDÉE TNL) and the La Fédération des francophones de Terre-Neuve et du Labrador (FFTNL) around the provision of employment benefits and support measures to Francophone communities. This includes
 - Providing promotional materials for international trade missions;
 - The Department sponsors and participates in the Bilingual Career Orientation and Entrepreneurship Day hosted by RDÉE TNL bi-annually. An AESL booth displays materials related to career and training opportunities. As well, for the November 2016 event, AESL

- provided a presentation during the conference portion of the event on career exploration in French; and,
- Collaboration opportunities related to job search and career counselling, including accessibility to materials in French.