

ANNUAL REPORT

2024-2025

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, 2024 to March 31, 2025. As of May 9, 2025, the department has been renamed the Department of Jobs, Immigration and Growth.

This report was prepared in accordance with **Transparency and Accountability Act** requirements for a Category 1 entity.

Key achievements include:

- Implemented a new immigration policy to support recruitment and retention in the province's film and television industry.
- Received the final report on the apprenticeship system review, which identified strengths of the current system and made 31 recommendations to enhance its effectiveness.
- Launched the "Make It Excellent" campaign to promote skilled trades careers among youth and underemployed individuals, and to encourage employers to hire apprentices.
- Entered into strategic labour market partnerships with key partners such as techNL, NL Health Services, Office to Advance Women Apprentices, and econext.
- Introduced the Working Opportunities program to help vulnerable individuals overcome educational barriers and secure long-term employment.
- Rolled out an expression of interest model for our economic immigration programs to better manage limited federal immigration spaces amid high demand.
- Hosted 38 Open House events for high school students at our 19 Employment Centres, showcasing employment services and resources including resume writing, interview preparation, and apprenticeship pathways.
- Invested a record \$23.1 million in newcomer settlement and integration services, supporting language training, job search assistance, housing, and more.
- Launched the Fair Registration Practices Office to support credential recognition for Canadian and internationally educated professionals.
- Welcomed 51 Humanitarian Migrants as a part of the province's commitment to support the relocation of 290 individuals from elsewhere in Canada.

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,



Hon. Gerry Byrne
Minister of Jobs, Immigration and Growth

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Department Overview

Organizational Structure

The Department of Immigration, Population Growth and Skills (IPGS) is a Category 1 Provincial Government entity under the **Transparency and Accountability Act**, which works to ensure the province has a diverse, highly educated, and skilled workforce to meet evolving labour market demands.

The organizational structure of the Department of Immigration, Population Growth and Skills includes three branches:

1. Immigration and Population Growth

This branch ensures that immigration and workforce-related policies, programs, services, and initiatives are strategically aligned to develop and deploy a highly trained and skilled workforce to meet evolving labour market demands in the province. The branch administers immigration programs; supports newcomer settlement supports; helps employers with international recruitment, retention, and human resource planning; provides workforce policy support; initiates workforce adjustment responses to support re-employment of workers affected by large layoffs; supports the Provincial Government's diversity, equity, inclusion, and anti-racism efforts; and supplies individuals and employers with labour market information and trend analysis on labour market opportunities.

2. Employment and Labour Market Development

This branch administers and delivers client-focused, labour market-related programs designed to assist people in securing training and finding sustainable employment, and in helping employers meet labour supply challenges. The branch is also responsible for programs and supports for apprenticeship and trades certification. The branch works with a large and varied client base, including individuals who may need employment and training supports. Clients receive services virtually or in-person at one of the 19 IPGS regional offices throughout the province. The branch also has responsibility for policy development as it relates to employment and training programs and services.

3. Corporate Services and Policy

This branch is responsible for the department's financial, information, and human resource management. The branch coordinates all corporate policy requirements including legislative reviews; planning and accountability functions; and quality assurance and evaluation functions. The branch also provides advice on privacy matters and leads access to information requests.

Staff and Budget

Division	# of Employees	Budget
Employment and Training Programs	16	\$174,507,600
Immigration and Multiculturalism	50	\$23,581,500
Apprenticeship and Trades	39	\$11,441,000
Regional Service Delivery	182	\$6,271,400
Executive and Support Services	29	\$4,579,800
Workforce Development Secretariat	11	\$944,100
Total	327	\$221,325,400

As of March 31, 2025, IPGS has 327 employees across 20 offices located in 18 communities throughout the province.

The department's headquarters is in the Confederation Building in St. John's. The other 19 service delivery offices are Employment Centres in the following locations:

- Carbonear
- Channel-Port aux Basques
- Clarenville
- Corner Brook
- Dunville
- Gander
- Grand Falls-Windsor
- Happy Valley-Goose Bay
- Lewisporte
- Marystow
- Mount Pearl
- Port Saunders
- Springdale
- St. Alban's
- St. Anthony
- St. John's (2)
- Stephenville
- Wabush

Vision

The Department of Immigration, Population Growth and Skills envisions 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 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 as 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/>.

Highlights and Partnerships

During 2024-25, the department continued to work with its partners to develop and deliver policies, programs, and services to support a diverse, highly educated, and skilled workforce. Here are some key highlights and partnerships:

Highlights

- **Immigration Spaces:** Negotiated with the Federal Government to restore 1,000 immigration spaces for 2025 after a 50 per cent federally-imposed reduction, despite requesting more than 4,000 immigration spaces for 2025 from Canada.
- **Apprenticeship System Review:** Received the final report of the independent review of Newfoundland and Labrador's apprenticeship system, which included 31 recommendations to strengthen its overall effectiveness. A work plan is now in place to begin implementing key initiatives.
- **Student Open Houses:** Held sessions in IPGS' 19 Employment Centres to introduce high school students to employment assistance services and help them make career plans.
- **Service Delivery Review:** Commissioned an independent review of employment and training service delivery in Newfoundland and Labrador.
- **Fair Registration Practices Office:** Launched the Fair Registration Practices Office, to administer the **Fair Registration Practices Act**, ensuring transparent, timely, and fair registration practices for regulated professions.
- **Francophone Immigration:** Enhanced efforts by participating in Destination Canada Mobility Forum in Paris and exploring opportunities in Tunisia.
- **Celebrating Diversity:** Supported events celebrating diversity and multiculturalism, with approximately 40,000 participants throughout 36 communities in Newfoundland and Labrador.
- **MOAB Training:** Provided Management of Aggressive Behavior (MOAB) training to 182 staff and managers, focusing on de-escalation techniques, conflict resolution, and safe, compassionate responses to aggressive behaviour.

Partnerships

- **Federal Collaboration:** Worked with federal and provincial colleagues to address labour market priorities and economic and workforce impacts of tariffs.
- **Apprenticeship Harmonization:** Participated in the Atlantic Apprenticeship Harmonization Partnership to improve apprenticeship learning and trade harmonization.
- **Rotary Arts:** Supported workforce development in the cultural sector and skills development for emerging artists.
- **Youth Apprenticeship:** Partnered with Skills Canada-NL to expose grade 10 and 11 students to careers in the skilled trades careers.
- **Sewing Hope Initiative:** Partnered with Newbornlander to provide language and sewing training to humanitarian migrant women to help them achieve financial independence.
- **Immigration Engagement Sessions:** Hosted sessions throughout the province with Immigration, Refugees and Citizenship Canada to educate employers, international students, and newcomers about immigration options.
- **Training for Municipalities:** Delivered training with Professional Municipal Administrators to build competencies while supporting recruitment in municipal roles.
- **Micro-credential Development:** Supported post-secondary and industry partners to create targeted micro-credentials in high-demand sectors to address labour shortages.
- **Women Apprentices Co-op:** Partnered with the Office to Advance Women Apprentices to pilot an all-female co-op focusing on services for vulnerable populations.
- **AI Training for SMEs:** Collaborated with Keyin College and the Newfoundland and Labrador Association of Community Business Development Corporation to provide Artificial Intelligence (AI) training to small to medium-sized enterprises (SMEs).
- **Business Liaison Office:** Partnered with the Labrador North Chamber of Commerce to link Newfoundland and Labrador Hydro with businesses in Labrador to maximize labour market benefits of the Churchill development.
- **Farmers Market Diversification:** Supported the St. John's Farmers Market Cooperative to attract corporate clients and expand facility use.
- **Recruitment for Early Childhood Educators:** Facilitated a five-year Memorandum of Understanding with the Republic of Korea, the Department of Education, and the College of the North Atlantic to establish an annual 12-week work placement program.

Report on Performance

Issue 1: Attracting newcomers to the province

Attracting newcomers is crucial for building inclusive communities, growing the population, and addressing job market demands. Newfoundland and Labrador has an aging population (24.6 per cent are 65 or older; the median age is 47.8¹) and the second lowest fertility rate in Canada² (1.22, tied with PEI). This has led to a shortage of workers and a need for new, working-age residents.

In the 2024 calendar year, the provincial government welcomed 5,755 new permanent residents, surpassing its goal of 5,100 new permanent residents annually by 2026. This success was due to digital solutions, streamlined processes, structured immigration program policy manuals, strong engagement with employer and community partners, and increased departmental staffing.

The federal government sets the number of immigration spaces provided to provinces and territories each year through the Atlantic Immigration Program (AIP) and Provincial Nominee Program (PNP). In 2025, Newfoundland and Labrador's allocation was unexpectedly cut by 50 per cent. Although the province negotiated the return of 1,000 spaces, program capacity remains well below demand. The number of new residents in 2025 may be slightly lower than in 2024 due to less immigration capacity and federal efforts to reduce the number of temporary residents throughout Canada.

In 2024, 79 per cent of newcomers were economic immigrants, mostly young professionals with jobs secured before arriving. Attracting young professionals helps increase the number of families with children, supporting future population growth. More newcomers choosing Newfoundland and Labrador as their home boosts population renewal, economic growth, and diversity.

¹ Statistics Canada. [Table 17-10-0005-01 Population estimates on July 1, by age and gender.](#) Released September 25, 2024

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

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.

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.

2024-25 Objective Indicator 1: Continue to welcome more than 5,100 new permanent residents annually.

In the 2024 calendar year, the province welcomed approximately 5,755 new permanent residents, exceeding the original goal of welcoming 4,500 in 2024.

- The AIP endorsed 2,491 individuals for permanent residency, and the PNP nominated 5,065 individuals. These 7,556 people are on the path to becoming permanent residents.
- Of the 5,755 new permanent residents in 2024, 77 per cent were nominated and/or endorsed through provincial pathways, while 23 per cent included federal economic immigrants, sponsored family members, refugees, and protected persons.
- IPGS supports a wide network of organizations across the province. Through the Newfoundland and Labrador Settlement and Integration Program (NLSIP), IPGS funded 41 community partners to implement 57 projects that enhanced newcomer settlement and integration province-wide. Additionally, the 2024-25 Newfoundland and Labrador Multiculturalism Grant Program supported 105 community events, engaging approximately 40,000 individuals across 36 communities in celebrations of diversity and multiculturalism. IPGS provides project-based settlement funding to community partners through annual calls for proposals.
- Ukraine Job Connect provided employment-focused settlement to help Ukrainians settle in Newfoundland and Labrador. In 2024-25, the Ukrainian wage subsidy assisted 13 individuals prior to its end in May 2024, with a total of 286 Ukrainians assisted through the JobsNL wage subsidy.
- IPGS held 47 sessions for newcomers to provide information on the province's

immigration programs. These sessions were directed toward individuals with temporary status intending to reside permanently in Newfoundland and Labrador.

- IPGS supported 39 partnerships with community organizations to promote newcomer retention. These partnerships included funding for key settlement services and community navigation; programs to improve job opportunities for newcomers in the clean energy sector; wellness and employment programs for newcomer women; expanded job supports for newcomers in rural areas; and programs to promote Diversity, Equity, and Inclusion (DEI) and combat racism and hate in sports.

2024-25 Objective Indicator 2: Conduct at least 60 in-person and virtual recruitment sessions for foreign labour attraction and employer outreach in Canada and different countries.

In 2024-25, IPGS hosted 113 in-person and virtual recruitment sessions, resulting in the direct hiring of more than 200 candidates, filling vacancies in sectors such as K-12 education, early childhood education, social work, health, aviation, food service, hospitality, and automotive.

- This progress was achieved through implementation of the “Virtual Recruitment Platform” (VRP), which replaced one-off virtual fairs. The VRP currently hosts 135,454 registrants and 124 booths representing Newfoundland and Labrador employers, academic institutions, community organizations, and government entities.
- This new service delivery model has streamlined recruitment processes, providing users with continuous access to job advertisements and resumes, thus eliminating the need for traditional virtual recruitment sessions in favour of targeted virtual immigration events.
- In 2024-25, IPGS held eight virtual immigration events:
 - April 2024: General Physician Recruitment and Specialist Physician Recruitment
 - August 2024: United Kingdom and Ireland Resident Recruitment
 - September 2024: Mexico Construction Recruitment
 - October 2024: Global Recruitment
 - January 2025: Global Recruitment and Teachers and Early Childhood Educator Recruitment

- March 2025: Australia and New Zealand Health Sector Recruitment
- In-person recruitment missions continued in 2024-25, with 105 sessions conducted in Mexico, Ireland, the United Kingdom, France, Tunisia, and Jordan.

2025-26 Objective

By March 31, 2026, the department will have advanced efforts to increase the number of newcomers welcomed to the province to 5,100 annually.

Annual Performance Indicators:

1. Welcome more than 5,100 new permanent residents annually for a third consecutive year.
2. Continue to increase the number of in-person and virtual recruitment sessions for foreign labour attraction and employer outreach in Canada and different countries to at least 60 annually.
3. Enter into at least two Memorandums of Understanding (MOUs) with foreign governments on labour transfer in order support ongoing labour needs in the province.

Issue 2: Enhancing the effectiveness of employment and training programs

The Provincial Government is committed to ensuring that residents have the skills and experiences needed for valuable employment opportunities, and that local businesses have access to skilled workers to stay competitive. To adapt to the evolving labour market, the department collaborates with industry, labour, education institutions, and community partners to offer effective employment and training programs.

Enhancing the effectiveness of existing programs is crucial to ensure employers have timely access to a skilled workforce in the areas they require. Program enhancements aim to build upon current successes to increase employability, support local businesses in staying competitive and innovative, better prepare individuals for future labor market opportunities, and reduce skills and labor gaps by increasing 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 these 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.

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.

2024-25 Objective Indicator 1: Conducted a comprehensive review of at least one employment service program to ensure more effective program delivery and supports for clients.

In 2024-25, IPGS commissioned an independent review of the Supported Employment Program to ensure more effective program delivery and supports for clients.

The **Supported Employment Program** review began in January 2024; the final report was received in March 2025. The program aims to increase the labour market participation of adults with developmental disabilities and gradually reduce support to increase their independence in the workplace.

- The review objectives were:
 1. Conduct a performance audit to assess effectiveness, economics, and efficiency, and guide future improvements.
 2. Determine if the program is being implemented as intended.
 3. Conduct research to inform how a needs and functional assessment approach will ensure sustainable employment outcomes.
 4. Identify opportunities to enhance program and operational efficiencies.
 5. Determine if the program is achieving intended outcomes.
- The review resulted in 19 recommendations to improve employment services for persons with disabilities while addressing cost and budget challenges.

2024-25 Objective Indicator 2: Implemented every appropriate recommendation from each review of an employment and training program to enhance program delivery and supports for clients.

In 2024-25, IPGS implemented appropriate recommendations from the **Employment Steps for Success** (ESS) review:

- A review of the ESS pilot program was completed in 2023-24. The review noted some challenges in delivering the program and recommended issuing a second call for proposals in 2024-25 and further assessing the program's performance. In response, the department launched a new call for applications in March 2024.
- Throughout 2024-25, the department carefully assessed the quality of proposals

received and the program's overall performance. While the ESS pilot provided valuable insights, challenges remained in meeting intended outcomes. As a result, the decision was made to conclude the ESS program in late 2024–25.

Recommendations from the **Supported Employment Program** review have been shared with agencies delivering these services.

- Implementation of appropriate recommendations will begin implementing in the 2025-26 fiscal year.

2025-26 Objective

By March 31, 2026, the department will have worked to review and implement enhancements for a further two employment and training programs to ensure more effective program delivery and supports for clients.

Annual Performance Indicators:

1. Continue to improve program delivery and client support by conducting at least two comprehensive reviews of employment and training programs.
2. Continue to implement appropriate recommendations from employment and training program reviews to further 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 highly skilled talent, supporting approximately 3,602 registered apprentices across 62 designated trades in 2024-25. This system combines technical classroom instruction with practical on-the-job training, providing individuals with a high-quality education that fosters labour force attachment. Additionally, IPGS offers supports and services to apprentices, journeypersons, trade qualifiers, employers, training providers, and industry partners.

Strengthening the effectiveness, sustainability, governance, and accessibility of our apprenticeship system is crucial for its continued success. An innovative and flexible system ensures apprentices receive the necessary support to achieve certification and contribute to the provincial labour market's growth. This requires ongoing 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.

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.

2024-25 Objective Indicator 1: Reviewed the report resulting from the comprehensive review of the apprenticeship system and determined which recommendations can be implemented.

An independent review of the provincial apprenticeship system began on April 5, 2023. The final report, received in June 2024, contained 31 recommendations to strengthen the apprenticeship system. In late Fall 2024, the Minister of IPGS approved the report. Expected improvements include:

- **Industry Engagement:** Enhanced collaboration with industry, better information for evidence-based decision making, and increased responsiveness to industry needs.
- **Apprentice Supply:** Increased number of apprentices, particularly from underrepresented groups, reduced job vacancies in high demand trades, and better alignment between training and labour market demand.
- **Training Sustainability:** Improved access to training throughout the province, consistent training quality, and a predictable training schedule.
- **System Administration/Data:** Enhanced programs and services, reduced administrative processes, and stronger relationships with industry partners.
- Work to implement the recommendations is ongoing.

2024-25 Objective Indicator 2: Initiated implementation of all appropriate recommendations outlined in the review.

An implementation plan is underway to address 31 recommendations through 38 initiatives. As of March 31, 2025:

- 3 initiatives have been completed, including continued support for the Office to Advance Women Apprentices and the Indigenous Skilled Trades Office, and cultural awareness training for staff.
- 16 initiatives are in progress, with work underway across areas such as promotional campaigns, system digitization, curriculum development, and expanding supports for employers, apprentices, and newcomers.

Planning and prioritization of the remaining initiatives ongoing. The department will continue to make progress on this work in 2025-26.

2025-26 Objective

By March 31, 2026, the department will have continued implementation of the review findings to strengthen the overall effectiveness, sustainability, governance and accessibility of our provincial apprenticeship system to optimize opportunities to achieve certification.

Annual Performance Indicators:

1. Continued implementation of all appropriate recommendations from the comprehensive review of the apprenticeship system.

Opportunities and Challenges

Current economic conditions and shifts in immigration trends present both opportunities and challenges for the department in fulfilling its mandate. The labour market and immigration approaches are evolving, as are the supports that the department relies on.

Opportunities

- **Humanitarian Migrants:** There are currently 4,445 humanitarian migrants in federal temporary accommodations in Ontario and Quebec. Over 400 migrants with skills in healthcare, early childhood education, construction, business administration, retail sales, and food service are interested in relocating to Newfoundland and Labrador. The province has committed to welcoming 290 humanitarian migrants in the next two years, helping address labour shortages in critical sectors and support population growth.
- **Housing Investments:** Significant investments by both the Governments of Newfoundland and Labrador and Canada in new housing development will drive demand for construction and residential skilled trades workers in the province.
- **Trade Expansion:** Efforts to expand and accelerate trade beyond the United States, diversify supply chains, and promote local goods and services creates new opportunities for labour market partnerships to support employers and sector groups.
- **Major Projects and Hydroelectric Developments:** The historic MOU between Newfoundland and Labrador and Quebec for hydroelectric generation along with other major projects in the province, opens potential for new development projects, creating opportunities for employment and skills training services to help prepare Newfoundlanders and Labradoreans for these job opportunities.
- **Enhanced Service Delivery:** IPGS is currently undergoing an independent review of the delivery of internal employment assistance services. The recommendations of which will inform a more effective, economical, and efficient future service delivery model.

Challenges

- **Immigration Allocations:** A reduction in immigration allocations from the Federal Government for 2025, despite historic growth in demand for the PNP and AIP, poses a significant challenge. This reduction limits the province's ability to meet labour market needs and address demographic challenges. Despite negotiating an additional 1,000 immigration spaces for 2025, the overall allocation is still lower than last year (2,525 spaces compared to 3,270). IPGS will continue to advocate for additional immigration spaces.
- **Economic Uncertainty:** Proposed tariffs on Canadian exports could put 10,000-20,000 jobs at risk in Newfoundland and Labrador across critical sectors such as fisheries, oil and gas, mining and manufacturing. The department must be agile and adaptive to respond to the needs of workers, businesses, and partners who may be impacted.
- **Newcomer Retention:** Retaining newcomers is a challenge. Improving the integration of newcomers into their trained occupations and local communities can enhance retention and support long-term population growth. IPGS will continue efforts in this area in 2025-26.
- **Skills Mismatches:** Rapid technological advancements and shifts in industry demands can lead to mismatches between job seekers' skills and employer requirements. As labour market transfer agreements are the largest source of funding, IPGS will need to continue efforts to advance discussions on modernization and enhanced eligibility with the federal government to ensure continued responsiveness to labour market needs.

Financial Information

Summary of Expenditure and Related Revenue for the Year Ended March 31, 2025 (unaudited)				
		Actual Expenditure (\$)	Amended Budget (\$)	Original Budget (\$)
Executive and Support Services				
Ministers Office		260,502	298,700	275,000
Executive Support		1,004,985	1,135,000	1,135,000
Administrative Support		2,587,613	2,719,200	2,711,200
Program Development and Planning		453,854	458,600	458,600
Employment and Skills Development				
Employment and Training Programs		1,342,109	1,408,400	1,408,400
Employment Development Programs		9,548,970	10,884,600	10,884,600
Labour Market Development Agreement		133,407,365	138,573,900	138,573,900
Workforce Development Agreement		4,819,098	8,101,200	8,101,200
Employment Assistance Program for Persons with Disabilities		9,519,167	9,638,800	9,638,800
Youth and Student Services		5,639,718	5,900,700	5,900,700
Apprenticeship and Trades Certification		10,483,749	11,441,000	11,441,000
Regional Service Delivery				
Client Services		5,115,315	6,234,700	6,271,400
Immigration and Workforce Development				
Office of Immigration and Multiculturalism		21,942,871	23,586,500	23,581,500
Workforce Development Secretariat		835,520	944,100	944,100
Total Gross Expenditures				
		206,960,836	221,325,400	221,325,400
Total Revenue				
		-141,771,757	-156,682,000	-156,682,000
Total Net Expenditures				
		65,189,079	64,643,400	64,643,400
Totals by Branch				
Executive and Support		3,047,834	4,411,500	4,379,800
Employment and Skills Development		174,760,176	185,948,600	185,948,600
Regional Service Delivery		5,115,315	6,234,700	6,271,400
Immigration and Workforce Development		22,778,391	24,530,600	24,525,600
Total Department Gross Expenditures				
		206,960,836	221,325,400	221,325,400