

# **Newfoundland and Labrador**

Annual Plan | 2025-26

Canada - Newfoundland and  
Labrador Labour Market  
Development Agreement (LMDA)

## Overview

In 2025-26, Newfoundland and Labrador's LMDA base allocation is \$122,787,654 with \$8,937,456 in administrative funding, for a total of \$131,725,110.

## Labour Market Challenges and Priorities

The economy of Newfoundland and Labrador performed well in 2024. The labour market was strong, with positive employment growth and near-historically low unemployment rates. In 2024, the Government of Newfoundland and Labrador supported over 7,500 individuals for permanent residency. This is the highest number of individuals supported for permanent residency by the province in its history.

We continue to see an increase in the number of job postings in the province, with a higher proportion of postings in retail trade; administrative and support and waste management and remediation services; finance and insurance; health care and social assistance; professional; scientific and technical services; and accommodation and food service.

Newfoundland and Labrador is poised for significant industry growth. The Provincial Government has established Crown land reserves for six companies in the wind hydrogen sector. In the oil and gas sector, Equinor continues to assess the project business case for its deepwater Bay du Nord oil project and continues to invest in exploration drilling in the associated offshore region. The topsides and concrete gravity structure associated with the West White Rose project are expected to be installed offshore in 2025 with developmental drilling beginning later in the year.

In the mining sector, the Voisey's Bay Mine Expansion project is expected to wrap up this year, while opportunities exist for iron ore expansion in Labrador, with Champion Iron releasing a resource estimate study for the Kamistatusset (Kami) project earlier this year. Additional gold projects are advancing, with Calibre Mining nearing the completion of its gold mine in central Newfoundland.

The fishery and aquaculture sector continues to be a significant contributor to the economy, with fishery landings and landing values increasing. The Provincial Government is also working proactively with stakeholders in the technology and film, and television sectors to create more opportunities and accelerate growth within those industries.

More recently, the Government of Newfoundland and Labrador has announced a Memorandum of Understanding with Quebec for hydroelectric generation in Labrador, which outlines several new development projects, including Gull Island, Churchill Falls Expansion, Churchill Falls Upgrades, as well as the enabling transmission.

The four projects together are expected to generate an average annual of 3,000 direct jobs during construction, and a peak of 5,000 direct jobs. When including indirect and induced employment, the projects are expected to generate an average of 5,000 jobs during construction and a peak of 9,500 jobs.

With approximately \$12.4 billion in major capital spending planned/underway in the province, and the potential for the wind/hydrogen construction phase to see an average demand of over 6,500 jobs per year from 2026 to 2028, there will be significant competition for labour over the next five-to ten-year period. Compounding this, 5,900 construction workers are expected to retire between now and 2033, and only 4,000 local new entrants are forecasted to replace them.

These positive developments across many different areas of Newfoundland and Labrador's

economy will necessitate the training and upskilling of workers, as well as the attraction of new and unique talent to fill skills gaps. At the same time, Newfoundland and Labrador continues to be impacted by an aging workforce and population. Twenty years ago, there was just over one youth ready to enter the labour market for each potential retiree. This is forecasted to drop to 0.3 youths by 2031 and remain there until 2043. Similarly, in 2004, there were 4.5 core age people for each senior. This is now forecasted to decrease to 1.6 core age people for each senior by 2038 (and remain there up to 2043).

Such trends suggest increasing pressure on workers to provide goods and services to a growing/aging population. These pressures may be mitigated through increased immigration, as well as greater investment in skills development. With the changing skill needs of sectors, Newfoundland and Labrador is well-positioned to meet these needs through a responsive public and private post-secondary education system based on regular programming (along with reactive and proactive micro-credential offerings).

The Labour Market Transfer Agreements (LMTAs) remain the primary funding source utilized in Newfoundland and Labrador to improve worker skills and employment, help employers find skilled workers, and increase workforce participation by groups furthest from the labour market. Adequate and sustained investment in LMTAs will be key to the province's future economic and labour market success.

Details on how the province intends to assist with these challenges for 2025-26 is outlined in the [Description of Planned Programs: Employment Benefits and Support Measures](#) section of this report. Programming will help respond to employers' and industry groups' ongoing needs for assistance in accessing required skills and labour, as well as support individuals in quickly adapting to meet these emerging demands. All of this further reiterates the need for continued federal and provincial collaboration, including funding agreements such as the LMTAs.

### Description of Planned Programs: Employment Benefits and Support Measures

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| <b>Program: Employment Assistance Services</b>   | <b>Projected expenditures: \$12,300,000</b> |
| <p><b>Brief description of program - Areas of focus:</b></p> <ul style="list-style-type: none"> <li>• Through self-directed and assisted employment services, organizations provide a variety of services that support individuals as they prepare to enter or re-enter the workforce or assist them to find a better job. Services may include supported employment centres, provision of labour market information, needs determination, job search assistance, career decision-making, job search services, career counselling, résumé writing assistance, and job maintenance support.</li> <li>• Clients who require assisted services will have their employability needs assessed by a Case Manager to develop an employment plan that will identify necessary and appropriate interventions to help them return to the workplace.</li> </ul> |   |
| <p><b>Target Client Groups:</b></p> <ul style="list-style-type: none"> <li>• Unemployed and employed Canadians, regardless of Employment Insurance (EI) status.</li> </ul>   |   |
| <p><b>Benefits and expected results:</b></p> <ul style="list-style-type: none"> <li>• Individuals will be enabled to make well-informed career decisions.</li> <li>• Individuals will have access to advisory and support services that will enable them to prepare for and make employment transitions (e.g., school to work, unemployment to employment).</li> <li>• Individuals will be supported in the career and employment planning process.</li> <li>• Individuals, employers, and community organizations will be provided with labour market information.</li> <li>• Twenty-three organizations will be supported to provide service to over 14,500 individuals in 2025-26.</li> </ul>   |   |

| Program: Skills Development   | Projected expenditures: \$59,698,628 |
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| <p><b>Brief description of program - Areas of focus:</b></p> <ul style="list-style-type: none"> <li>• Skills Development provides financial support to EI-eligible individuals who are seeking full-time post-secondary training at a public or private training institution, as well as short-term training of less than 12 weeks in duration. This includes supports for individuals to attend Adult Basic Education, complete Advanced Level Apprenticeship training, or receive an educational assessment. Skills Development also includes funding directly to public post-secondary institutions.</li> <li>• Skills Development program helps individuals who clearly identify barriers to employment and a willing to discuss options to remove these barriers.</li> <li>• To be considered for funding, individuals must be EI eligible, be engaged in case management, and have an employment plan developed.</li> <li>• Individuals who participate in Skills Development may be required to make a financial contribution towards the cost of their training.</li> </ul> |                                      |
| <p><b>Target Client Groups:</b></p> <ul style="list-style-type: none"> <li>• Unemployed or underemployed persons, who are EI-eligible.</li> <li>• Unrepresented groups, such as Persons with Disabilities, Youth, Indigenous population, Women, and other priority groups that may be identified throughout the fiscal year.</li> </ul>   |                                      |
| <p><b>Benefits and expected results:</b></p> <ul style="list-style-type: none"> <li>• Participants who do not have the required education will have access to training to improve their opportunities for additional education and/or employment.</li> <li>• Individuals will acquire employment skills that will strengthen their labour market attachment.</li> <li>• The labour market participation of Newfoundland and Labrador residents will be enhanced, including low-skilled workers and under-represented groups.</li> <li>• Individuals' ability to find long-term employment opportunities through training and education will be enhanced.</li> <li>• Apprentices will be supported to obtain the formal instruction required for certification in designated trades and to progress in their chosen occupation.</li> <li>• Approximately 3,500 individuals will be supported in 2025-26.</li> </ul>  |                                      |

| Program: Wage Subsidies   | Projected expenditures: \$10,697,082 |
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| <p><b>Brief description of program - Areas of focus:</b></p> <ul style="list-style-type: none"> <li>• Wage Subsidies includes the JobsNL Wage Subsidy, Apprenticeship Wage Subsidy, Supported Employment Community Employment Corporations, Employment Enhancement, and Wage Subsidy Community Coordinator programs.</li> <li>• The JobsNL program supports employer/employee connections that promote sustainable, long-term employment or seasonal/short-term employment.</li> <li>• The Apprenticeship Wage Subsidy 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.</li> <li>• The Supported Employment Program Community Employment Corporations offer supported employment services to adults with intellectual disabilities to allow these individuals to participate in meaningful and integrated employment within their communities.</li> <li>• The Employment Enhancement Program supports employers in the forestry, aquaculture, agriculture, and fishing sectors engaged in value-added secondary processing by providing funding to employers to create sustainable, long-term employment or seasonal employment and a training allowance to support new employees.</li> <li>• Funding is also provided to Wage Subsidy Community Coordinators who promote and manage wage subsidy agreements to assist specific client groups.</li> <li>• Eligible individuals may be provided employment supports related to the subsidized position, including tools, equipment, and short-term training.</li> </ul> |                                      |
| <p><b>Target Client Groups:</b></p> <ul style="list-style-type: none"> <li>• Unemployed or underemployed persons, who are EI-eligible.</li> <li>• Unrepresented groups, such as Persons with Disabilities, Youth, Indigenous population, Women, and other priority groups that may be identified throughout the fiscal year.</li> </ul>   |                                      |
| <p><b>Benefits and expected results:</b></p> <ul style="list-style-type: none"> <li>• Individuals will be provided opportunities to gain work experience and increase workplace skills.</li> <li>• Employers will hire unemployed individuals with minimal work experience whom they would not normally hire in the absence of a subsidy.</li> <li>• Approximately 750 individuals will be hired by employers in 2025-26.</li> </ul>  |                                      |

| Program: Self-Employment Assistance  | Projected expenditures: \$5,200,000 |
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| <p><b>Brief description of program - Areas of focus:</b></p> <ul style="list-style-type: none"> <li>• Self-Employment Assistance provides financial and entrepreneurial assistance to eligible individuals to help them create jobs for themselves by starting a business. There are two elements to the program: individuals seeking assistance, and coordinating organizations to assist individuals.</li> <li>• Individuals are provided with services, such as entrepreneurship training, customized coaching, ongoing advice, business plan development, and client support. The program will improve their business success prospects and lead to further labour market attachments for themselves and other individuals.</li> <li>• Self-Employment Assistance coordinating agencies provide entrepreneurial support to EI-eligible individuals to assist in assessing their suitability for the program and providing recommendations for funding. Once approved, the organization continues to assist with business plan development, business implementation, and progression through workshops, coaching, mentoring, and ongoing monitoring.</li> </ul> |                                     |
| <p><b>Target Client Groups:</b></p> <ul style="list-style-type: none"> <li>• Individuals: EI-eligible; unemployed or underemployed; unrepresented groups, such as persons with disabilities, youth, Indigenous population, women, and other priority groups that may be identified throughout the fiscal year</li> <li>• Organizations: organizations that meet program criteria to offer business development expertise.</li> </ul>   |                                     |
| <p><b>Benefits and expected results:</b></p> <ul style="list-style-type: none"> <li>• Self-employment program participants will receive the training and support they need to launch and operate viable businesses.</li> <li>• Employment opportunities through self-employment will be created to provide an economic benefit that extends beyond the individual and into the larger community.</li> <li>• Agencies will provide individuals with guidance, direction, feedback, support, and monitoring throughout the duration of the program.</li> <li>• Approximately 17 agencies and 300 individuals will be supported in 2025-26.</li> </ul>  |                                     |

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| <b>Program: Labour Market Partnerships</b>  | <b>Projected expenditures: \$25,457,888</b> |
| <b>Brief description of program - Areas of focus:</b> <ul style="list-style-type: none"> <li>• Labour Market Partnerships provide funding to assist and support employers, employer or employee associations, community groups, and communities in developing and implementing labour market strategies and activities for dealing with labour force adjustments and meeting human resource requirements.</li> <li>• Funding may be provided to cover overhead costs such as wages and employment costs, research or technical studies, and other related costs and eligible expenses negotiated with program officials.</li> <li>• Businesses, organizations, municipalities, band councils, public health, and educational institutions are eligible to receive funding as sponsors. All activities must involve partnership.</li> <li>• Labour Market Partnerships may be used to provide assistance to employed persons who are facing the loss of employment. The program also includes a focus is on supporting innovative approaches to increasing capacity and enhancing services for newcomers to the province.</li> </ul> |   |
| <b>Target Client Groups:</b> <ul style="list-style-type: none"> <li>• Not applicable</li> </ul>   |   |
| <b>Benefits and expected results:</b> <ul style="list-style-type: none"> <li>• Projects will assist in addressing identified labour market issues in the province.</li> <li>• Approximately 40 proposals will be supported in 2025-26.</li> </ul>   |   |



| Program: Job Creation Partnerships   | Projected expenditures: \$8,000,000 |
|--|-------------------------------------|
| <p><b>Brief description of program - Areas of focus:</b></p> <ul style="list-style-type: none"> <li>• Job Creation Partnerships provide EI-eligible individuals with opportunities to gain work experience that will improve their employment prospects.</li> <li>• The focus is helping insured participants who need work experience to increase their chances of successfully finding ongoing employment. Individuals will maintain or enhance their employability skills, particularly if they have been unemployed for an extended period, through program projects. As well, participants will gain recent work experience for their resumes. This experience, together with the networking which participants do while on a project, increases their chances of successfully finding ongoing employment.</li> <li>• Financial support is provided, in partnership with employers and/or community organizations, to approved community projects. Support is also provided to participants based on the skill/supervisory level of the position and the prevailing wage rates.</li> <li>• Project activities should benefit both the participant and the community.</li> </ul> |                                     |
| <p><b>Target Client Groups:</b></p> <ul style="list-style-type: none"> <li>• Unemployed or underemployed persons, who are EI-eligible.</li> <li>• Unrepresented groups, such as Persons with Disabilities, Youth, Indigenous population, Women, and other priority groups who may be identified throughout the fiscal year</li> </ul>  |                                     |
| <p><b>Benefits and expected results:</b></p> <ul style="list-style-type: none"> <li>• Jobs will be created through projects in partnership with community organizations.</li> <li>• Participants will be provided with opportunities to gain work experience that will improve their employment prospects and to achieve ongoing labour market attachment.</li> <li>• Project activities will benefit both the participant and the community.</li> <li>• Approximately 200 organizations and 700 individuals will be supported in 2025-26.</li> </ul>  |                                     |

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| <b>Program: Research and Innovation</b>  | <b>Projected expenditures: \$1,034,056</b> |
| <b>Brief description of program - Areas of focus:</b> <ul style="list-style-type: none"> <li>• The Research and Innovation Program provides funding to support progressive research and leading-edge innovation to identify better ways of helping Newfoundlanders and Labradorians prepare for, find, return to, or maintain sustainable employment and be productive members of the labour force.</li> <li>• The program fosters the development of strategies to enhance productivity, innovation, and skills development to meet existing and future labour market challenges and demands throughout the province.</li> <li>• The program will support and generate new and innovative research projects, pilots, and processes to strengthen our understanding of the provincial labour market and to assist us in recalibrating existing employment and training services to better align with changing employer demands and needs.</li> </ul> |  |
| <b>Target Client Groups:</b> <ul style="list-style-type: none"> <li>• Not applicable</li> </ul>  |  |
| <b>Benefits and expected results:</b> <ul style="list-style-type: none"> <li>• Continued support for activities that address policy and program issues, or research questions related to strategic priorities; research and /or design projects that are practical and that identify innovative and better ways of helping Newfoundlanders and Labradorians prepare for, find the return to, and maintain sustainable employment.</li> <li>• Ensure that the design and delivery of labour market programs and services continue to be relevant and responsive to provincial labour market needs.</li> <li>• Opportunities for testing innovative approaches that aim to help Newfoundlanders and Labradorians prepare for, find, return to, or maintain employment will be provided.</li> </ul>   |  |

### Targets for LMDA primary indicators

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| Active EI claimants served          | 5,000        |
| Returns to work                     | 3,000        |
| Savings to the EI Operating Account | \$16 million |

### Consultation Process

The department regularly engages with industry, labour, community, and education partners to inform policy and budget priorities and to ensure programs and services are effective and relevant.

In addition, through JIG's Employment Centres and affiliated community partners delivering labour market programs, JIG regularly obtains information from service delivery staff and management to gain a better understanding of client and employer needs. This provides important insight into current and future government-supported programming.

The province's Workforce Innovation Centre regularly engages with workforce and labour market partners in the province, including underrepresented groups. Findings and feedback from these engagements are helping to inform program and policy development.

Several key themes have emerged from these engagement activities, including:

- Increased collaboration and partnerships.
- Continued emphasis on immigration and attracting talent, including the recognition of foreign credentials.
- Improved access to labour market information.
- Closing skills gaps through skills development and mentorship opportunities, in particular in priority sectors such as healthcare, construction, and renewable energy.
- Preparing individuals and supporting employers in emerging sectors and advancing technologies, including automation and artificial intelligence.
- Enhanced awareness and access to programs and services.
- Promotion of inclusive and diverse workplaces, particularly as it relates to our newcomer population.

With the shifting nature of work, it is critical that the Provincial Government's employment and training programs and services continue to evolve. Given that the responses envisioned by Newfoundland and Labrador are as multidimensional as the challenges themselves, continued engagement and collaboration with partners will be instrumental in allowing the province to promote new economic growth as well as address existing and future labour market challenges.

| <b>Examples of Partners</b>                 |   |
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| <b>Employers</b>                            | Including Newfoundland and Labrador Health Services, World Energy GH2, DF Barnes Fabrication, Corner Brook Pulp and Paper, Newco Metals, and small to medium sized enterprises.   |
| <b>Community Groups</b>                     | Including organizations supporting persons with disabilities, such as Community Sector Council, Stella's Circle, Choices for Youth, Heritage Foundation of NL, Association for New Canadians, and Supported Employment Newfoundland and Labrador.   |
| <b>Indigenous Partners</b>                  | Including Labrador Aboriginal Training Partnership, First Light (St. John's Native Friendship Centre), and Nunatukavut Community Council.   |
| <b>Business and Industry Associations</b>   | Including Newfoundland and Labrador Construction Association, Community Business Development Corporations, Newfoundland and Labrador Board of Trade, Hospitality NL, NL Forestry Industry Association, techNL, Newfoundland and Labrador Federation of Agriculture, Oceans Advance, Alliance of Manufacturers and Exporters – Newfoundland and Labrador, and econext. |
| <b>Provincial Government</b>                | Including other departments, such as Departments of: Education and Early Childhood Education; Fisheries, Forestry and Agriculture; Industry, Energy and Technology; and Families and Affordability.   |
| <b>Educational Institutions</b>             | Including Memorial University, Marine Institute, College of the North Atlantic, Association of Building Trades Educational Colleges, College of Physicians and Surgeons of Newfoundland and Labrador, College of Registered Nurses of Newfoundland and Labrador, and private training institutions.   |
| <b>Official Language Minority Community</b> | Including Réseau de développement économique et d'employabilité de Terre-Neuve- et- Labrador (RDÉE TNL), and La Fédération des francophones de Terre- Neuve et du Labrador (FFTNL).   |
| <b>Labour Organization</b>                  | Including Newfoundland and Labrador Federation of Labour, Fish, Food and Allied Workers, and the International Brotherhood of Electrical Workers.   |
| <b>Youth Groups</b>                         | Including the Conservation Corps NL, Community Youth Network, Skills Canada, and St. John's Boys and Girls Club.  |
| <b>Municipal Government</b>                 | Including Municipalities Newfoundland and Labrador, towns, and local service districts.   |
| <b>Federal Government</b>                   | Including Employment and Social Development Canada, Atlantic Canada Opportunities Agency, and Agriculture and Agri-Food Canada.   |