

ANNUAL REPORT

2023-24

Immigration, Population Growth  
and Skills



## MESSAGE FROM THE MINISTER

I am pleased to submit the Annual Report for the Department of Immigration, Population Growth and Skills for the period from April 1, 2023 to March 31, 2024.

This report was prepared in accordance with **Transparency and Accountability Act** requirements for a Category One entity.

Achievements include:

- Continuing to deliver settlement support to Ukrainians displaced by the illegal Russian invasion of Ukraine;
- Exceeding the commitment to welcome 5,100 newcomers annually by 2026, by welcoming 5,485 new Permanent Residents in 2023, making immigration a cornerstone for Newfoundland and Labrador's economic, social, and cultural growth;
- Partnering with interest holders to support regional workforce development activities;
- Partnering with community organizations to offer employment supports and connect individuals with employment barriers to the workforce;
- Working to advance innovation and flexibility in the skilled trades; and
- Continuing to maintain a provincial pass rate for Newfoundland and Labrador apprentices above the national average.

I recognize and thank departmental staff and other partners for their efforts in achieving the results reported.

I look forward to our continued work to strengthen the province's workforce and support a productive, knowledge-based economy and a more diverse population.

Thank you,

A handwritten signature in black ink, appearing to read 'Sarah Stoodley', written in a cursive style.

Hon. Sarah Stoodley

Minister of Immigration, Population Growth and Skills

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## Department Overview

### Vision

A province with a diverse and growing population where citizens are educated, skilled, and supported to be gainfully employed.

### Mandate

The mandate for the Department of Immigration, Population Growth and Skills (IPGS) is to work collaboratively with employers and communities to increase immigration and support population growth; and assist individuals to obtain the skilled trades, training, employment, and financial supports needed to achieve the greatest benefit from current and future economic opportunities in the province.

### Lines of Business

To help grow the population and build a stronger economic foundation, the department provides a range of programs and services under four main lines of business:

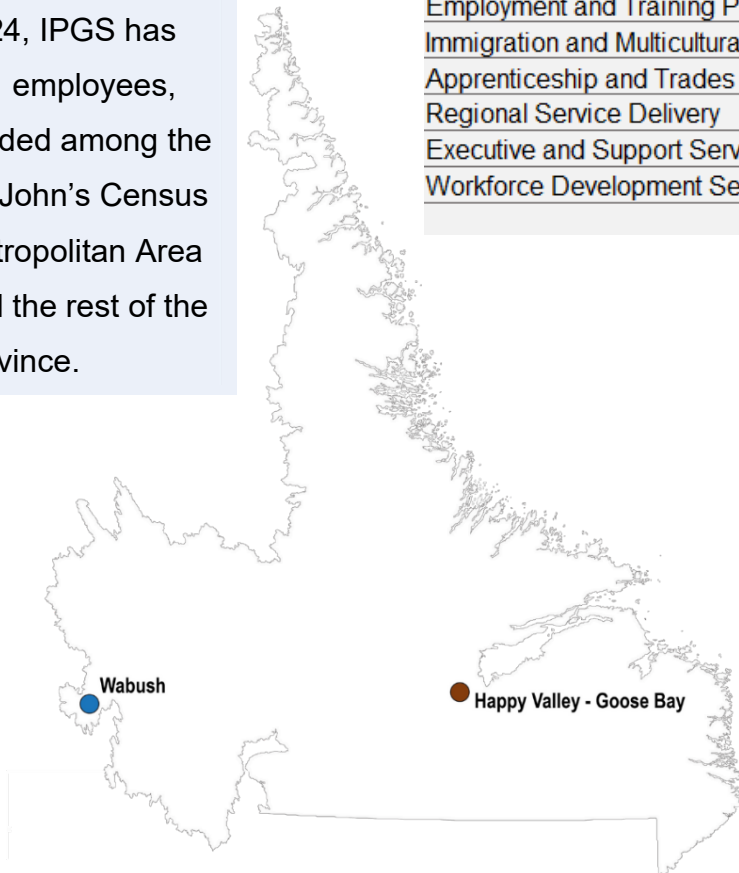
Apprenticeship and Trades Certification; Employment Supports and Career Services; Immigration; and Population Growth and Workforce Development

To see more information on the department, such details on Lines of Business, Values, Primary Clients, Service Standards, Branches and Divisions, Agencies, Legislation, and Contact Information, visit: <https://www.gov.nl.ca/ipgs/department/>

## Locations, Expenditures, and Employees

As of March 31, 2024, IPGS has 331 employees, divided among the St. John's Census Metropolitan Area and the rest of the province.

Division	Expenditures	# Employees
Employment and Training Programs	165,389,865	18
Immigration and Multiculturalism	28,904,359	45
Apprenticeship and Trades	9,962,379	35
Regional Service Delivery	5,038,350	197
Executive and Support Services	2,696,566	25
Workforce Development Secretariat	810,987	11
<b>Total:</b>	<b>212,802,506</b>	<b>331</b>

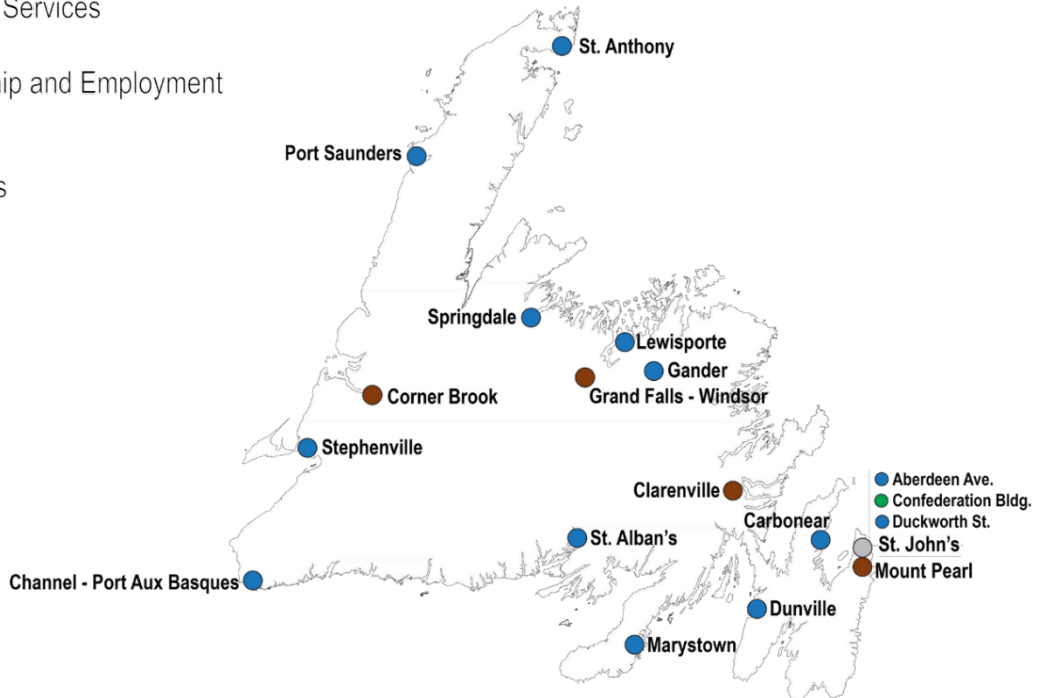


IPGS has 20 offices located in 18 communities throughout the province. The department's headquarters are located in the Confederation Building in St. John's. The other 19 locations are service delivery offices with Employment Centres.

● Employment Services

● Apprenticeship and Employment Services

● Headquarters



## Highlights and Partnerships

During 2023-24, the department continued to work with its partners towards the development and delivery of policies, programs and services that support a diverse, highly educated, and skilled workforce to meet evolving labour market demands. Examples of these important joint efforts are as follows:

### Working with Industry

- Partnered with College of the North Atlantic, Keyin College, and Academy Canada to develop and pilot delivery of micro-credentials to provide responsive and flexible training to support key sectors of the province.
- Partnered with College of Registered Nurses of Newfoundland and Labrador and the College of Licensed Practical Nurses of Newfoundland and Labrador to expedite the licensure process of Internationally Educated nurses applying to work in the province.
- Partnered with Centre for Research and Innovation at Memorial University's Grenfell Campus to support the development and implementation of micro-credential and certified programming and help meet shortages in the province's technology workforce by upskilling participants in a timely manner.
- Partnered with Skills Canada-NL to deliver a three-year Youth Apprenticeship Summer Program pilot, which provides grade 10 and 11 students with exposure to careers in the skilled trades and allows for connections with mentors and employers. Employers receive a wage subsidy and youth apprentices gain apprenticeship hours while earning income.
- Continued to partner with Trades NL in the grand opening of the expansion of the Indigenous Skilled Trades Office (ISTO) to Corner Brook and St. John's while maintaining the existing office in Happy Valley-Goose Bay.
- Continued to partner with Oceans Advance Incorporated to deliver the Ocean Careers Immersion Program for NL Youth Project. The project provides high school students with mentorship and summer internship opportunities in the industry, technology, and research sectors.

- Continued to partner with econext to work with training institutions and industry partners to accelerate the participation of Newfoundland and Labrador's workforce in emerging clean energy industries (e.g., wind, hydrogen, and bio-economy).

### **Working across the Country**

- Worked with federal and provincial colleagues through the Atlantic Workforce Partnership, Forum of Labour Market Ministers, Forum of Ministers Responsible for Immigration, and the Atlantic Apprenticeship Harmonization Project to advance priority focus areas such as labour market information supports, foreign credential recognition, immigration supports, skills and innovations, skilled trades, and employment and training supports, including for underrepresented groups.

### **Working with the Public Sector and Community-Based Groups**

- Partnered with the Association for New Canadians to support them in providing pre-arrival, employment, reception, and resettlement services for newcomers from many countries of origin in the province.
- Continued to partner with training providers, employers, and other industry interest holders to increase awareness of resources available to advanced-level training apprentices and instructors to support improved level and Red Seal exam pass rates.
- Partnered in the development of the Great Coastal Trail Development to support economic development and job creation.

## Report on Performance

### Issue 1: Attracting newcomers to the province

Attracting newcomers is fundamental to fostering inclusive communities, driving population growth, and addressing job market demands. The province's aging population (24.4 per cent of the population is 65 or older and the median age is 48.0<sup>1</sup>) along with having the second lowest fertility rate in Canada<sup>2</sup> (tied with PEI at 1.22), have resulted in labour supply shortages in the province, and a pronounced need for new labour market entrants of working age.

In the 2023 calendar year, the provincial government exceeded its commitment to increase immigration to 5,100 new Permanent Residents annually by 2026. In 2023, Newfoundland and Labrador welcomed 5,485 new Permanent Residents. This achievement was made possible due to the introduction of new digital platform solutions (the Immigration Accelerator), streamlining assessment, and training procedures, developing structured immigration program policy manuals, greater employer and community partner engagement, and increased staffing resources in the Office of Immigration and Multiculturalism. IPGS anticipates that the number of permanent residents welcomed in 2024 will show continued growth from the previous year due to the above factors. The federal government decides how many immigration spaces are provided to provinces and territories each year under both the Atlantic Immigration Program and Provincial Nominee Program. Newfoundland and Labrador's 2024 allocation was not increased from its 2023 levels.

Economic immigrants made up 73 per cent of newcomers to the province in 2023. These newcomers tend to be young professionals with employment secured prior to arriving in the province. Attracting young professionals to the province helps to increase the number of families with children which will help sustain the future population. Ensuring that more

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<sup>1</sup> Statistics Canada. [Table 17-10-0005-01 Population estimates on July 1, by age and gender](#). Released February 21, 2024

<sup>2</sup> Statistics Canada. [Fertility in Canada, 1921 to 2022 \(statcan.gc.ca\)](#). Corrected February 1, 2024



newcomers choose Newfoundland and Labrador as their home province positively contributes to population renewal, economic growth, and enhanced diversity.

## Goal

By March 31, 2026, the Department of Immigration, Population Growth and Skills will have worked to bolster the attraction of new people to the province.

## 2023-24 Objective

By March 31, 2024, the department will have advanced efforts to increase the number of newcomers welcomed to the province to 3,950 annually.

**2023-24 Objective Indicator 1:** Welcomed 3,950 newcomers to the province in the 2023 calendar year.

In 2023, the province welcomed 5,485 new permanent residents, exceeding the original goal of welcoming 3,950 in 2023.

- The two main immigration pathways offered by IPGS are the Atlantic Immigration Program (AIP), under which 1,628 individuals were endorsed for permanent residency in 2023, and the Newfoundland and Labrador Provincial Nominee Program (NLPNP), under which 4,838 newcomers were nominated for permanent residency in 2023. These 6,466 individuals are on a pathway to becoming permanent residents in six months to two years, depending on the stream and federal processing times and approvals.
- Of the province's 5,485 new permanent residents in 2023, 66 per cent were nominated and/or endorsed for permanent residency through provincial immigration pathways offered by IPGS.
- The remaining 34 per cent of newcomers included federal economic immigrants, sponsored family members, resettled refugees, and protected persons in Canada.
- IPGS supports the Association for New Canadians as they provide settlement services, supports and information to newcomers through satellite offices located in eight communities around the province. IPGS also provides project-based settlement funding to a range of community partners through annual calls for proposals.

- In May 2023, Ukraine Job Connect was established to provide employment-focused settlement to assist Ukrainians in settling throughout Newfoundland and Labrador. As part of this initiative, 192 individuals were assisted through the Ukrainian wage subsidy, and Ukrainians have now settled in more than 70 communities in the province.
- IPGS conducted 43 in person and virtual sessions for newcomers in the province, to provide information on the province's immigration programs and answer any questions. These sessions were primarily directed toward individuals with temporary status intending to reside permanently in NL.

**2023-24 Objective Indicator 2:** Increased the number of in-person and virtual recruitment sessions conducted for foreign labour attraction in different countries to six annually.

- In 2023-24, IPGS conducted virtual recruitment sessions through vFairs, a virtual platform enabling employers to connect with international job seekers. IPGS conducted five vFairs throughout the fiscal year, each focusing on a separate geographical location or profession, including:
  - September 20, 2023 — East Asia and Southeast Asia — 13,878 registrants
  - October 25, 2023 — Africa — 188,724 registrants
  - November 16, 2023 — Europe and Central Asia — 20,436 registrants
  - January 24, 2024 — Middle East and South Asia — 811,508 registrants
  - March 27, 2024 — North and South America — 7,863 registrants
- The vFairs platform has allowed IPGS to more easily conduct sessions with prospective newcomers, thereby generating new opportunities for additional virtual and in-country engagement events and sessions, and to provide direct recruitment support to employers from the comfort of their offices.
- In addition to these events, in-country labour attraction operations were conducted in India, South Korea, Ireland, the United Kingdom and the United Arab Emirates. These operations allowed IPGS to meet with a wide variety of prospective newcomers to Newfoundland and Labrador. Further, these operations allowed the department to meet with a variety of interest holders, including government-run labour migration companies, post-secondary institutions, occupational regulators, and government representatives.

- As a result of vFairs and the department's in-country operations, in 2023-24, IPGS conducted 74 in-person and 21 virtual sessions for foreign labour attraction in different countries, far exceeding the original goal of six annually. These 95 sessions include initial labour attraction sessions and follow-up conversion sessions as candidates from specific occupations navigated their journey to Newfoundland and Labrador pre-departure. Virtual sessions had a global reach, and in-country sessions took place in India (51 over three missions) South Korea (8), United Arab Emirates (11), United Kingdom (2) and Ireland (2). The vFairs provided IPGS with over one million candidates interested in settling in Newfoundland and Labrador. Staff supported employers in pulling candidates from the resume database and met with many of those candidates in-person during in-country operations. Many sector-focused virtual sessions (in collaboration with relevant departments and employers) were offered by invitation to top candidates met through the vFairs. These sessions focused on licensure and job application processes. Some examples included early childhood educators, aviation mechanics, dietitians, medical laboratory technologists, pharmacists, and paramedics.
- Approximately 100 hires were made from vFairs candidates (with offers still regularly being made from the candidate pool) in K-12 education, early childhood education, social work, health, aviation, food service, hospitality, and automotive occupations.
- IPGS also conducted 245 individual sessions with post-secondary students interested in exploring the NLPNP and AIP.
- The department also hosted five virtual recruitment fairs which had a total of 1,042,298 registrations; 612,219 of which uploaded resumes to the virtual fair page and participated actively.
- Sessions for international medical professionals such as pharmacists, laboratory technicians, paramedics, and dietitians were held in collaboration with HCS in late 2023 and early 2024. These candidates were met through virtual recruitment and nursing recruitment initiatives.

**2023-24 Objective Indicator 3: Signed two Memorandums of Understanding (MOU) with foreign governments on labour transfer.**

- In June 2023, the department signed two MOUs with Indian sub-national governments on labour transfer: an MOU on Labour Cooperation with the Government of the State of Kerala, India, and an MOU on Labour Cooperation with the Government of the State of Telangana, India.
- Both agreements are focused on the recruitment of skilled individuals, with an initial focus on collaboration with Registered Nurses.
- As of March 31, 2024, 314 offers of employment were accepted by India-trained nurses. Most of these offers were a direct result of these MOUs.
- As of March 31, 2024, the department has approved 55 applications from India-trained nurses (18 NLPNP and 37 AIP). An additional 12 applications were in processing, with 3 awaiting documents, and 5 held pending successful completion of the NCLEX-RN (National Council Licensure Examination – Registered Nurses).

**2024-25 Objective**

By March 31, 2025, the department will have advanced efforts to increase the number of newcomers welcomed to the province to 4,500 annually.

**Annual Performance Indicators:**

1. Continue to welcome more than 5,100 new permanent residents annually.
2. Conduct at least 60 in-person and virtual recruitment sessions for foreign labour attraction and employer outreach in Canada and different countries.

## Issue 2: Enhancing the effectiveness of employment and training programs

The provincial government aims to ensure that residents have the skills and experiences needed to access valuable employment opportunities, and that local businesses have the skilled workers needed to stay competitive. To be adaptable to the everchanging needs of the labour market, the department collaborates with industry, labour, education institutions, and community partners to offer employment and training programming.

Enhancing the effectiveness of existing employment and training programs is critical to ensure that employers have timely access to a workforce skilled in the areas they require.

Program enhancements aim to build upon current successes of the programs to:

- Increase the employability of individuals;
- Help local businesses stay competitive and innovative;
- Better prepare individuals for future labour market opportunities, making the workforce adaptable to changes in technology and market conditions; and
- Reduce skills and labour gaps by increasing the number of successful job placements.

One of the goals of enhancing the effectiveness of employment and training programs is to ensure that public funds and resources allocated for training and employment programs are used efficiently, maximizing their impact on the community and economy, while also meeting the needs of both employers and job seekers.

### Goal

By March 31, 2026, the Department of Immigration, Population Growth and Skills will have enhanced the effectiveness of the employment and training programs offered to individuals and organizations in the province.

### 2023-24 Objective

By March 31, 2024, the department will have worked to review and implement enhancements for one employment and training program to ensure more effective program delivery and supports for clients.

**2023-24 Objective Indicator 1:** Completed a comprehensive review of the Supported Employment Program with the assistance of an external reviewer.

- On December 21, 2023, IPGS issued a request for proposals for a review of the Supported Employment Program. The contract was awarded to Deloitte and signed on January 30, 2024.
- The intention of the review was to identify opportunities for the department to bolster program delivery and supports for clients with intellectual disabilities.
- The review has concluded, and a draft report was submitted to IPGS in March 2024.
- Based on a review of the draft report, IPGS has expanded the scope of the review. The final report is expected to be submitted to IPGS by the end of July 2024.

**2023-24 Objective Indicator 2:** Implemented all appropriate recommendations from the comprehensive review of the Supported Employment Program to bolster program delivery and supports for clients with intellectual disabilities.

- While the department did review a draft report, the scope of the review was too limited in the first round to provide sufficient information for decision making regarding the recommendations. As a result, the department requested additional work to gain a further information and insights.
- The final report is anticipated to be received at the end of July 2024.
- All appropriate recommendations from the final report will be reviewed for implementation in the 2024-25 fiscal.

## **2024-25 Objective**

By March 31, 2025, the department will have worked to review and implement enhancements for another employment and training program to ensure more effective program delivery and supports for clients.

### **Annual Performance Indicators:**

1. Conducted a comprehensive review of at least one employment service program to ensure more effective program delivery and supports for clients.
2. Implemented every appropriate recommendation from each review of an employment and training program to enhance program delivery and supports for clients.

### **Issue 3: Strengthen the overall effectiveness, sustainability, governance, and accessibility of our provincial apprenticeship system**

The apprenticeship system of Newfoundland and Labrador is a proven workforce training strategy for developing new highly skilled talent, supporting approximately 3,700 registered apprentices across 62 designated trades in 2023-24.

The system offers a combination of technical in-classroom instruction and practical on-the-job training to provide individuals with a high-quality education that encourages attachment to the labour force. In addition to training, supports and services are provided to apprentices, journeypersons, trade qualifiers, employers, training providers, and industry partners.

Strengthening the overall effectiveness, sustainability, governance, and accessibility of our provincial apprenticeship system is critical to its continued success. An innovative and flexible apprenticeship system is essential to ensuring apprentices have the supports needed to obtain certification and contribute to the growth of the provincial labour market. This requires continuous renewal and diversification.

#### **Goal**

By March 31, 2026, the Department of Immigration, Population Growth and Skills will have undertaken initiatives to strengthen the overall effectiveness, sustainability, governance, and accessibility of our provincial apprenticeship system to optimize opportunities to achieve certification.

#### **2023-24 Objective**

By March 31, 2024, the department will have facilitated a review of the provincial apprenticeship system and will have undertaken efforts to ensure that apprentices, including those in under-represented groups, have access to the supports they require to achieve certification.

**2023-24 Objective Indicator 1:** Engaged a consultant to complete a comprehensive review of apprenticeship and trades certification programs and policies.

- On April 5, 2023, IPGS announced the commencement of a comprehensive independent review of the province's apprenticeship system to ensure it is as innovative and flexible as it can be, in the context of effectiveness, sustainability, governance, and accessibility. The contract for the review was awarded to Prism Economics and Analysis Inc. and was signed on February 23, 2023.
- Throughout 2023-24, the proponent conducted 59 key informant interviews; five town hall style consultations in St. John's (2), Grand Falls-Windsor, Corner Brook, and Labrador West; and received written statements from 22 interest holders. Further to this, they conducted document reviews, research, and collection of information from provincial, federal, and other sources to inform the report.
- The department requested to add additional town hall consultations to the original schedule of consultations which resulted in additional time needed to complete the review.
- The report is expected to be completed in Fall 2024.

**2023-24 Objective Indicator 2:** Increased the number of spaces available (by 50 per cent) for enhanced virtual supports and services to apprentices with learning barriers.

- On March 27, 2023, funding was provided to secure an increase in the number of available Virtual Learning Strategist program seats by 50 per cent (from 50 seats to 75). This increase will continue for the next three fiscal years.
- Since 2021, IPGS has participated in the national Virtual Learning Strategist (VLS) program which provides enhanced learning supports and accommodations to apprentices at risk of not achieving journeyperson certification because of undiagnosed learning disabilities, test anxiety, lack of essential skills, or other gaps.
- Through this federally funded program, apprentices work with a Learning Strategist contracted through the Government of New Brunswick (GNB) to receive customized assistance, access to support services and a detailed learning plan with the goal of successfully challenging a certification exam.



- As of March 2024, 49 of the 92 NL apprentices referred to GNB's VLS office have re-written the exam (exam challengers). Of the 49 exam challengers, 20 were successful (41 per cent) and 39 (80 per cent) have increased their grade (up to 30 points). All other apprentices are still in the process of completing assessments and receiving supports.
- IPGS was recently approved to participate in phase two of the VLS initiative where a federally funded Learning Strategist will be staffed in NL to deliver supports and services directly to participating NL apprentices.

**2023-24 Indicator 3: Maintained a Red Seal pass rate above the national average.**

- In the 2023 calendar year, the Red Seal pass rate for Newfoundland and Labrador was 58 per cent, eight per cent higher than the national average.
- During this time, the province also maintained the fifth highest Red Seal pass rate among all provinces and territories, second among the Atlantic Provinces.
- IPGS actively works toward continuous improvement of student supports to ensure provincial Red Seal pass rates remain above the national average. The department offers a variety of training supports for apprentices to assist them with exam preparation, including the self-study program, the VLS program and virtual resources (including study guides and videos).

**2023-24 Indicator 4: Maintained a percentage of female apprentices in non-traditional trades above the national average.**

- Throughout 2023-24, 11 per cent of female apprentices in the provinces were employed in non-traditional trades, which is consistent with the national average of 11 per cent.
- IPGS has demonstrated its commitment to promoting female apprentices in non-traditional trades through its investment in the OAWA. In 2023-24, the department invested \$927,000 in the OAWA to assist female representation in apprenticeship. The OAWA works with interest holders to assist female apprentices in non-traditional trades to find employment opportunities and achieve journey person status. The funding provided from the department allows OAWA to maintain a client registry database, administer a wage subsidy and offer mentorship programming for female apprentices.

**2023-24 Indicator 5:** Funded the completion of a review of the Office for Indigenous and Northern Skilled Trades (OINST).

- Please note, that the OINST has changed their name to the Indigenous Skilled Trades Office (ISTO).
- In February 2023, the department provided \$50,000 to Trades NL to fund a review of ISTO. The review was requested by the department to determine future sustainability of the office.
- Trades NL is responsible for the operations of ISTO, which aims to promote, recruit, support, and advance the economic development of Indigenous peoples in the skilled trades. ISTO has a mandate to pursue a target of reaching 15 per cent Indigenous representation in building and construction trades in Newfoundland and Labrador.
- In December 2023, ISTO provided IPGS with the completed report recommendations focused on balancing continued recruitment with maintaining support for current clients, growing partnerships with employers, promoting inclusion in the workplace, and developing a more comprehensive monitoring and evaluation framework to better report on outcomes.
- The results of the review will be used by IPGS in the evaluation of further funding proposals from ISTO.

**2024-25 Objective**

By March 31, 2025, the department will have initiated the implementation of the findings of the review to strengthen the overall effectiveness, sustainability, governance, and accessibility of our provincial apprenticeship system to optimize opportunities to achieve certification.

**Annual Performance Indicators:**

1. Reviewed the report resulting from the comprehensive review of the apprenticeship system and determined which recommendations can be implemented.
2. Initiated implementation of all appropriate recommendations outlined in the review.

## Opportunities and Challenges

The current economic conditions provide both opportunity and challenge to the department in delivering its mandate. The labour market is changing, and so are the supports that the department has come to rely on.

### Challenges

- One of the most significant challenges facing the service delivery for the department is the loss of \$16.8 million per year in Labour Market Transfer Agreement funding under the 2024 Federal Budget. It is unfortunate this is occurring at a time when acute skills and labour shortages are slowing economic growth, productivity, and innovation.
- In 2023-24, despite doubling our immigration allocations and seeing historic growth in demand for NLPNP and AIP, Newfoundland and Labrador did not receive an increase in our immigration allocations from the federal government for 2024. Maintaining 2023 allocation levels, while the province is experiencing an increasing number of temporary residents and growing employer demand for immigration hinders our ability to fill key labour shortages and growth opportunities. IPGS will continue to engage Canada on the necessity for growth in provincial immigration programs.
- In 2023-24, the first ever cap on international students with study permits entering Canada was introduced to maintain the integrity of the international student system and help protect international students. A portion of the cap was allocated to each province<sup>3</sup>, with Newfoundland and Labrador receiving 3,153. This is expected to result in a maximum of 1,355 college and undergraduate level international students coming to the province in 2024.
- Retaining newcomers is a challenge for the province. However, improving newcomer integration, and getting more newcomers working in their trained occupation sooner, has great potential to result in better retention and longer-term population growth. IPGS will continue efforts in this regard in 2024-25.

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<sup>3</sup> [Canada to stabilize growth and decrease number of new international student permits issued to approximately 360,000 for 2024 - Canada.ca](#)

## Opportunities

- International recruitment targeting occupations where skill gaps are hardest felt, for example, physicians, nurses, K-12 teachers, social workers, and early childhood educators. As many jurisdictions around the world are searching for similar international talent, the department must be competitive and quick when completing international missions.
- As part of government's new poverty reduction plan, \$3.5 million is being provided annually to offer enhanced programming to train and connect non-employment insurance eligible individuals to employment through the new Working Opportunities program. This funding will help fill a gap in current programming and remove educational barriers for those furthest from the labour market to connect to meaningful employment.
- With opportunities in the green energy, oil and gas, mining and aquaculture industries boosting economic activity, there are new and emerging opportunities for employment and skills training.
- With significant capital investment expected in 2024, and increased major project and residential construction activity, construction employment is expected to continue to increase, with increased demand for skilled trades workers.

## Financial Information

Summary of Expenditure and Related Revenue for the Year Ended March 31, 2024 (unaudited)				
		Actual Expenditure (\$)	Amended Budget (\$)	Original Budget (\$)
<b>Executive and Support Services</b>				
	Ministers Office	249,242	273,300	273,300
	Executive Support	1,071,068	1,081,300	1,002,800
	Administrative Support	963,078	1,007,800	2,541,300
	Program Development and Planning	413,178	428,600	418,800
<b>Employment and Skills Development</b>				
	Employment and Training Programs	790,879	840,000	1,365,000
	Employment Development Programs	6,844,926	7,384,600	7,384,600
	Labour Market Development Agreement	135,927,344	140,113,100	136,125,900
	Workforce Development Agreement	7,073,855	7,446,200	7,446,200
	Employment Assistance Program for Persons with Disabilities	9,418,259	9,638,800	9,638,800
	Youth and Student Services	5,334,602	5,900,700	5,900,700
	Apprenticeship and Trades Certification	9,962,379	10,209,700	11,311,900
<b>Regional Service Delivery</b>				
	Client Services	5,038,350	5,216,000	5,721,000
<b>Immigration and Workforce Development</b>				
	Office of Immigration and Multiculturalism	28,904,359	31,446,400	28,275,700
	Workforce Development Secretariat	810,987	820,200	1,028,500
	<b>Total Gross Expenditures</b>	<b>212,802,506</b>	<b>221,806,700</b>	<b>218,434,500</b>
	<b>Total Revenue</b>	<b>(157,797,491)</b>	<b>(154,113,900)</b>	<b>(154,113,900)</b>
	<b>Total Net Expenditures</b>	<b>55,005,015</b>	<b>67,692,800</b>	<b>64,320,600</b>
<b>Totals by Branch</b>				
	Executive and Support	2,696,566	2,791,000	4,236,200
	Employment and Skills Development	175,352,244	181,533,100	179,173,100
	Regional Service Delivery	5,038,350	5,216,000	5,721,000
	Immigration and Workforce Development	29,715,346	32,266,600	29,304,200
	<b>Total Department Gross Expenditures</b>	<b>212,802,506</b>	<b>221,806,700</b>	<b>218,434,500</b>