



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

Annual Performance Report 2022-23

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Introduction

The Department of Immigration, Population Growth and Skills (IPGS), on behalf of the Government of Newfoundland and Labrador, is pleased to present the Canada – Newfoundland and Labrador Labour Market Development (LMDA) Annual Performance Report 2022-23.

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

The LMDA reinforces the common vision shared by Canada and Newfoundland and Labrador to create a strong, resilient, and adaptable workforce with the skills needed to succeed in the province's economy.

Program and Services

The LMDA, through a diverse array of programs and services, has consistently demonstrated positive outcomes for a wide variety of clients, employers, and communities in Newfoundland and Labrador. Investments made through the LMDA enable the province to capitalize on economic and advanced educational opportunities leading to job creation and growth. Evidence demonstrates that clients develop skills, obtain, and maintain employment because of participation in employment and skills training programs. During the 2022-23 fiscal year, the following programs were delivered by the province:

- Wage Subsidies;
- Job Creation Partnerships;
- Self-Employment Assistance;
- Skills Development;
- Employment Assistance Services;
- Labour Market Partnerships; and
- Research and Innovation.

Details on the above programs can be found in the section [Program Investments, Activities and Outcomes](#).

2022-23 Annual Plan Summary

As outlined in the 2022-23 Annual Plan, Canada and Newfoundland and Labrador share a common vision to support the employment and training needs of the Canadian labour market through an integrated, client-centered, outcomes-driven employment and training model, which is responsive to the evolving needs of individuals, employers, and communities.

Objectives of the agreement include:

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

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

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

Service Delivery

Newfoundland and Labrador has continued to work on enhancing and increasing employment and training supports delivered through digital and virtual technologies hence improving and widening access for individuals wanting to avail of employment, career development and training services. Because of the need for remote and blended service delivery, in the winter of 2022-23, the department collaborated with the Canadian

Career Development Foundation (CCDF) to deliver Remote Service Delivery training to IPGS staff. While remote service delivery requires many of the same skills required to deliver quality services face-to-face, other required knowledge, skills and attitudes are unique to and not familiar to the average career practitioner. By continuing to support online and hybrid service delivery we have been able to increase access to services and reduce barriers for underrepresented groups particularly in regions with rural and isolated communities.

Purpose and Organization of the Report

This report provides a profile of the clients, employers and organizations who participated in employment and training programs under the LMDA for the 2022-23 fiscal year. The report also contains a summary of program descriptions, investments, activities, and outcomes, followed by a section on stakeholder engagement, research and innovation, employer based training, and aggregate information on employer programs. There are two annexes included in this report. The first contains the audited financial statement for the LMDA for 2022-23 fiscal year, as per the reporting requirements, while the second contains aggregate information on employer programs.

Client Summary

During the 2022-23 fiscal, 7,120 clients received support from programs or services delivered by the province or its community partners under the LMDA. 15,634 Employment Benefits and Employment Assistance services were supported through LMDA investments. Program descriptions and outcomes are included in the [Program Investments, Activities and Outcomes](#) section.

Individual-level program data and outcomes have been provided to the Federal Government (Employment and Social Development Canada) via secure upload and are not included in this report. IPGS' third-party agencies provided monthly files from data captured in the Accountability Resource Management System (ARMS). These files were securely uploaded monthly, as per reporting requirements.

Program Investments, Activities and Outcomes

For 2022-23, the Province of Newfoundland and Labrador was provided a funding allocation, as follows:

| | |
|---|----------------------|
| Program Base funding | \$124,269,729 |
| Program Carry Forward from 2021-22 | \$28,420,739 |
| Budget 2017 top-up | \$10,806,422 |
| Administrative funding | \$8,937,456 |
| Administrative Carry Forward from 2021-22 | \$499,383 |
| Total | \$172,933,749 |

This section will outline the various programs delivered under LMDA, including the level of investment in the programs and measured outcomes. LMDA funding allowed Newfoundland and Labrador to develop and implement labour market programs and services to meet the needs of a wide variety of clients, including EI-eligible, unemployed workers, and persons with disabilities. Programs supported individuals to attach to the labour market, receive work supports, and participate in skills and employment training to improve labour market attachment. Funding through LMDA was integral in supporting priority sectors to grow the labour force through the provision of wage subsidies, labour market partnerships, and research and innovation. The number of clients who participated in the various program and services reflect the positive impacts this funding has provided to clients in this province.

As outlined in the LMDA Performance Measurement Strategy, a summary of aggregated information on Employer Programs is found in [Annex 2](#).

| Program | Investment, Activities and Outcomes for 2022-23 |
|--|--|
| Skills Development | |
| <p>Adult Basic Education (ABE) Supports provides eligible clients with support to participate in ABE or General Educational Development (GED) preparation. Program targets EI-eligible clients.</p> <p>Note: The tuition for some clients under ABE is paid directly by the Department of Education to the ABE service provider.</p> <p>Individual supports are paid under the Skills Development Employment Benefit.</p> | <p>Investment and Activities In 2022-23, \$1,849,095 was expended to support the tuition costs of eligible clients to participate in ABE.</p> <p>Outcomes In 2022-23, 570 clients participated and received benefits through ABE Supports. These supports were integral to client participation in the program, which enables them to work towards obtaining further post- secondary training.</p> |
| <p>Skills Development Employment Benefit assists EI-insured participants in need of financial assistance to obtain the skills needed for employment, ranging from basic to advanced skills through direct assistance to individuals.</p> <p>Funding under this activity includes costs paid to publicly funded training institutions for costs related to EI-eligible clients over the amount recovered through tuition fees.</p> | <p>Investments and Activities In 2022-23, \$57,380,497 was expended under this activity.</p> <p>Outcomes In 2022-23, 3,076 clients received funding under the Skills Development Program to attend post-secondary training.</p> |

| Program | Investment, Activities and Outcomes for 2022-23 |
|---|---|
| <p>Apprenticeship Supports provides apprentices, directed by Newfoundland and Labrador to attend full-time, in-school apprenticeship training, with assistance related to incremental costs of attending this training, such as living allowance, dependent care, and travel costs.</p> <p>The Apprenticeship and Trades Certification Division issues tuition costs directly to training institutions.</p> | <p>Investments and Activities In 2022-23, \$1,306,278 was expended to provide individual supports to apprentices participating in the in-class portion of apprenticeship training.</p> <p>Additionally, \$4,801,215 was paid to support the tuition costs of the clients attending the programs.</p> <p>Outcomes In 2022-23, 1,192 apprentices benefitted from this program, enabling them to work toward journey person certification.</p> |
| <p>Educational Assessments identify areas of strength and areas of need with respect to academic and cognitive functioning. They can be used to identify a learning disability, an intellectual disability, or giftedness. An educational assessment can be considered when an individual is experiencing academic or workplace learning difficulties for which there is need to obtain greater understanding of the underlying cause for these difficulties, and to assist with the facilitation of the client employment planning process.</p> | <p>Investments and Activities In 2022-23, \$37,681 was expended under this activity.</p> <p>Outcomes In 2022-23, 18 clients received funding for educational assessments as part of their employment plan development.</p> |
| Job Creation Partnerships | |
| <p>Job Creation Partnerships Program (JCP) provides EI-insured participants with opportunities to gain work experience that will improve their employment prospects. While project activities benefit both the participant and the community, the focus is helping insured participants who need work experience to increase their chances of successfully finding ongoing employment.</p> <p>JCP participants will maintain or enhance employability skills through this work experience opportunity. Participating clients may be eligible for a living allowance and sponsors may be eligible for assistance with project overhead.</p> | <p>Investments and Activities In 2022-23, expenditures under this activity included \$8,945,457 towards project overhead and living allowances to participants.</p> <p>Outcomes In 2022-23, 1,062 individual clients received funding to participate in 226 JCP projects. Participation provided work experience and skills development opportunities to enhance labour market attachment.</p> |

| Program | Investment, Activities and Outcomes for 2022-23 |
|---|---|
| Wage Subsidies | |
| <p>Jobs NL Wage Subsidy is designed to bring employers and employees together by providing funding to employers to create employment opportunities. The program supports employer/employee connections that promote sustainable long-term employment or seasonal employment.</p> <p>There are two subsidy options under Jobs NL Wage Subsidy:</p> <ul style="list-style-type: none"> • Jobs NL- 42 provides a wage subsidy for 28 weeks of a minimum 42-week period of employment. The subsidy is provided as follows: <ul style="list-style-type: none"> ○ First 14 weeks, 60 per cent subsidy, to a maximum of \$12 towards the hourly wage rate. ○ Second 14 weeks, 0 per cent subsidy towards wages. ○ Third 14 weeks, 80 per cent subsidy, to a maximum of \$12 towards the hourly wage rate. • Jobs NL- 28 provides a wage subsidy for a period of 10 – 28 weeks; this duration allows funding for seasonal / short term employment. A 60 per cent subsidy is provide, to a maximum of \$12 towards the hourly wage rate. <p>A completion bonus of \$2,000 for the employer and \$1,000 for the employee may be paid, only if the employee remains employed for 10 weeks after the end of the subsidy.</p> | <p>Investments and Activities In 2022-23, expenditures were \$4,084,476 for this activity.</p> <p>Outcomes In 2022-23, 694 clients participated in this program and obtained work experience.</p> |
| <p>Linkages Program is a client-centered employment initiative delivered in partnership with community-based organizations and provides unemployed youth (18-30 years of age) with 26 weeks of career related, paid employment and an opportunity to participate in career planning sessions. Linkages is intended for participants who have not yet made a successful transition to the labour force.</p> | <p>Investment and Activities In 2022-23, a total of \$7,553 was expended through ten agreements.</p> <p>Outcomes In 2022-23, 12 clients engaged in career planning sessions and work experience placements.</p> |

| Program | Investment, Activities and Outcomes for 2022-23 |
|---|---|
| <p>Supported Employment program is delivered in partnership with community organizations to develop employment opportunities for people who have an intellectual disability. The program provides the necessary support to allow eligible individuals to participate in meaningful integrated employment in the community.</p> <p>Supports range from orientation and work analysis to full-time support from a job trainer to ensure that the required duties of the job are completed to the satisfaction of the employer.</p> | <p>Investment and Activities In 2022-23, \$2,342,738 was invested to support individuals with intellectual disabilities in employment, with the assistance of job trainers to help them perform the required duties of the job.</p> <p>Outcomes In 2022-23, 1,274 individuals participated in Supported Employment. Of these, 633 gained employment with the services provided.</p> |
| <p>Wage Subsidy Community Coordinator receives a contribution to support the costs of a project designed to encourage employers to hire female apprentices by offering wage subsidies to the employer to hire the apprentice and provide them with work experience to support progression towards journeyman status. The program targets EI-eligible women apprentices.</p> | <p>Investments and Activities In 2022-23, \$545,489 was expended under this activity.</p> <p>Outcomes In 2022-23, the Office to Advance Women Apprentices was funded to support women apprentices in securing employment in non-traditional occupations. Thirty- four placements were secured for clients.</p> |
| <p>Apprentice Wage Subsidy (AWS) Program assists apprentices to gain work experience in a skilled trade, and progress to journeyman certification by providing a wage subsidy to employers who hire apprentices. The program provides a wage subsidy of 75 per cent, to a maximum of \$14 an hour for all apprentices funded under the program and is paid directly to the employer.</p> | <p>Investments and Activities In 2022-23, \$2,795,288 was expended under this program activity.</p> <p>Outcomes In 2022-23, 357 employers received funding. This resulted in 357 apprentices acquiring work experience towards journeyman certification.</p> |
| <p>Fish Plant Closure Response Program provides work experience to EI-eligible individuals that are experiencing labour force adjustment issues related to the loss of regular employment due to a fish plant closure. Eligible workers are employed by local governments and community organizations to work on projects that contribute to tourism development, economic development, community/ municipal infrastructure, or community services.</p> | <p>Investments and Activities In 2022-23, \$162,700 was expended under this activity.</p> <p>Outcomes In 2022-23, 70 individuals availed of short- term employment opportunities to assist with industry adjustment.</p> |

| Program | Investment, Activities and Outcomes for 2022-23 |
|---|--|
| <p>Opening Doors Program provides a wage subsidy to hire EI-eligible clients with disabilities. The wage subsidy initiative provides employment for persons with disabilities within Provincial Government departments for a maximum of 52 weeks. These are full-time, permanent positions that have been designated for persons with disabilities.</p> <p>Additionally, Opening Doors provides information, advice and training, on issues related to the employment of individuals with disabilities to directors of human resources, managers, supervisors and executive within the public service. Career support services are also available to provide practical job search and career counselling assistance to persons with disabilities registered with the Office's Client Registry.</p> | <p>Investments and Activities In 2022-23, \$24,690 was used to support individuals through the wage subsidy initiative.</p> <p>Outcomes In 2022-23, one client obtained work experience and career support services to support the transition into employment.</p> |
| <p>Employment Enhancement Program is designed to support 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.</p> | <p>Investments and Activities In 2022-23, \$237,947 was expended under the program that provided individuals work experience in the forestry sector.</p> <p>Outcomes In 2022-23, 11 employers participated in this program, providing work experience to 26 individuals.</p> |
| Self-Employment Assistance | |
| <p>Self-Employment Assistance Community Coordinator provides funding to organizations to assist eligible unemployed clients with starting their own business. The coordinator position supports clients through the provision of entrepreneurial training, general information sessions, and assessment and implementation of a business plan.</p> | <p>Investments and Activities In 2022-23, \$2,386,552 was expended under this activity.</p> <p>Outcomes In 2022-23, 17 organizations were provided with funding under this activity.</p> |

| Program | Investment, Activities and Outcomes for 2022-23 |
|---|---|
| <p>Self-Employment Assistance (Individual Supports) Program assists insured participants through the provision of a living allowance to help them create jobs for themselves by starting a business.</p> | <p>Investments and Activities In 2022-23, \$3,711,135 was expended under this activity.</p> <p>Outcomes Support was provided to 327 individuals in 2022-23.</p> |
| Employment Assistance Services | |
| <p>Employment Assistance Services (EAS) Program provides funding to organizations, enabling them to offer employment assistance services to unemployed or underemployed persons. These services can be provided to an individual or in a group setting.</p> <p>The key services funded through EAS are:</p> <ul style="list-style-type: none"> • Self-serve employment resources; • Needs assessment; • Development of employment plans; • Case management; • Employment counselling; and • Provision of workshops in various employment related topics including, but not limited to, job search, resume writing, and transitional employment support services. | <p>Investments and Activities In 2022-23, \$17,793,239 was expended on EAS activity.</p> <p>Outcomes In 2022-23, 28 agreements were provided with funding to provide EAS type activities to clients. Almost 9,800 services were provided.</p> |
| Labour Market Partnerships | |
| <p>Labour Market Integration for Newcomers provides funding to organizations to pilot initiatives that support integration of unemployed newcomers into the workforce. Initiatives are designed to enable service-providing organizations, groups and communities to develop and/or deliver programming that expedites the attachment of newcomers to the labour market, helps them advance to their professional fields, as well as achieve progress in their careers.</p> | <p>Investment and Activities In 2022-23, \$22,187,086 was expended under this activity.</p> <p>Outcomes In 2022-23, nine projects were supported with five different organizations.</p> <p>Further information on agreements contracted in 2022-23 is provided in the Labour Market Integration for Newcomers section of this report.</p> |

| Program | Investment, Activities and Outcomes for 2022-23 |
|---|--|
| <p>Labour Market Partnerships provides funding to 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.</p> <p>Labour Market Partnerships may be used to help employed persons who are facing loss of employment. Proposed activities must focus on an identified labour market issue and be assessed as likely to have a positive impact on the labour market. All activities must involve partnership.</p> | <p>Investment and Activities In 2022-23, \$32,285,739 was expended under this activity.</p> <p>Outcomes In 2022-23, 64 projects received support under this program activity.</p> <p>Initiatives included activities to address employment needs of persons with disabilities, newcomers, Indigenous peoples, and needs of specific labour market sector such as:</p> <ul style="list-style-type: none"> - Agriculture; - Petroleum; - Early Childhood Education; - Environment; - Aquaculture; - Paramedicine; and - Fisheries. <p>Further information on agreements contracted in 2022-23 is provided in the Labour Market Partnerships section of this report.</p> |
| Research and Innovation | |
| <p>Research and Innovation provides funding support for research and innovative projects that explore and identify better ways of helping persons prepare for and attach to the labour market as productive employees.</p> <p>Most of the funding for Research and Innovation supports the Workforce Innovation Centre (WIC). The WIC provides a coordinated, central point of access to engage government, career and employment service providers, skills development organizations and stakeholders in the business and community sectors to help research, test and promote new and innovative workforce development models that make direct links to increasing individual employability.</p> | <p>Investments and Activities In 2022-23, \$6,074,488 was expended under this activity.</p> <p>Outcomes Funding was provided to support various activities of the Workforce Innovation Centre beginning in 2022-23. Further information on activities in 2022-23 is provided in the Research and Innovation section of this report.</p> <p>In addition, \$67,000 was provided to two organizations to pilot an expansion to online training for apprentices.</p> |

Stakeholder Engagement

The department regularly engages with industry, labour, community, and education stakeholders to inform policy and budget priorities and to ensure programs and services are effective and relevant. In addition, consultation occurs regularly with internal and external 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 (WIC) hosts engagement sessions with underrepresented groups, exploring labour market challenges and opportunities, as well as research projects to support improved employment outcomes. Sessions and discussions are held with several organizations, including those representing: Indigenous people, persons with disabilities, youth, older workers, women, and newcomers to the province. Findings and feedback from these sessions are helping to inform program and policy development.

As an initiative under the Workforce Development Plan, WIC established Regional Workforce Development Committees in ten regions of the province. These committees are creating regular opportunities for stakeholders to share information and collaborate on regionally tailored workforce development action plans to address workforce trends and challenges, and to increase regional capacity for planning, partnerships and investments. The department's support of and regular interaction with WIC allows a unique opportunity to gather ground-level intelligence from ongoing WIC-directed projects and workforce related issues and opportunities.

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

- Increased collaboration and partnerships;
- Continued emphasis on immigration and attracting talent;
- Improved access to labour market information;
- Closing skills gaps through skills development and mentorship opportunities;
- Enhanced awareness and access to programs and services; and
- Promotion of inclusive and diverse workplaces.

With the shifting nature of work, it is critical that the Provincial Governments' 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 stakeholders and partners will be instrumental in allowing the province to promote new economic growth as well as address existing and future labour market challenges.

| Examples of Stakeholders | |
|---|--|
| Employers | Verafin, Anaconda Mining, DF Barnes Fabrication, Corner Brook Pulp and Paper, Newco Metals, and small to medium sized enterprises |
| Community Groups | Community Sector Council, Vera Perlin, Stella's Circle, Choices for Youth, Heritage Foundation of NL, Sharing our Culture, Association for New Canadians, and Supported Employment Newfoundland and Labrador |
| Indigenous Partners | Labrador Aboriginal Training Partnership, First Light (St. John's Native Friendship Centre), and Nunatukavut Community Council |
| Business and Industry Associations | Newfoundland and Labrador Construction Association, Community Business Development Corporations, Newfoundland and Labrador Employers Council, Canadian Federation of Independent Businesses, Hospitality NL, NL Forestry Industry Association, techNL, Newfoundland and Labrador Federation of Agriculture, Oceans Advance, Canadian Manufacturers and Exporters – Newfoundland and Labrador, Newfoundland Environmental Industry Association, and Newfoundland Aquaculture Industry Association |
| Provincial Government Departments | Departments of: Education; Fisheries, Forestry and Agriculture; Industry, Energy and Technology; Children, Seniors and Social Development; and Executive Council |
| Official Language Minority Communities (OLMC) stakeholders | 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) |
| Labour Organizations | Newfoundland and Labrador Federation of Labour, Fish, Food and Allied Workers, and International Brotherhood of Electrical Workers |
| Educational Institutions | Memorial University, Marine Institute, College of the North Atlantic, Newfoundland and Labrador Association of Career Colleges, Association of Building Trades Educational Colleges, and private training institutions |
| Youth Groups | Premier's Youth Council, Conservation Corps, and St. John's Boys and Girls Club |

| Examples of Stakeholders | |
|---------------------------------------|---|
| Municipal Government | Municipalities Newfoundland and Labrador, towns, and local service districts |
| Federal Government Departments | Employment and Social Development Canada, Atlantic Canada Opportunities Agency, and Agriculture and Agri- Food Canada |

Employment Benefits and Support Measures in Action

Labour Market Partnerships

Labour Market Partnerships provides funding to 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. The following is a summary of projects that were active in 2022-23.

Beginning in April 2019, the **Community Sector Council NL** received funding to lead a project of comprehensive efforts focusing on planning for attraction, retention, succession, and growth of the paid and unpaid labour force in community-based organizations. This project involves research of the types of jobs in the sector in Newfoundland and Labrador; developing and delivering needed training through regional skills facilitators; offering support to organizations to build new leadership; providing timely in-person, online and digital access to information for nonprofit governance, management, and accountability; and establishing an evaluation framework for continuous feedback improvement. This project is being funded for a five-year period (total of \$2,507,900), with \$473,650 expended in 2022-23.

Starting in January 2020, **Corner Brook Pulp & Paper Limited** received funding to assist in their five-year training plan to address the short and long-term training needs of a workforce of approximately 450 people from all areas of the operation: staff, unionized workers, woodlands, mill, Deer Lake power, operations, and maintenance. This project will be funded for a five-year period (total of \$5,273,000), with \$2,318,709 paid out in 2022-23.

Starting in January 2021, nine **Supported Employment Corporations** received funding to pilot assistance to support persons with autism spectrum disorder to develop action plans and employment strategies in job search. The focus was on providing support and skill development in personal development, social, and communication skills. Individuals learned strategies and skills to become independent and successful in the workplace. Corporations also worked with employers to provide education and build knowledge and strategies to assist individuals in overcoming challenges and barriers. The scope of the

pilot included a broader range of individuals who require additional supports. These projects received \$2,229,479 in 2022-23.

Beginning in March 2020, **Trades NL** was provided funding to create the Office for Indigenous and Northern Skilled Trades (OINST) in Happy Valley-Goose Bay. Trades NL and Innu Nation established a memorandum of understanding to address the supply of labour for future resource development opportunities in Labrador. This outlined how Trades NL will work with Innu Nation to promote the skilled trades as a viable career, offer career assistance and guidance, mentor Innu trades members through the apprenticeship-journeyperson process and assist in finding employment opportunities. In March 2023, further funding was provided to continue operation of the OINST in Happy Valley-Goose Bay, and to establish and operate additional offices in both St. John's and Corner Brook, NL in 2023-24. This project will be funded for an approximate four-year period (total of \$2,359,849), with \$1,188,714 expended in 2022-23.

From January 2021 through December 2023, **Oceans Advance Inc.** was funded to deliver an Ocean Careers Immersion Program for NL Youth. This program will provide students with hands on learning experience in the marine sector through their placements and will focus on marine research, applied technology, business innovation, and entrepreneurship. This project will support their career exploration and development and provide a meaningful opportunity to raise awareness of employment for rural and indigenous students in the ocean industry. This project was funded for a three-year period (total of \$458,825), with \$279,050 expended in 2022-23.

Beginning in January 2021, **Hospitality Newfoundland & Labrador** was provided funding to increase the focus on training, skills and knowledge development by tourism operators, owners, managers, supervisors, and employees. This project involves developing a skilled workforce to deliver quality services and experiences; improving the quality of products, customer service and visitor experiences; enhancing market readiness and consumer confidence; improving the image of tourism as a viable career choice; assisting students to obtain jobs in the sector; and increasing labor market participation. This project will be funded for an approximate three-year period (total of \$1,121,050), with \$550,123 expended in 2022-23.

From January 2021 through March 2023, **Heritage Foundation of Newfoundland & Labrador** was funded to address gap and loss of knowledge in Heritage Preservation and Conservation, and revival of traditional skills at risk that have the potential to create new cultural and economic opportunities. This project involved delivering a series of modules including historic masonry, overview of historic masonry issues and challenges, working with lime-based mortars, stabilization of historic masonry structures, repair of concrete structures, and restoration of historic plasterwork. Over the course of the agreement, Heritage NL and its community partners completed 67 training events with 30 instructors and more than 1,000 registrants. Sixty-one people from around Newfoundland

and Labrador participated in the Mentor Apprentice Program. This project was funded for a two-year period (total of \$433,500), with \$115,400 expended in 2022-23.

Beginning in April 2022, the **Community Sector Council of Newfoundland and Labrador** delivered AMPLIFY (Assist My Potential: Labour Market Initiative for Youth) and partnered with other organizations across NL involved with youth programming to provide work placements for up to 150 youth, including up to 40 at risk youth throughout the province. In 2022-23, AMPLIFY exceeded its participant target with jobs being located for 167 youth. In addition, 95 (57 per cent) of participants were determined to be at risk, with most connected to the Income Support system individually or through their family. The full budget of \$791,100 was expended in 2022-23.

Beginning in January 2021, **techNL** was provided funding to implement a two-pronged strategy to address the talent gap in the tech sector: create a Talent Office and provide employment related supports to drive awareness, make connections, and combine efforts of multiple companies in pursuing talent initiatives and immigration. This project involves helping employers source tech talent; improving alignment between local and international talent needs with that of employers; communicating and emphasizing benefits of NL tech sector to attract tech talent; improving retention by developing, supplying and tracking toolkits/best practices for onboarding new international tech talent; improving settlement and integration services for international tech talent by working with community-based organizations; facilitating the matching of local skilled labour to jobs in the tech sector; and developing a needed talent pipeline through initiatives in the K to 12 system. This project will be funded for an approximate three-year period (total of \$1,869,500), with \$720,125 expended in 2022-23.

From April 2021 to March 2023, **Women in Resource Development Inc.** was funded to provide consultation services and customized training options for employers to encourage, support, and facilitate equitable and inclusive recruitment and retention practices. This project involved providing information and training sessions to employers, workplace assessments, job fairs, and partnering with industry, education and community stakeholders to coordinate and deliver regional employment information sessions. A total of \$547,967 was expended in 2022-23 for this project.

Beginning in June 2022, **Newfoundland & Labrador Oil & Gas' Petroleum Industry Human Resources Committee (PIHRC)** received funding to conduct a Target Audience Perception Study and implement a Partnership and Collaboration Strategy to continue and grow current successful partnerships and collaborations with similar organizations and associations. The long-term goal of the project is to ensure that the province's oil and gas industry consistently has adequate numbers of appropriately skilled Newfoundlanders and Labradorians to fill its human resource requirements. This project will be funded for an approximate two-year period (total of \$172,040), with \$155,040 expended in 2022-23.

From June 2021 through March 2023, **Ever Green Environmental Corporation** was funded to undertake research and planning to develop a human resources program, including the evaluation and integration of new recyclable materials. This project was funded for a three-year period (total of \$198,000), with \$78,000 expended in 2022-23. Upon project completion, Ever Green increased their human resource capacity by providing specialized training related to the operation of the materials recycling facility thereby enhancing the capability and safety of their operations.

Destination St John's Inc. was funded from August 2021 through August 2022 to develop and implement an Equity Diversity and Inclusion Strategy to inform its tourism industry partner engagement. This project involved engaging with the industry on labour force adjustment and human resource planning as part of Destination St. John's destination development and market readiness roles and responsibilities. This project was funded for a 51-week period (total of \$11,200).

Horizon Economique De Terre-Neuve-Et-Labrador Inc. was funded from October 2021 through March 2022 to promote bilingual careers and entrepreneurship among young people in Newfoundland and Labrador. This allowed youth to discover sectors and meet with professionals seeking a bilingual workforce. In partnership with the Atlantic Canada Opportunities Agency, Department of Tourism, Culture, Arts and Recreation, the Secrétariat du Québec aux relations Canadiennes, NL provided \$5,000 for this 26-week project.

Canadian Career Development Foundation was funded from November 2021 through March 2023 to test the adoption of the PRIME accountability framework. PRIME is a data/client management software that supports career/employment services and a more robust evaluation of the impact of services. This project involved providing PRIME access and training to frontline career/employment service providers. This project was funded for a 74-week period (total of \$210,240), with \$25,000 expended in 2022-23. An evaluation of outcomes will occur in 2023-24 to determine if PRIME will be adopted in community partnership agreements. In addition, the **Canadian Career Development Foundation** was funded from November 2021 through March 2023 to train employment assistance service delivery staff in remote and blended service delivery models. This project was funded for a 61-week period (total of \$30,000), with \$2,000 expended in 2022-23. Approximately 60 participants were trained through three facilitated sessions during this timeframe.

Newfoundland & Labrador Association of Realtors Inc. was funded for the period of November 2021 through December 2022 to recruit and employ a Research Analyst for six months to carry out data collection and analysis of out-of-province home buyers to enhance understanding of this potential market. This project was funded for a 61-week period (total of \$18,717), with \$7,497 expended in 2022-23. The organization prepared a final report on their findings.

From May to October 2022, **Momentum Developmental Support Corporation** was funded to develop training content, in partnership with the National Association for the Dually Diagnosed, for use in an online learning management system to build practical online training programs for the community care industry in Canada. The training was in response to an identified upskilling need with the industry. This project involved developing 17 training modules covering a wide range of subjects related to individuals with a variety of intellectual and/or developmental disabilities. This project was funded for a 26-week period with the full budget envelope of \$45,600 expended in 2022-23.

Starting in April 2022, **Music Industry Association of Newfoundland and Labrador, Inc.** was funded to provide a connector program to help retain international students with a musical background by connecting them with industry employers, businesses, and the local community. This project was funded for a 52-week period with the full budget envelope of \$86,296 expended in 2022-23. Through this work, Music NL successfully connected newcomer musicians to 49 opportunities and increased the number of industry professionals from 50 to 90.

Food First NL Inc. was provided temporary funding to support the Community Food Helpline in its efforts to align delivery with the recommendations from a consultation process. This project was funded for a 39-week period from April to December 2022 with the full budget envelope of \$166,476 expended in 2022-23. The funding helped support the organization through industry adjustment as the consultation recommendations were implemented.

The AXIS Career and Employment Services Division of the **Association for New Canadians** was funded to provide supports to local employers in recruiting and retaining international talent. AXIS develops strong relationships with industry and key community partners to seek and apply leading-edge strategies in its efforts to help newcomers navigate through the challenges of the local labour market. This project was funded over a 52-week period with \$246,074 expended in 2022-23.

In February 2023, **Recreation Newfoundland & Labrador Inc.** received funding to implement phase two of the Rec Zone online platform. This project involves implementing learning governance for the Rec NL Learning Program; increasing knowledge and participation in the Rec Zone; developing priority training targets; executing a training pilot; evaluating digital courses; and developing a recurring revenue model for training delivery at Rec NL. This project will be funded for a 43-week period (total of \$200,675), with \$180,608 expended in 2022-23.

In June 2022, **Taskforce NL Inc.** was funded for \$1,588 to conduct community engagement and employment support initiatives at the Labrador North Chamber of Commerce 2022 Expo. In addition, from October 2022 through March 2023, **Taskforce**

NL Inc was funded to connect approximately 100 Ukrainian newcomers to employers within their network within the province of Newfoundland and Labrador who were experiencing labour shortages. This project involve job matching, identifying labour market needs, encouraging employers to enhance recruitment practices, and employer follow-up after recruitment. This project was funded for a 24-week period with \$57,600 expended in 2022-23. Taskforce NL collaborated with other community organizations to promote hiring of Ukrainian newcomers, delivered training sessions and job fairs, and successfully matched 49 Ukrainian newcomers with employment.

Central Development Association was funded to prepare a conceptual plan for the Great Coastal Trail. The trail will be an integrated set of trails for the region from the Gros Morne National Park northern boundary to L'Anse aux Meadows/St. Anthony at the northern tip of the peninsula. The project will develop the planning framework for the creation of the trail system, including trail research, consultation with potential partners, regional assessment, as well as preparing economic development and employment targets related to successful completion of the project. This project was funded for 29 weeks with the full budget envelope of \$566,845 expended in 2022-23.

Beginning in November 2022, **Council of Marine Professional Associates (COMPASS)** was funded to deliver measures and initiatives to address the current skills gap and labour shortages in the ocean marine sector and bring awareness to youth of the benefits of working in the sector and prepare them for future career opportunities. This was achieved through the enhancement of digital literacy capabilities to further prepare youth for future labour demands that require skills in technology. This project will address these issues through the enhancement of youth technology skills through engagement with industry, by facilitating participation in youth technology experience programs, creating structured in-classroom and virtual learning, and by collaborating on youth work experiences to promote the development of technology linked careers. This project was funded for a one-year period (total of \$ \$55,000), with full \$55,000 envelope expended in 2022-23.

Beginning in November 2022, **Newfoundland and Labrador Federation of Agriculture Inc.** received funding to implement the Agriculture Sector Work Plan that was jointly developed along with the provincial and federal governments. This project involves engaging and hiring professional staff to undertake the activities of the initiative including developing strategies to diversify the provinces agriculture industry and stimulate employment by working to modernize legislation; updating skills needed by the sector; profiling opportunities in the sector; and contributing to the development of post-secondary education agriculture-related studies. This project will be funded for a three-year period (total of \$2,000,000), with \$1,500,000 expended in 2022-23.

Grieg Seafood Newfoundland Ltd. was funded in February 2023 to attract, upskill and retain local Newfoundlanders and Labradorians. This project provided technician skills

training for 24 EI-eligible individuals focusing on candidates within the local community, who were experiencing long-term unemployment. This training was delivered by the Marine Institute of Newfoundland and Labrador and included a work placement at Grieg which provided practical skills to support the in-class training. This project was funded for a 30-week period (total \$132,063) with \$118,857 expended in 2022-23.

Beginning in March 2023, **Laughing Heart Music Ltd.** received funding to lead a project focusing on workforce development for the cultural industries (specifically music) that prioritizes youth engagement and employment, as well as diversity, equity, and inclusion principles in the Corner Brook, NL area. This project involves forming and executing an advisory committee to identify existing strengths, capacities, and assets within the community that can be used to strengthen and develop the music sector and arts sector, as well as planning and delivering professional and creative development opportunities for artists and arts workers in Corner Brook. This project will be funded over a three-year period (total of \$973,780), with \$876,402 expended in 2022-23.

In March 2023, the **Town Council of Steady Brook** was funded to support activities related to the Ski Club of International Journalists' (SCIJ) winter meeting. Support provided to SCIJ and the Town of Steady Brook, in partnership with ACOA, marketed Newfoundland and Labrador as a destination of choice for outdoor enthusiasts, with potential to generate job creation across multiple sectors, such as accommodation and food services, agriculture, retail, and transportation. This project was funded for a four-week period, with NL's contribution of \$12,024 expended in 2022-23. The event resulted in 32 reports published about the region in nine languages with additional reports to be published during the winter, aiding in the economic development of the area as a winter destination of choice. The SCIJ winter meeting supported the local economy with immediate and long-term positive employment impacts.

Marathon Gold received funding in March 2023 to recruit, train, and retain Drill Operators and Blasters for the mining industry. Marathon Gold, with its partner organizations, is using a combination of third-party training along with mentorship from an on-site driller/blaster to ensure that those hired for the positions receive the most up-to-date, practical, hands-on training in a supportive environment that mitigates risk for operating high-cost, technical machinery. The project runs for a three-year period and the budget for the project is \$423,339, which was fully expended in 2022-23.

In March 2023, **econext** was provided funding for a Clean Energy Initiative. This involves the organization facilitating this project in close partnership with industry partners with the goal of accelerating the participation of Newfoundland and Labrador's workforce in emerging clean energy industries (e.g., wind, hydrogen, bioeconomy), and progress the province's ability to innovate in these areas by providing supports towards collaborative research between academia and industry. There was \$2,597,500 provided in 2022-23 to fund this initiative.

The **Newfoundland and Labrador Forest Industry Association (NLFIA)** was provided funding for the development of a forest sector attraction and retention strategy to address labour issues, strengthen human resource capacity, and undertake new initiatives to attract and retain workers. The project commenced in January 2021 with a budget of \$441,025, \$20,525 of which was expended in 2022-23. Based on data and interviews from employers, workers, students, and key stakeholders, as well as review of relevant initiatives from other sectors and regions, the strategy identified several key opportunities to help foster a healthy, sustainable and competitive workforce in the Newfoundland and Labrador forestry sector.

The **Newfoundland and Labrador Transitional Support Program** pilot provided funding to eligible businesses and organizations to assist in industry adjustment related to increases to the minimum wage rates. In 2022-23, \$1,059,689 was expended to approximately 240 employers support this initiative.

The **Strategic Innovation and Expansion Pilot** was developed to increase the capacity of organizations in Newfoundland and Labrador to utilize creative human resource planning methods to positively impact labour market shortages. The Pilot provided funding to organizations to develop a workforce plan and strategies to develop effective human resource capacity building and for planning international recruitment along with new approaches to increase their workforce. In 2022-23, \$500,000 was expended to support this initiative, with five organizations participating.

College of the North Atlantic (CNA) is the only public college in Newfoundland and Labrador and, in partnership with industry, was funded to quickly pivot and deliver additional training required to meet the needs of the province's labour market. With success and continued demands, programming will be integrated into regular business. Outlined are the projects that received funding in 2022-23:

- To address the labour shortage in the health care sector, CNA received funding beginning March 2020 to provide Project Management and Quality Assurance support for Health Responsive Programming. This expansion included increased/new offerings of the Personal Care Attendant (PCA) program, Licensed Practical Nurse (LPN) program, and the Advanced Care Paramedicine (ACP) program. This project is funded over four years with \$309,899 expended in 2022-23.
- Beginning March 2020, funding was provided to offer ACP training. This programming will provide upskilling for current Primary Care Paramedicine (PCP) practitioners. This will provide them with additional knowledge and skills for delivering advanced emergency health care and prepare them to function as leaders in emergency situations. This project is funded over four years with \$648,171 expended in 2022-23. It is expected that 36 participants will be upskilled as a result of this project.
- Beginning April 2020, CNA was funded to offer additional PCA training. New offerings of the PCA program were delivered at two campuses and capacity will be increased

within programs currently being delivered at eight campuses. The project is funded over four years, with \$69,004 expended in 2022-23. This project will add 110 spaces to the capacity for this program over the four-year period.

- Beginning in April 2020, CNA was funded to offer LPN training. New offerings of the LPN program were delivered at four campuses and intake was increased within existing programs being delivered at two campuses. The project is funded over five years, with \$4,138,731 expended in 2022-23. This project will add 208 spaces to the existing capacity for this program over the five-year period.
- Starting in December 2020, CNA was funded to pilot a two-year e-Commerce Web Development Program to address labour market shortages in the technology sector. The program was funded over two years with \$44,387 expended in 2022-23, with 24 students receiving training.
- Beginning in January 2021, CNA was funded to develop and deliver a workforce training pilot over the course of 45 months. The pilot will seek to address the needs of both the Health and the Information/Communication Technology Sectors using a Literacy and Essential Skills development approach. The Literacy and Essential Skills program will utilize the Test of Workplace Essential Skills (TOWES) to assess participants; deliver industry appropriate pre-employment and career readiness training, including industry orientation and related occupational awareness; provide occupational skills training aligned with employer needs and the Essential Skills/National Occupational Classification (NOC) - leading to certifications that are in demand in the local labor market; and industry specific job development/ Work Integrated Learning (WIL) and placement services based on strong relationships with employers. The contract will end in September 2024, with \$758,950 expended in 2022-23. The training has been developed and programs commenced in multiple locations in September 2023.
- Due to a skills shortage of Early Childhood Educators (ECE) CNA was provided funding to offer an additional 150 part-time seats in the ECE Certificate (Online) program in the fall 2021 semester. The contract runs from January 2021 to August 2024, with a funding commitment of \$1,983,383, with \$818,249 allocated to 2022-23.
- In January 2022, funding was provided to develop education and training programs that will help achieve the workforce development priorities identified by companies involved in the growing mining sector in Newfoundland and Labrador. The contract is two years in duration with total funding of \$303,752, \$60,000 of which was expended in 2022-23.
- In January 2022, funding was provided to offer additional seats for the PCP program to meet the needs of the healthcare sector in Newfoundland and Labrador. The agreement is over three years, totaling \$1,847,005, with \$1,709,568 expended 2022-23. This will add 40 seats to the existing capacity for this program across multiple locations.
- In May 2022, funding was provided to offer 32 additional seats in the Medical Laboratory Assistant program to meet the growing demands within the health care sector. The contract is for two years with the full funding amount of \$504,794

expended in 2022-23.

- In January 2022, funding was provided to implement phase one of the development and delivery of the Film and Media Production program. An advisory team will undertake a labour market analysis on the industry, identify gaps in training and upskilling, and engage Program Developers and Instructional Designers to develop the program curricula and content. The contract is for two years totaling \$1,789,720, with \$1,450,288 expended in 2022-23.
- In January 2022, funding was provided to implement the Technology Career Pathways (TCP) pilot program. The goal of the program is to develop new opportunities for students to transition from high school to post-secondary programs in Information Technology. Students who complete the TCP program will receive a micro-credential certificate from CNA (Python Programming) and a transferable course credit. The two-year agreement provided \$1,384,536 in funding, with \$661,758 expended in 2022-23. To date, 121 participants have registered in this pilot.
- In September 2022, funding was provided to develop a Prospector Training program as a result of feedback from stakeholders including the Newfoundland and Labrador Prospectors Association, Mining NL, and industry representatives. CNA will optimize its capacity to reach a wider and more diverse audience by formatting and designing a significant portion of the training for online delivery. Curriculum will reflect current industry standards, along with a one-time pilot delivery of online theory content and field practicum. Funding of \$69,570 was provided for this 16-month agreement, with \$62,613 expended in 2022-23.
- In March 2023, funding was provided to develop a PCP blended program for online asynchronous delivery as well as deliver the program on a part-time basis for Emergency Medical Responders (EMRs) currently working in the province. The program will be designed for EMRs who have experience working in ambulance settings. Extensive clinical time is built into the program for these students to develop the required PCP level skills with an experienced preceptor. Funding of \$2,099,222 was provided for this four-year initiative, with the total budget expended in 2022-23. It is estimated that there are 325 EMRs in the province who can avail of this training.

Highlight from the Self-employment Assistance Program

“Alex” requested assistance to start a home-based small engine repair business. Since the pandemic, “Alex” had noticed that due to supply issues, as well as the high cost of living, many individuals prefer to repair items as opposed to purchasing new ones. With the assistance of the Self-employment Assistance program, “Alex” began working on a business and plan and researching the viability of operating his own small engine repair business. The research showed there was a demand and over the past year, Alex has seen his business double. As a result, he has had to expand the size of his building and is hoping to hire additional staff in the very near future.

Labour Market Integration for Newcomers

A subset of the Labour Market Partnerships measure, the Labour Market Integration for Newcomers provides funding to organizations to pilot initiatives that support integration of unemployed newcomers into the workforce. The following is a summary of projects that were active in 2022-23:

The **Public Legal Information Association of Newfoundland and Labrador** was funded to deliver a program called Employment Rights for Newcomers, which concludes in May 2023. This project aimed to equip newcomers in Newfoundland and Labrador with knowledge about their employment rights. With a focus on legal education and the creation of employment rights materials, the initiative worked alongside key local organizations to enhance labor market integration for newcomers. The 78-week project included developing and distributing resources, conducting workshops, and delivering webinars for newcomers and employers, with an emphasis on understanding legal rights and obligations. The budget was \$57,500, of which \$30,500 was expended in 2022-23.

In April 2022, funding was provided to the **College of Registered Nurses of Newfoundland and Labrador** for the Nursing Community Assessment Service (NCAS) for Internationally Educated Nurses (IENs) in Newfoundland and Labrador. The aim of this program was to streamline the evaluation and integration of IENs into the local healthcare workforce. This service allows IENs who do not meet the Registered Nurse (RN) requirements in the province to qualify for LPN practice, providing them with an employment opportunity while they undertake any additional required education or training. The NCAS project served as a single assessment pathway for IENs to pursue three different nursing roles, thereby reducing barriers and saving time and costs for applicants. It also offered IENs the chance to acclimate to the Canadian nursing environment, improve their English proficiency, and receive necessary training. The total budget for this project was \$1,173,026.99, with \$1,055,724 expended in 2022-23.

Horizon Economique De Terre-Neuve-Et-Labrador Inc was provided funding in November 2022 to address the labor shortage in Newfoundland and Labrador by boosting the hiring of French-speaking immigrants through the Provincial Nominee Program. Recognizing the limitations of current international recruitment efforts, the proposal seeks to tap into French-speaking regions with high unemployment rates and younger populations, particularly focusing on countries like Morocco, Tunisia, and Mauritius. This two-year initiative has a budget of \$60,847, which was fully disbursed in 2022-23.

Funding was provided to the **Nigeria – Canadian Association of Newfoundland and Labrador (NCANL)** for their Soft Landing and Integration Program, which began in April 2022. This initiative aims to double the Nigerian population in NL within a year, encouraging the growth of Nigerian-owned businesses and increasing the count of skilled professionals in the area. The program will assist new Nigerian entrants with settlement,

provide ongoing community support, and foster entrepreneurship among newcomers, leveraging the grant to meet these objectives and contribute to the economic growth of NL. The project budget is \$59,680, all of which was expended in 2022-23.

The Ukrainian Resettlement project aimed to facilitate the labour market attachment and integration of Ukrainian nationals. Managed by the **Association for New Canadians (ANC)**, the project offered comprehensive pre-arrival and post-arrival and employment services to the individuals settling in Newfoundland and Labrador. The project's objective was to enhance the service delivery framework to improve the labour market integration and overall settlement experience for Ukrainian individuals. This initiative reflects the region's commitment to providing support to those affected by global events and enhancing their potential contribution to the local economy. The initiative commenced in July 2022 for a two-year period with \$21,041,321 expended in 2022-23.

The YSETTLE initiative, spearheaded by the **YMCA**, aims to empower Canadian Newcomers in Newfoundland and Labrador by delivering tailored business planning guidance to Migrant Workers, their families, and International Students. The program fosters integration and entrepreneurship, enhancing the community's economic and cultural fabric through strategic collaborations. Over the course of just under one year, YSETTLE provides critical support for newcomers' settlement and contribution to the local economy. The full budget for this project was \$24,695, of which \$4,490 was expended in 2022-23.

The Business Diversity Program delivered by the **Association of New Canadians**, was an initiative designed to support the integration of newcomers into Newfoundland and Labrador's workforce. This project emphasized the importance of immigration and diversity for the provincial business community by providing necessary resources and support to employers for hiring, retaining, and effectively integrating newcomers. The program operated for 43 weeks and three days, concluding on March 31, 2022. It was focused on enhancing the province's labor market by introducing new skills and educational levels through the recruitment of newcomers, while also addressing the socio-cultural dynamics by fostering welcoming communities both within and outside the workplace. The total budget was \$83,782, of which \$8,782 was expended in 2022-23.

The **YMCA Newcomer Business Planning Program (Y-NBPP)**, concluded in March 2022, was an initiative aimed at enhancing services for newcomers in Newfoundland and Labrador. The program focused on supporting these individuals at various stages of their entrepreneurial journey through a comprehensive support system. The YMCA leveraged its business consulting expertise to provide a continuum of support for entrepreneurs, ranging from those exploring initial business concepts to those seeking to expand their established ventures. This hands-on, feedback-oriented approach was instrumental in promoting inclusion, community integration, and personal growth among newcomers. A final payment of \$6,670 was processed in 2022-23.

The **Association for New Canadians** was provided funding to offer a pilot project that would operate satellite offices in five locations outside the St. John's area. The goal of this project is to ensure the successful inclusion, integration, and retention of newcomers by providing these individuals will access to key settlement and language supports across the province. A final payment of \$102,940 was issued in 2022-23.

Highlights from the Skills Development Program

“**Debbie**” approached the department requesting Skills Development funding to complete the Adult Basic Education Program (ABE). She was having trouble securing employment due to her lack of education and several barriers to employment. With the assistance of her Career Development Specialist, she developed an employment plan and applied to a college to start ABE. “Debbie” initially struggled but, with her commitment and perseverance, she graduated from the ABE program. “Debbie” went on to enroll in an Occupational Health and Safety program and graduated with an overall average of 89 per cent. In June of 2023, she was successful in securing full-time employment as a Safety Lead Advisor with a large employer in the province.

When “**Eric**” began working with the department, he was a displaced worker who had not completed high school. He was struggling to support his family and wanted to give them a better life. Through the career planning process, he developed an employment plan with his Case Manager, with the long-term goal of completing a Civil Engineering Program. He enrolled in ABE, and after graduation, went on to complete a three-year Civil Engineering program. Through hard work, and assistance through the Skills Development program, “Eric” has secured full-time employment as a Civil Engineering Technologist.

Research and Innovation

In February 2017, the Government of Newfoundland and Labrador established the Newfoundland and Labrador Workforce Innovation Centre (NLWIC). The NLWIC was designed to support and fund labour market activities, research, and projects that demonstrate innovation and identify methods to better assist individuals prepare for, find, return to, or maintain sustainable employment. To diversify the economy through innovation, NLWIC collaborates with business, labour, community groups, and other agencies to foster innovative approaches to address local labour market needs and improve employment and training outcomes.

Regional Workforce Development Committees

In November 2019, the NLWIC established Regional Workforce Development Committees (RWDCs), consisting of government, industry and educational partners,

aimed to serve as planning platforms for localized labour market activities and initiatives.

The varying priority actions for the committees broadly fit into seven focus areas:

1. Recruitment and retention;
2. Coordination of government programs and services;
3. Immigration;
4. Training and skills development;
5. Underrepresented groups in the workforce;
6. Community livability; and
7. Industrial development.

NLWIC and NL partnered with the Future Skills Centre, (FSC) to test and evaluate the impact of this new workforce development model with the intention to use the design, development, and implementation of the Regional Workforce Development Committees and action planning as a case study of regional workforce development collaborations through a real-time evaluation.

Engagement Sessions for Underrepresented Groups

Consultation with underrepresented groups was completed in May 2021 and a draft 'What We Heard' document was compiled. NLWIC presented findings to NL in February 2022. The draft report was provided to all relevant Provincial Government departments and agencies for feedback and input.

Economic Immigration-focused Lab

During the year, NLWIC continued preliminary work and research with RADIUS, a social science lab based out of Simon Fraser University, towards the establishment of an economic immigration ideas lab (EIL) with an aim to identify practical approaches to facilitate newcomer participation in the provincial labour market and stimulate innovations and leadership in newcomer recruitment and retention.

Research Proposal Grants

Since 2017, through the NLWIC, 20 research projects have been funded for a total investment of \$7.6 million. The projects had intended timelines of two to three years, with some extensions due to implications from COVID-19.

NLWIC continued stakeholder briefings through March 2023, with the remainder scheduled for next fiscal year. Research proponents presented their completed project research findings to relevant government officials from multiple departments.

A full description of all 20 projects can be found on the NLWIC website along with posted final reports for completed projects. (<https://www.nlwic.ca/nlwic-funded-research-projects/>).

Findings from the research projects have informed innovative models and best practices for labour market programs and services.

Research Project Highlight

The Community Education Network (CEN) of Southwestern Newfoundland *Workforce Innovation through Social Enterprise* three-year project concluded in March of 2023. One component of this social enterprise focused initiative was the establishment a Grow Remote chapter in the Bay St. George region that supported three types of remote work: home, hub and hybrid. Modelled after the Irish Grow Remote initiative, through this initiative, remote workers and employers connected through the CEN in Stephenville, Newfoundland and Labrador, with the primary goal of building a community of remote workers. CEN offered remote work training and participants were provided with the essential skills required to succeed in remote work environments.

Annex 1: Audited Financial Statement



Auditors' Report

Canada-Newfoundland and Labrador Labour
Market Development Agreement

March 31, 2023

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Independent auditors' report

To the Deputy Minister of the Department of Immigration, Population Growth and Skills;

Opinion

We have audited the accompanying Statement of Operations of Benefits and Measures and Administration Costs for the Province of Newfoundland and Labrador for the year ended March 31, 2023 ("the statement").

In our opinion, the financial information in the statement for the year ended March 31, 2023 is prepared, in all material respects, in accordance with the financial reporting provisions in Articles 18.1(a)-(b) of the amended Canada-Newfoundland and Labrador Labour Market Development Agreement dated March 27, 2018 ("the Agreement").

Basis for Opinion

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

Basis of accounting and restriction on distribution

We draw attention to Note 1 to the statement, which describes the basis of accounting. The statement is prepared to assist the Province of Newfoundland and Labrador to meet the requirements of Articles 18.1(a)-(b) of the Agreement. As a result, the statement may not be suitable for another purpose. Our report is intended solely for the Province of Newfoundland and Labrador and the Department of Immigration, Population Growth and Skills and should not be distributed to parties other than the Province of Newfoundland and Labrador and Employment and Social Development Canada. Our opinion is not modified in respect of this matter.

Management's responsibility

Management is responsible for the preparation of the statement in accordance with the financial reporting provisions in Articles 18.1(a)-(b) of the Agreement, and for such internal control as management determines is necessary to enable the preparation of the statement that is free from material misstatement, whether due to fraud or error.

Auditor's responsibilities for the Audit of the Statement

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

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

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

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



St. John's, Canada
August 9, 2023

Chartered Professional Accountants

Canada - Newfoundland and Labrador Labour Market Development Agreement
Statement of Operations
Fiscal Year Ending March 31, 2023

| Boxes shared in this colour are required for 2022-23 reporting. All other elements to be provided if possible | | | |
|---|---|----------------|----------------|
| 1 | CONTRIBUTIONS FROM CANADA | Contribution | Total |
| | Base contribution from the EI Operating Account | | |
| | Base Contribution toward cost of benefits and measure (Program) | \$ 124,269,729 | |
| | Carry forward from 2021-22 (Program) | \$ 28,420,739 | |
| | Base Contribution toward administration cost (Administration)* | \$ 8,937,456 | |
| | Carry forward from 2021-22 (Administration) | \$ 499,383 | |
| | Contributions to costs of benefits and measures outside of base LMDA allocation | | |
| | Budget 2017 Additional Allocation (Program) | \$ 10,806,442 | |
| | Additional Targeted Funding to support Steel & Aluminum Workers (Program) | \$ - | |
| | Additional Targeted Funding to support Seasonal Workers (Program) | \$ - | |
| | TOTAL CONTRIBUTIONS FROM CANADA TOWARDS PROGRAM COSTS | | \$ 163,496,910 |
| | TOTAL CONTRIBUTIONS FROM CANADA TOWARDS ADMINISTRATION COSTS | | \$ 9,436,639 |

| 2 | PROGRAM EXPENDITURES - EMPLOYMENT BENEFITS AND SUPPORT MEASURES | Expenditure | Sub-total | Total |
|---|---|---------------|---------------|----------------|
| | EMPLOYMENT BENEFITS | | | |
| | * Skills Development Regular (SD-R) [Provincial/Territorial equivalent name for SD-R programming] | \$ 59,267,273 | | |
| | Occupational skills training | \$ 53,631,059 | | |
| | Programming** | \$ 15,263,187 | | |
| | Financial Assistance (EI Part II)** | \$ 38,367,872 | | |
| | Short-Term Training | \$ - | | |
| | Programming** | \$ - | | |
| | Financial Assistance (EI Part II)** | \$ - | | |
| | Literacy, essential skills, language training and adult basic education | \$ - | | |
| | Programming** | \$ - | | |
| | Financial Assistance (EI Part II)** | \$ - | | |
| | Other skills development activities*** | \$ 5,636,215 | | |
| | Programming** | \$ 5,636,215 | | |
| | Financial Assistance (EI Part II)** | \$ - | | |
| | * Skills Development Apprentice (SD-A) [Provincial/Territorial equivalent name for SD-A programming] | \$ 1,306,278 | | |
| | Programming** | \$ 1,306,278 | | |
| | Financial Assistance (EI Part II)** | \$ - | | |
| | * Targeted Wage Subsidies (TWS) [Provincial/Territorial equivalent name for TWS programming] | \$ 10,200,879 | | |
| | Programming** | \$ 10,017,189 | | |
| | Financial Assistance (EI Part II)** | \$ 183,690 | | |
| | * Self-Employment (SE) [Provincial/Territorial equivalent name for SE programming] | \$ 6,097,687 | | |
| | Programming** | \$ 2,386,552 | | |
| | Financial Assistance (EI Part II)** | \$ 3,711,135 | | |
| | * Job Creation Partnerships (JCP) [Provincial/Territorial equivalent name for JCP programming] | \$ 8,945,457 | | |
| | Programming** | \$ 2,349,752 | | |
| | Financial Assistance (EI Part II)** | \$ 6,595,705 | | |
| | * Targeted Earnings Supplements (TES) [Provincial/Territorial equivalent name for TES programming] | \$ - | | |
| | TOTAL EMPLOYMENT BENEFITS EXPENDITURES | | \$ 95,817,575 | |
| | SUPPORT MEASURES | | | |
| | * Employment Assistance Services (EAS) [Provincial/Territorial equivalent name for EAS] | \$ 17,793,239 | | |
| | Job search assistance | \$ - | | |
| | Counselling/Case management | \$ - | | |
| | Unassisted services (e.g., self-serve employment resources) | \$ - | | |
| | Other | \$ 17,793,239 | | |
| | * Labour Market Partnerships (LMP) [Provincial/Territorial equivalent name for LMP] | \$ 54,472,825 | | |
| | Projects/strategies in support of human resources planning and dealing with labour market adjustments | \$ 54,472,825 | | |
| | Employer-sponsored training | \$ - | | |
| | * Research & Innovation (R&I) [Provincial/Territorial equivalent name for R&I] | \$ 6,074,488 | | |
| | TOTAL SUPPORT MEASURES | | \$ 78,340,562 | |
| | OVERPAYMENTS RECOVERED FROM INDIVIDUALS | | \$ 746,029 | |
| | TOTAL PROGRAM EXPENDITURES | | | \$ 163,412,098 |

| | | |
|---|--|-----------|
| 3 | BALANCE AT YEAR END (Program)**** | \$ 84,812 |
|---|--|-----------|

| | | | | |
|---|---|--------------|--------------|--------------|
| 4 | ADMINISTRATION EXPENDITURES | | | |
| | * Salary expenses | \$ 8,059,012 | | |
| | Direct service delivery | \$ 7,707,300 | | |
| | Other (e.g. Policy and Program Development, Management, Support Services, etc.) | \$ 351,712 | | |
| | TOTAL SALARY EXPENDITURES | | \$ 8,059,012 | |
| | * Non-salary expenses (excluding accommodations) | \$ 521,739 | | |
| | * Expenses towards accommodations | \$ 854,756 | | |
| | TOTAL NON-SALARY | | \$ 1,376,495 | |
| | TOTAL ADMINISTRATION EXPENSES | | | \$ 9,435,507 |

| | | |
|---|---|----------|
| 5 | BALANCE AT YEAR END (Administration)**** | \$ 1,332 |
|---|---|----------|

* Any additional amount used towards administration costs, as set out in the Budget 2017 LMDA Amendment, would not be identified under the administration contribution section. Administration allocation provided by Canada should be reported. If flexibility is used, it is to be reflected as a deficit under the administration expenditure section, and a surplus in the program expenditure section. Amount of program funding eligible for use towards administration costs and amount actually used towards administration costs must be indicated in the footnotes to the Audited Financial Statement.

** Definitions to be developed. Provinces and Territories will be consulted.

*** Please include a list of all programming included in the "other" category in the footnotes of the financial statement

****Any balance at year end must be refunded to Employment and Social Development Canada

This audited financial statement was prepared and certified in accordance with the requirements set out in the Canada-Newfoundland and Labrador Labour Market Development Agreement

Canada-Newfoundland and Labrador Labour Market
Development Agreement
Notes to the Auditor's Report
Year Ended March 31, 2023

Note 1 – Basis of Accounting

The expenses for the Benefits and Measures as well as Administration costs have been incurred based on an accrual basis of accounting.

Each of the Benefits and Measures are defined in Annex 1 of the Agreement.

Administration costs are defined as the costs of administration incurred by the Province of Newfoundland and Labrador in providing the Benefits and Measures, which includes employee salaries, professional fees and rent. Rent is allocated to administration costs on a prorated basis of employees providing the Benefit and Measures in the respective regional offices.

Annex 2: Aggregate Information on Employer Programs

During the fiscal year 2022-23, 244 unique employers availed of programs delivered by the province with 328 funding agreements. Please note that employers participating in wage subsidies is not included in this aggregate information as the primary purpose of the program is for individual employment.

Table 1: Employer by Type of Organization

| Employer by Type | | | | |
|---|----------------|----------------------|-----------|-------------|
| Program | Not for Profit | Private - For Profit | Public | Grand Total |
| Job Creation Partnerships | 120 | 0 | 53 | 173 |
| Labour Market Integration for Newcomers | 4 | 0 | 1 | 5 |
| Labour Market Partnerships | 31 | 4 | 2 | 37 |
| Research and Innovation | 0 | 0 | 1 | 1 |
| Self-Employment Assistance | 17 | 0 | 0 | 17 |
| Wage Subsidy - Community Coordinator | 1 | 0 | 0 | 1 |
| Grand Total | 177 | 4 | 57 | 234 |

Table 2: Employer by Size of Business

| Employer by Size | | | | |
|---|------------|----------|----------|-------------|
| Program | Small | Medium | Large | Grand Total |
| Job Creation Partnerships | 171 | 2 | 0 | 173 |
| Labour Market Integration for Newcomers | 4 | 1 | 0 | 5 |
| Labour Market Partnerships | 33 | 2 | 2 | 37 |
| Research and Innovation | 0 | 0 | 1 | 1 |
| Self-Employment Assistance | 17 | 0 | 0 | 17 |
| Wage Subsidy - Community Coordinator | 1 | 0 | 0 | 1 |
| Grand Total | 229 | 7 | 3 | 234 |

Table 3: Employers by North American Industry Classification System (NAICS)

| NAICS | Job Creation Partnerships | Labour Market Integration for Newcomers (Project) | Labour Market Partnerships | Research and Innovation | Self Employment Assistance | Wage Subsidy - Community Coordinator | Grand Total |
|--|---------------------------|---|----------------------------|-------------------------|----------------------------|--------------------------------------|-------------|
| Crop production 111 | 2 | | | | | | 2 |
| Accommodation services 721 | 3 | | 2 | | | | 5 |
| Administrative and support services 561 | 1 | | | | | | 1 |
| Ambulatory health care services 621 | 1 | | 3 | | 2 | | 6 |
| Amusement, gambling and recreation industries 713 | 1 | | | | 1 | | 2 |
| Animal production and aquaculture 112 | 8 | | | | | | 8 |
| Broadcasting (except Internet) 515 | | | | | 1 | | 1 |
| Credit intermediation and related activities 522 | 3 | 2 | 5 | 1 | | | 11 |
| Crop Production 111 | 1 | | | | | | 1 |
| Educational services 611 | 3 | | | | | | 3 |
| Federal government public administration 911 | 1 | | | | | | 1 |
| Food and beverage stores 445 | 1 | | | | | | 1 |
| Food services and drinking places 722 | 1 | | | | | | 1 |
| Heritage institutions 712 | 26 | | 2 | | 4 | | 32 |
| Legal services 541 | 1 | | | | | | 1 |
| Local, municipal and regional public administration 913 | 64 | | 3 | | 1 | | 68 |
| Management of companies and enterprises 551 | 2 | | | | 1 | | 3 |
| Oil and gas extraction 211 | | | 1 | | | | 1 |
| Other local, municipal and regional public administration 913 | 7 | 1 | 5 | | 1 | | 14 |
| Paper manufacturing 322 | | | 1 | | | | 1 |
| Performing arts, spectator sports and related industries 711 | 12 | | 4 | | | | 16 |
| Personal and household goods merchant wholesalers 414 | | | 1 | | | | 1 |
| Professional, scientific and technical services 541 | 2 | | 2 | | 4 | | 8 |
| Real estate 531 | | | 1 | | | | 1 |
| Religious, grant-making, civic, and professional and similar organizations 813 | 30 | 2 | 4 | | 1 | 1 | 38 |
| Social assistance 624 | 2 | | 1 | | 1 | | 4 |
| Support activities for agriculture and forestry 115 | | | 1 | | | | 1 |
| Waste management and remediation services 562 | 1 | | 1 | | | | 2 |
| Grand Total | 173 | 5 | 37 | 1 | 17 | 1 | 234 |