



**Canada - Newfoundland and Labrador  
Workforce Development Agreement  
(WDA)**

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Annual Performance Report 2023-24

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## Introduction

The Department of Immigration, Population Growth and Skills (IPGS), on behalf of the province of Newfoundland and Labrador, is pleased to present the 2023-24 Canada – Newfoundland and Labrador Workforce Development Agreement (WDA) Annual Performance Report.

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 WDA 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. The goal of the agreement is to increase the participation of residents in the labour force and help them develop the skills necessary to find and maintain long-term, meaningful employment.

## Programs and Services

Investments made through the WDA enable the province to capitalize on a variety of economic and advanced educational opportunities and outcomes leading to job creation and growth. The WDA supports Newfoundland and Labrador's continued commitment, program supports, and flexibility in eligible programming as presented in IPGS's investment plans for programs.

Evidence demonstrates that clients develop skills, obtain, and maintain employment because of participation in employment and skills training programs. During 2023-24, the province delivered programs for:

- **Training:** Improve levels of literacy, essential and work-related skills, and support upskilling for the employed and underemployed.
- **Supports:** Provide continuum of needs-based services to maximize potential impact of training and continue to support persons with disabilities to enter and stay in the labour market.
- **Employment Partnerships:** Work in partnership with employers and other stakeholders to promote awareness and expand the availability, accessibility, and quality of employment opportunities.
- **Building Knowledge:** Inform priorities with labour market information to better meet skills needs and market demand; enhance the knowledge base to support continuous improvement of labour market policy and programs and support new and innovative approaches to meet the diverse needs of clients, including underrepresented groups.

Details on the above programs are found in the [Program Investments, Activities and Outcomes](#) section of this report.

## 2023-24 Annual Plan Summary

The 2023-24 WDA Annual Plan outlined how Newfoundland and Labrador would work with Canada to support the employment and training needs of the Canadian labour market through an integrated, client-centered, and 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 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 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 timely and effective labour market programming, which contributes to improved productivity and economic growth.

## Service Delivery

Newfoundland and Labrador continues to work on enhancing and increasing employment and training supports delivered through digital and virtual technologies. In 2023-24, IPGS implemented My Interview Practice, an innovative platform designed to enhance individuals' interview skills and give them a competitive edge in the job market. My Interview Practice simulates interviews for 120 job titles from entry level to advanced positions, providing users with a broad spectrum of realistic interview scenarios. Individuals can request feedback on their performance strengths and areas for improvement. By leveraging online tools and virtual technologies, Case Managers have been able to better support individuals in their quest to secure employment, ultimately increasing access to services and reducing employment barriers, 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 WDA during the 2023-24 fiscal year. It summarizes aggregate individual and employer information, while providing program descriptions, investments, activities, and outcomes.

The audited financial statement for the 2023-24 fiscal year is included in [Annex 1: Audited Financial Statement](#), as per the reporting requirements. Of note, this report represents program information available at the time of compilation.

## Client Summary

During the 2023-24 fiscal, 2,050 clients availed directly of programs or services delivered under WDA. This does not include programs and services delivered through community

organizations or employers. 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 2023-24, the Government of Newfoundland and Labrador was provided a funding allocation, as follows:

Base funding	\$9,642,245
Budget 2023 top-up	\$2,670,982
Carry forward from 2022-23	\$160,078
<b>Total</b>	<b>\$12,473,305</b>

Federal Budget 2023 announced an additional \$625 million in 2023-24 to the labour market transfer agreements, with \$200 million of this additional funding flowing to provinces and territories through the WDA (\$425 million will be administered through the Labour Market Development Agreement). For Newfoundland and Labrador, this equates to \$2,670,982 in additional funding. In 2023-24, this was invested in the following areas to offset program demand.

Program Area	Additional Funding 2023-24
Canada – NL Job Grant	\$1,521,680
Supported Employment	\$1,149,302
<b>Total</b>	<b>\$2,670,982</b>

This section will outline the various programs delivered under WDA, including the level of investment in the programs and measured outcomes. WDA 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 Income Support recipients, non-Employment Insurance (EI)-eligible individuals, unemployed workers, and persons with disabilities. Details are provided on the myriad of programs supported under WDA. The number of clients who participated in the various programs and services reflect the positive impacts of this funding.

Program	Investment, Activities and Outcomes for 2023-24
<p><b>Adult Basic Education (ABE) Supports</b> provides eligible clients with support to participate in ABE or General Educational Development (GED) preparation. This program targets Income Support or non- EI- eligible clients with low literacy and skills. Supports may include stipends, transportation, and start-up allowance.</p> <p>Note: Tuition for clients under ABE is paid directly by the department to the service provider and is not part of the supports provided to the individual.</p>	<p><b>Investment and Activities</b> In 2023-24, \$310,979 was expended to support eligible clients to participate in ABE.</p> <p><b>Outcomes</b> In 2023-24, 407 clients participated and received benefits through ABE Supports. These supports were integral to <u>client participation</u> in the program, which enables them to work towards obtaining further post- secondary training.</p>
<p><b>Apprenticeship Supports</b> 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><b>Investments and Activities</b> In 2023-24, \$34,159 was expended to provide individual supports to apprentices participating in the in-class portion of apprenticeship training.</p> <p><b>Outcomes</b> In 2023-24, 49 apprentices benefitted from this program, enabling them to work toward journeyperson certification.</p>
<p><b>Apprentice Wage Subsidy (AWS) Program</b> assists apprentices in gaining work experience in a skilled trade, and progressing to journeyperson 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><b>Investment and Activities</b> In 2023-24, \$492,447 was expended under this program activity.</p> <p><b>Outcomes</b> In 2023-24, 61 employers received funding. This resulted in 61 non-EI- eligible apprentices acquiring work experience towards journeyperson certification.</p>
<p><b>Student Summer Employment (Post-secondary and High School)</b> provides funding to support organizations and employers in creating summer employment opportunities for students. Through this program, students benefit by gaining valuable work experience, which will facilitate future labour market participation.</p>	<p><b>Investment and Activities</b> In 2023-24, \$1,575,217 was provided to help students secure summer employment.</p> <p><b>Outcomes</b> In 2023-24, 493 unique employers were funded to assist 620 students in summer employment.</p>

Program	Investment, Activities and Outcomes for 2023-24
<p><b>Educational Assessments</b> identify areas of strength and areas of need with respect to academic and cognitive functioning. The assessments can identify a learning disability, an intellectual disability, or giftedness.</p> <p>An educational assessment can be considered when an individual is experiencing academic or workplace learning difficulties for which there is a need to obtain a greater understanding of the underlying cause for these difficulties, and to assist with the facilitation of the client employment planning process.</p>	<p><b>Investments and Activities</b> In 2023-24, \$67,640 was expended under this activity.</p> <p><b>Outcomes</b> In 2023-24, 31 clients received funding for educational assessments as part of their employment plan development.</p>
<p><b>The Canada - Newfoundland and Labrador Job Grant</b> program provides funding to eligible businesses and organizations to help offset the cost of training for existing and new employees.</p> <p>The program provides up to a maximum of \$10,000 per year towards training an existing employee and up to a maximum of \$15,000 for training an unemployed participant as a new hire. The employer contributes at least one-third of the training cost for existing employees.</p>	<p><b>Investment and Activities</b> In 2023-24, \$1,521,680 was expended to help employers and organizations provide their employees with training.</p> <p><b>Outcomes</b> In 2023-24, 210 employers were provided funding through 357 agreements to train 2,042 employees. Further information on agreements contracted in 2023-24 is provided in the <a href="#">Canada – Newfoundland and Labrador Job Grant Summary</a> section.</p>
<p><b>Short-term Training</b> provides eligible clients with support to participate in short term training to help them with preparing, obtaining, or maintaining employment. This program specifically targets Income Support or non-EI eligible clients who have low literacy or are low skilled. Training must be less than 12 weeks in duration and complement the client's employment plan.</p>	<p><b>Investments and Activities</b> In 2023-24, there was \$45,108 expended to support eligible clients in short-term training.</p> <p><b>Outcomes</b> In 2023-24, there were 37 clients who participated in short-term training.</p>

Program	Investment, Activities and Outcomes for 2023-24
<p><b>Labour Market Integration for Newcomers</b> 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><b>Investment and Activities</b> In 2023-24, \$993,520 was expended under this activity.</p> <p><b>Outcomes</b> In 2023-24, five organizations received support for projects under this program activity. Further information on agreements contracted in 2023-24 is provided in the <a href="#">Labour Market Integration of Newcomers Agreements</a> section.</p>
<p><b>Labour Market Partnerships (LMP)</b> 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><b>Investment and Activities</b> In 2023-24, \$1,331,529 was expended under this activity, however, as a result of an overpayment recovery of \$47,736 on an agreement from a previous fiscal year, the overall expenditure for 2023-24 is \$1,283,793.</p> <p><b>Outcomes</b> In 2023-24, six organizations received support for projects under this program activity. Further information on agreements contracted in 2023-24 is provided in the <a href="#">Labour Market Partnerships Agreements</a> section.</p>
<p><b>Research and Innovation Program</b> 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><b>Investment and Activities</b> In 2023-24, a total of \$395,000 was expended under this activity.</p> <p><b>Outcomes</b> In 2023-24, one organization received support for a project under this program activity. Further information on activities in 2023-24 is provided in the <a href="#">Research and Innovation Agreements</a> section of this report.</p>



Program	Investment, Activities and Outcomes for 2023-24
<p><b>Employment Steps for Success</b> is a pilot program intended to provide funding to non-profit community organizations to develop, implement and deliver career planning and/or employment readiness programming.</p>	<p><b>Investments and Activities</b> In 2023-24, \$709,521 was expended to provide career planning and employment readiness programming to clients.</p> <p><b>Outcomes</b> In 2023-24, 19 organizations were funded to assist 70 clients in career planning sessions and work experience placements.</p>
<p><b>Office to Advance Women Apprentices (OAWA) - Wage Subsidy Community Coordinator</b> receives a contribution to support the costs of a project designed to encourage employers to hire female apprentices by offering a wage subsidy to the employer to hire an apprentice and providing them with work experience to support their progression to become a journeyperson.</p> <p>The program targets female apprentices who are non-EI-eligible.</p>	<p><b>Investment and Activities</b> In 2023-24, \$50,316 was expended to support the use of wage subsidies for non-EI-eligible females seeking employment in apprenticeship trades.</p> <p><b>Outcomes</b> In 2023-24, six participants entered into wage subsidy agreements.</p>
<p><b>Employment Enhancement Program</b> 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><b>Investments and Activities</b> In 2023-24, \$142,183 was expended under the program that provided individuals work experience in the forestry sector.</p> <p><b>Outcomes</b> In 2023-24, two employers participated in this program, providing work experience to three individuals.</p>

Program	Investment, Activities and Outcomes for 2023-24
<p><b>Work Supports</b> provides eligible clients with work-related supports to assist them with seeking, obtaining, or maintaining employment. This program specifically targets Income Support or non-EI-eligible clients who have low levels of literacy or skills.</p> <p>Supports include specific work clothing, job-required tools, and assistance with personal needs to prepare for and participate in job search activities or interviews. Various forms of client assessments, such as diagnostic and prior learning assessments, may be paid under this program.</p>	<p><b>Investments and Activities</b></p> <p>In 2023-24, \$6,371 was expended to provide work-related supports to clients.</p> <p><b>Outcomes</b></p> <p>In 2023-24, 132 clients received work-related supports</p>
<b>Disability Programs and Agreements</b>	
<p><b>Work Related Disability Supports</b> provides adults with disabilities supports such as workplace accommodations, assistive technology devices, and technical equipment to assist individuals with seeking, obtaining, or maintaining employment.</p>	<p><b>Investments and Activities</b></p> <p>In 2023-24, \$3,080 was expended to provide clients with work related disability supports.</p> <p><b>Outcomes</b></p> <p>In 2023-24, two clients received financial assistance through this program.</p>
<p><b>Community Partnerships</b> program provides funding to community organizations to deliver supports and initiatives to help individuals prepare for, attain, and maintain employment, including making the transition to a new job.</p>	<p><b>Investment and Activities</b></p> <p>In 2023-24, \$1,249,377 was provided to organizations to support programs and services for persons with disabilities.</p> <p><b>Outcomes</b></p> <p>In 2023-24, six organizations were funded to deliver supports to over 702 individuals. Further information on agreements contracted in 2023-24 can be found in the <a href="#">Community Partnership Agreements</a> section.</p>
<p><b>School to Work Transitions</b> program provides high school students with developmental (intellectual) disabilities the support necessary to assist with making the transition from school to work by providing access to after-school or summer work opportunities, with the assistance of a job trainer.</p>	<p><b>Investments and Activities</b></p> <p>In 2023-24, \$244,001 was invested in the School to Work Transitions program.</p> <p><b>Outcomes</b></p> <p>In 2023-24, 52 students were supported in this program.</p>

Program	Investment, Activities and Outcomes for 2023-24
<p><b>High Needs Grant for Students with Permanent Disabilities</b> helps cover education-related costs associated with a permanent disability over the amount available from the Canada Student Grant for Services and Equipment for Students with Permanent Disabilities.</p>	<p><b>Investment and Activities</b></p> <p>In 2023-24, \$20,041 was invested to support students with permanent disabilities to participate in post-secondary education.</p> <p><b>Outcomes</b></p> <p>In 2023-24, five students received grants to support them to participate in post-secondary studies.</p>
<p><b>Disability Supports to Post Secondary Institutions Program (College of the North Atlantic - CNA)</b> is provided funding to support the participation of students with disabilities in education and training programs. CNA offers assessment and training interventions focused on addressing disability-related barriers in post-secondary training environments. Technologies, attendants, and tutors may be provided to enable persons with disabilities to participate in training programs and work terms and to complete post-secondary training.</p>	<p><b>Investment and Activities</b></p> <p>In 2023-24, \$212,400 was provided to CNA to support students with disabilities in post-secondary. The activities included assessment and training interventions for these students.</p> <p><b>Outcomes</b></p> <p>In 2023-24, 776 students with disabilities received supports under this program.</p>
<p><b>Office of Employment Equity for Persons with Disabilities</b> provides support to the Opening Doors program, which comprises full-time, permanent positions for persons with disabilities in the public sector.</p> <p>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.</p> <p>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><b>Investment and Activities</b></p> <p>In 2023-24, \$1,000,000 was provided to the Office of Employment Equity for Persons with Disabilities.</p> <p><b>Outcomes</b></p> <p>In 2023-24, 102 positions for persons with disabilities was supported across the province through the Opening Doors program. In addition, 128 career and employment counselling sessions were held with participants.</p>

Program	Investment, Activities and Outcomes for 2023-24
<p><b>Supported Employment</b> 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><b>Investment and Activities</b></p> <p>In 2023-24, \$7,731,634 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><b>Outcomes</b></p> <p>In 2023-24, 1,324 individuals participated in Supported Employment. Of these, 556 obtained employment with the services provided.</p>

## Programs in Action

### Community Partnership Agreements

**The Autism Society of Newfoundland and Labrador (ASNL) Transitions Program** provides relevant and effective job skills training to individuals with autism spectrum disorder (ASD) in an environment that is conducive to their unique learning styles and their varying emotional, social, and communication needs. ASNL assists these individuals in aligning their strengths and their interests with the needs of employers to establish sustainable employment. Participants in the Transitions Program undergo formal and informal assessment to develop individualized learning goals to determine interests and abilities as they relate to employment. In 2023-24, ASNL was provided \$143,001 to administer the Transitions Program with nine participants. Volunteer opportunities were also provided to allow participants to further develop social and communication skills in new situations.

**The Calypso Foundation** assists individuals with intellectual disabilities to acquire the skills, experience and support necessary to successfully prepare for, enter, and remain in the workforce. In 2023-24, the Calypso Foundation was provided with \$180,862 for their Work Oriented Rehabilitation Centre (WORC) program, providing employment supports to 19 clients. In addition to continuing education components, the training provides clients with experience both in community settings and with work placements in business and industry.

**Vera Perlin Society** assists individuals with intellectual disabilities to acquire the skills, experience and support necessary to successfully prepare for, enter, and remain in the workforce. In 2023-24, the Vera Perlin Society was provided with \$259,350 for their Work Oriented Rehabilitation Centre (WORC) program. This is an employment program that provides opportunities for individuals with a developmental disability to work independently in the business community in St. John's and surrounding areas, including

the Button Shop - owned and operated by the Vera Perlin Society. This funding provided 88 individuals with employment.

**Empower – The Disability Resource Centre** assists people with disabilities to prepare for, attain, and maintain employment. The Internship and Adaptive Technology program promotes inclusion for people with disabilities through technology. Program activities are geared towards informing everyone about the benefits of adaptive technology, demystifying technology, connecting people with resources, and increasing the technological capacity of people so they can become more active participants in their communities and employment. In 2023-24, Empower received \$422,744 for the Internship and Adaptive Technology Program to 185 individuals. Training sessions were provided to individuals for adaptive technology solutions and referrals were made for further assessment and training.

Empower also delivers a Career Services program which is designed to assist people with disabilities gain attachment to the labour force. The program operates under the principles of independent living and consumer empowerment. The coordinator provides information, support, and skill-building opportunities as consumers find solutions to disability-related barriers that have prevented them from attaining their career goals. In 2023-24, \$53,227 was provided to administer the Career Services program to approximately 140 individuals. Activities included pre-employment skills and job search; disability disclosure and disability-related accommodations in the workplace; education and training opportunities; entrepreneurial development; and volunteerism.

**Newfoundland and Labrador Association for the Deaf (NLAD)** works to ensure that deaf clients have full access to career and employment services that enable them to seek, obtain and maintain employment. NLAD provides enhanced employment readiness for individuals who are deaf so they can achieve increased self-reliance. This program focuses exclusively on people with language barriers, who are deaf, using American Sign Language (ASL), and are ready to play an active role in the workforce. In 2023-24, NLAD was provided with \$101,132 to enhance employment readiness for approximately 17 deaf individuals.

The **Single Parent Association of Newfoundland and Labrador** administers the Single Parent Employment Support Program, which is an employment readiness program designed to assist single parents in receipt of Income Support to reenter the workforce and maintain employment. In 2023-24, SPANL was provided with \$89,061 to deliver this program.

## **Labour Market Partnerships Agreements**

Beginning January 2021, **College of the North Atlantic (CNA)** was provided \$974,003 over three years to develop, pilot, and evaluate Electric Vehicle Specialized training. There were no funds expended in 2023-24.

This project was delayed due to COVID and challenges with supply chain in obtaining the

necessary tools and equipment to finalize curriculum and deliver training and was extended for an additional year. The training materials have been developed and pilot offerings will be delivered over the course of 2024-25. This project will help ensure the province's workforce has the skills and training needed to support an increase in electric vehicles in Newfoundland and Labrador. Four specialized training tracks will be developed:

- Training for current Automotive Service Technician Journeypersons to gain an understanding of electric vehicle maintenance;
- Training for electricians to gain skills in installing and maintaining electric vehicle charging stations (residential and commercial);
- Training on appropriate disposal methods (recycling) of related materials; and
- Electric Vehicle – First Responder Training.

Beginning in March 2023, **Skills Canada - Newfoundland and Labrador** was approved for \$965,666 over three years to deliver a Youth Apprenticeship Summer Program (YASP). No funds were expended in 2023-24. This program will provide grade 10 and 11 students with a seven-week summer placement in an in-demand trade to attain work hours towards apprenticeship. The program also provides access to professional development, guest speakers, mentoring, peer networking, major project tours, and skills-for-success activities. Participating employers will have access to a wage subsidy, and a grant will be available to support students in purchasing required safety equipment. Skills Canada – Newfoundland and Labrador launched a new website for the YASP program and created an employer database. During summer 2023, 12 students completed the seven-week apprenticeship placement with 12 employers and all registered as apprentices with the Apprenticeship and Trade Certification division. Three youth apprentices availed of the continuance subsidy to remain with their employers until April 2024.

In March 2023, **Southern Labrador Development Association** was approved for \$143,450 over two years (until 2024-25) to complete the Labrador Straits Welcoming Communities Strategy project. No funds were expended in 2023-24.

This project will address the concerning demographic state of the Labrador Straits and the accompanying labour shortage being faced by area businesses by:

- Assessing community infrastructure with a view to making the community more welcoming, accommodating places for newcomers and visitors; and
- Engaging with businesses, community partners, and other stakeholders for the purpose of attracting, recruiting, and retaining new Canadians to the Labrador Straits.

In 2023-24, SLDA engaged with businesses and other stakeholders to create focus groups to inform the development of the strategy. Through an advertising campaign aimed at attracting and recruiting New Canadians to the Labrador Straits, SLDA connected with individuals around the world and conducted virtual interviews with individuals outside Canada and international students studying in NL. These interviews helped inform SLDA of barriers to employment that this project is aiming to address.

**Bay of Islands Radio** was approved for \$735,950 over three years to complete a project to address the economic, employment, and social well-being of the region. Funding of \$405,146 was expended in 2023-24.

The project will assist in job creation through information exchange related to the interests of local employers, service providers, not-for-profit community organizations, youth, newcomers, and job seekers. Capacities will be created in program development and in radio station management, including intensified efforts to substantially grow revenue through advertising to achieve sustainability.

In December 2023, BOIR won the award for best community radio station for the small market division in Canada which was awarded by Broadcast Dialogue. The award recognizes overall excellence in broadcasting, awarded to a station operating as a not-for-profit, demonstrating its ability to impact and engage with its campus and/or community audience, including but not limited to community service and involvement, creativity, and innovation.

In March 2023, the **Office to Advance Women Apprentices (OAWA)** was approved for \$529,203 over three years (until 2026-27) to hire an Industry Partnership Development Lead. This position will advocate for and support ongoing efforts of industry to increase their diversity and move toward gender equity. Newfoundland and Labrador is currently experiencing a surge in industry development in a variety of sectors including wind energy, mining, hydroelectricity, construction, and oil and gas. Many contractors and companies are already experiencing labor shortages and difficulties with retention, which is expected to get worse. Making a concerted effort to recruit and retain women allows organizations and businesses access to an untapped labor force while supporting gender equality and encouraging inclusive and sustainable economic growth. Due to these labour challenges, OAWA has indicated that industry partners are reaching out with greater frequency for support and guidance on how to attract more women to their companies.

In March 2023, **Discover Energy Careers NL** was provided \$397,180, over a three-year period, to conduct a series of activities to promote future careers/opportunities in the energy sector (renewable and non-renewable) across Newfoundland and Labrador. This project will focus on youth, Indigenous populations, and rural areas. Discover Energy Careers NL was established by federal, provincial, and industry stakeholders to engage in human resource planning and implementation activities within the oil and gas sector. In February 2024, it underwent a rebrand and expanded its mandate beyond oil and gas to include the broader energy industry in Newfoundland and Labrador. Discover Energy Careers NL is the primary industry resource for career information and the promotion of careers in the Newfoundland and Labrador energy industry. It identifies labour market issues in the energy sector by drawing on current research or conducting its own when necessary, and works with or through other agencies, such as government departments, school districts, and educational institutions, to provide information to students and their key influencers.

## Labour Market Integration for Newcomers Agreements

**World Education Network Newfoundland and Labrador** was provided \$273,606 for a two-year Study and Stay NL program (ends in 2024-25). This program aims to support international students by giving students the skills to enter the Canadian workplace successfully, integrate into and grow the local culture in NL, and pursue diverse career and entrepreneurial pathways. This program matches students with mentors. No funds were expended in 2023-24.

In July 2022, the **Association for New Canadians (ANC)** was provided \$3,047,838 for a two-year Ukrainian Resettlement project. This project aims to facilitate the labour market attachment and integration of Ukrainian nationals to the province. The project offered comprehensive pre-arrival and post-arrival and employment services to the individuals settling in NL. The project's objective is 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. No funds were expended in 2023-24.

**Kiwanis Club of Kelligrews** received \$113,520 to provide support to Ukrainian families settling in Conception Bay South and the neighbouring area. The Kiwanis Club assisted individuals in addressing any employment barriers and provided employment services, such as resume development; interview preparation; completion of applications and forms; and facilitated job matching opportunities by contacting local employers and hosting job fairs.

**YWCA of St. John's** was provided \$880,000 to deliver a program entitled *Connexions: Supporting Newcomer Women's Connection to Employment*. This program will provide newcomer women and gender-diverse individuals with supports to improve their connection to the labour market. Women will complete a 20-week employment program, including eight weeks of employability skills training followed by a 12-week paid work placement. In addition, a tailored workplace language skills program will be developed, which incorporates a paid work placement. Further, individual employment support will be provided throughout the life of the program. It was anticipated that this project would support 72 individuals, strengthening their connection to the labour market in NL.

## Research and Innovation Agreements

The **Corner Brook Arts Centre Association** was provided \$395,000 in 2023-24 for a two-year period. This project will implement initiatives that will allow skills and experiential job development for emerging artists. This would include those examining the cultural industries as an employment or entrepreneurial pathway, such as youth and newcomers. This funding will allow the organization to test out a new approach to provide artists with opportunities that were not previously available to them and determine its effectiveness in workforce development in the arts community.



## Canada - Newfoundland and Labrador Job Grant Summary

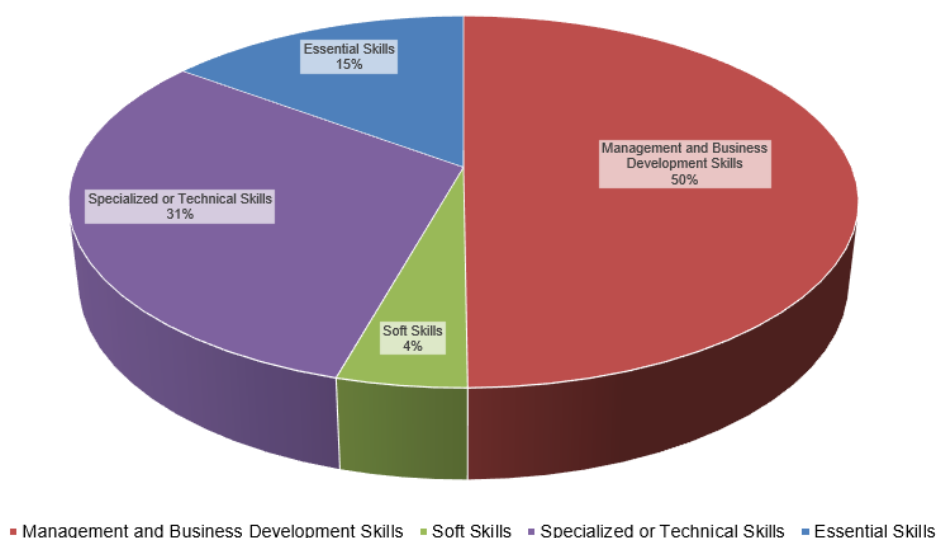
### Service Delivery Information

The goals of the Canada - Newfoundland and Labrador Job Grant (CNLJG) program are to increase labour force participation, help develop the skills necessary to find and maintain meaningful, long-term employment, and to encourage employer involvement in training to ensure that skills are aligned to job opportunities. In 2023-24, 210 unique employers and organizations were funded through 357 agreements to provide training to 2,042 employees.

Of the 357 agreements in 2023-24, private training providers were the most utilized type of trainer (219 or 61.3 per cent), with many considered industry experts rather than through registered private training institutions. Other trainers were from universities (125 or 35.0 per cent) and colleges (13 or 3.6 per cent).

As outlined in Figure 1, most training for the 2,042 individuals, involved Management and Business Development Skills (1,192 or 50 per cent). This was followed by Specialized or Technical skills (563 or 31 per cent), training in Essential Skills (256 or 15 per cent), and training in Soft Skills (31 or 4.0 per cent).

**Figure 1: Canada – Newfoundland and Labrador Job Grant by Training Activity**



### Employer Information

In 2023-24, there were 357 approved agreements, of these 210 were unique employers. Of these unique employers, 170 (81 per cent) were classified as small (having 50 or fewer employees), 34 (16 per cent) were classified as medium (between 51 and 499 employees), and 6 (3 per cent) were classified as large employers (500 employees or more).

Of the 357 training agreements funded, the most common industry (classified by the North American Industry Classification System, NAICS) was professional, scientific, and technical services, with 73 agreements (20.45 per cent of the total). This was followed by 20 agreements (5.60 per cent) in the religious, grant making, civic, and professional and similar organizations. The top 20 industries funded under CNLJG are provided in Table 1

**Table 1: Top 20 Industries Funded Under Canada - Newfoundland and Labrador Job Grant**

NAICS	Industry	#	%
541	Professional, scientific, and technical services	73	20.45%
611	Educational services	20	5.60%
624	Social assistance	19	5.32%
488	Support activities for transportation	19	5.32%
236	Construction of buildings	19	5.32%
111	Crop production	18	5.04%
813	Religious, grant-making, civic, and professional and similar organizations	16	4.48%
238	Specialty trade contractors	16	4.48%
561	Administrative and support services	15	4.20%
481	Air transportation	13	3.64%
621	Ambulatory health care services	13	3.64%
441	Motor vehicle and parts dealers	11	3.08%
711	Performing arts, spectator sports and related industries	10	2.80%
551	Management of companies and enterprises	9	2.52%
213	Support activities for mining, oil, and gas extraction	7	1.96%
713	Amusement, gambling, and recreation industries	6	1.68%
522	Credit intermediation and related activities	6	1.68%
334	Computer and electronic product manufacturing	5	1.40%
483	Water transportation	4	1.12%
417	Machinery, equipment and supplies merchant wholesalers	4	1.12%

## Canada – Newfoundland and Labrador Job Grant in Action

LAT Architecture Inc. is a Newfoundland-based firm known for projects like the Fogo Island Inn and Fortis Place and excels in designing high-performance multi-unit buildings. The firm brings expertise in heritage-building restoration and is adept at renovating structures for arts or tourism related purposes. In 2023-24, LAT Architecture Inc. received funding for "Passive House Design and Construction (120A)", a course covering the

technical, economic, and policy elements of Passive House buildings. A Passive House is a building that uses a voluntary standard to be energy efficient and reduce its carbon footprint. Participants of this training learned to apply Passive House principles to building physics, windows, and mechanical systems, using domestic and international case studies and interactive exercises. Key topics included insulation, airtightness, thermal bridging, window efficiency, ventilation, heating, and cooling, as well as the economics, quality assurance, and certification of Passive House design. LAT Architecture Inc. aligns technical and heritage expertise with creativity and vision, using traditional building methods and contemporary materials to restore or replicate historic finishes and structures, respecting each building's community significance. This course was a valuable investment for the firm, equipping them with cutting-edge knowledge and practical skills to create sustainable, cost-effective buildings, ultimately benefiting the community and environment.

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

The province's Workforce Innovation Centre (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 a number of 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.

A number of key themes have emerged from these engagement activities, including:

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

With the shifting nature of work, it is critical that the Provincial Government's employment and training programs and services continue to evolve. Given that the responses envisioned by Newfoundland and Labrador are as multidimensional as the challenges themselves, continued engagement and collaboration with 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.

<b>Examples of stakeholders</b>	
Employers	Employers such as Newfoundland and Labrador Health Services, World Energy GH2, Verafin, Anaconda Mining, DF Barnes Fabrication, Corner Brook Pulp and Paper, Newco Metals, and small to medium sized enterprises
Community Groups	Community groups, including organizations supporting persons with disabilities, such as 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	Indigenous partners such as Labrador Aboriginal Training Partnership, First Light (St. John's Native Friendship Centre), and Nunatukavut Community Council
Business and Industry Associations	Business and industry associations such as 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, econext, and Newfoundland Aquaculture Industry Association
Provincial Government Departments	Other Provincial Government Departments such as Departments of: Education; Fisheries, Forestry and Agriculture; Industry, Energy and Technology; Health and Community Services; and Children, Seniors, and Social Development
Educational Institutions	Educational institutions such as 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
Official Language Minority Communities (OLMC) stakeholders	Official language minority representatives such as Réseau de développement économique et d'employabilité de Terre-Neuve-et-Labrador (RDÉE TNL), and La Fédération des francophones de Terre-Neuve et du Labrador (FFTNL)

<b>Examples of stakeholders</b>	
Labour Organizations	Labour organizations such as Newfoundland and Labrador Federation of Labour, Fish, Food and Allied Workers, and International Brotherhood of Electrical Workers
Youth Groups	Youth groups such as Premier's Youth Council, Conservation Corps, and St. John's Boys and Girls Club
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

## Annex 1: Audited Financial Statement



Auditors' Report

Canada-Newfoundland and Labrador Workforce  
Development Agreement

March 31, 2024

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## Independent auditors' report

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

### **Opinion**

We have audited the accompanying Statement of Revenues and Expenses for the Province of Newfoundland and Labrador for the year ended March 31, 2024 ("the statement").

In our opinion, the financial information in the statement for the year ended March 31, 2024 is prepared, in all material respects, in accordance with the financial reporting provisions in Article 26 of the Canada-Newfoundland and Labrador Workforce Development Agreement ("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**

The statement is prepared to assist the Province of Newfoundland and Labrador to meet the requirements of Article 26 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 Article 26 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  
December 2, 2024

*Doane Grant Thornton LLP*  
Chartered Professional Accountants

**Canada - Newfoundland and Labrador Workforce Development Agreement**  
**Statement of Revenues and Expenses**  
**Fiscal Year Ending March 31, 2024**

**SUMMARY**

<b>1</b>	<b>REVENUE</b>	<b>Amount</b>	
	Annual contribution from Canada under the Canada-Province WDA	9,642,245	
	Additional Funding	2,670,982	
	Carry forward from previous fiscal year	160,078	
	<b>Total Revenue</b>		<b>\$12,473,305</b>

<b>2</b>	<b>EXPENSES</b>	<b>Amount</b>	<b>Sub-Total</b>
	<b>Program Costs incurred</b>		<b>\$11,854,038</b>
	<b>Programming targeting Persons with Disabilities (PWD)</b>		<b>\$4,226,106</b>
	<b>Eligible Programming excluding programming for PWDs</b>		<b>\$7,627,932</b>
	Supports for Individuals attending Adult Basic Education	310,979	
	Supports for individuals attend Apprenticeship training	34,159	
	Apprenticeship Wage Subsidy Program	492,447	
	Canada-NL Job Grant Funding	1,521,680	
	Educational Assessment	67,640	
	Labour Market Integration for Newcomers	993,520	
	Labour Market Partnerships Funding	1,283,793	
	Linkages - Individual Supports	-	
	Pre-employment Supports	-	
	Short-term Training	45,108	
	Work Supports	6,371	
	Employment Steps for Success	709,521	
	Employment Enhancement	142,183	
	Wage Subsidy Coordinator	50,316	
	Student Summer Employment Program - Post Secondary	1,144,282	
	Student Summer Employment Program - High School	430,935	
	Research and Innovation	395,000	
	Eligible Administration Costs (up to 10% of allocation)		\$619,266
	<b>Total Expense</b>		<b>\$12,473,305</b>

<b>3</b>	<b>EXCESS AMOUNT OF CONTRIBUTION PAID OR PAYABLE</b>	<b>\$0</b>
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<b>4</b>	<b>CARRY FORWARD</b>	<b>Amount</b>	
	The lesser of i) or ii):		
	i) 5% of contribution paid or payable by Canada	615,661	
	to Canada (not eligible for carry forward)	-	
	<b>Total carry forward amount</b>		<b>\$0</b>

<b>5</b>	<b>DEBTS OWED TO CANADA</b>	<b>Amount</b>	
	PWD debts owed to Canada (not eligible for carry forward)	-	
	Plus: Additional excess amount of contribution (not including unspent contribution amounts for PWD programming from Canada-Province WDA sources)	-	
	Less: Carry forward amount	-	
	<b>Total debts owed to Canada</b>		<b>\$0</b>

**Canada - Newfoundland and Labrador Workforce Development Agreement**  
**Statement of Revenues and Expenses**  
**Fiscal Year Ending March 31, 2024**

**PROGRAM COSTS FOR PWDs**

<b>1</b>	<b>Government Program Costs incurred for PWDs</b>	<b>Amount</b>
	From WDA sources	\$4,226,106
	From Province sources	\$6,234,427
		<b>\$10,460,533</b>

<b>2</b>	<b>Targeted Program Costs for PWDs</b>	<b>Amount</b>	<b>Sub-Total</b>
	From WDA sources		
	Identified Target A amount under the <i>Financial Provision</i> section	\$4,120,531	
	Identified Target B amount under the <i>Financial Provision</i> section	-\$130,207	
	Targeted Program Costs for PWDs Original Allocation	\$3,990,324	
	Less: actual investments	\$4,226,106	
	Amount <b>above</b> identified target		\$235,782
	From Province sources		
	Identified Target A amount under the <i>Financial Provision</i> section	\$4,120,531	
	Less: actual investments	\$6,234,427	
	Amount above identified target		\$2,113,896
	<b>Total PWD investments <b>above</b> targets</b>		<b>\$2,349,678</b>

<b>3</b>	<b>Eligible health-related expenses incurred as Program Costs</b>	<b>Amount</b>	<b>Sub-Total</b>
	a) Maximum eligible amount of health-related expenses*	\$2,027,714	
	b) Actual health-related expenses incurred	\$0	
	Eligible health-related expenses (the lesser of a) and b))		\$0
	<b>Total eligible health-related expenses</b>		<b>\$0</b>
	*The lesser of 25% of target spending and 25% of actual spending		

<b>5</b>	<b>PWD Program Costs Breakdown</b>	<b>Amount</b>
	<b>Programming targeting Persons with Disabilities (PWD)</b>	
	Supported Employment	7,731,634
	Grant for High Need Students with Permanent Disabilities	20,041
	School to Work Transitions	244,001
	College of the North Atlantic	212,400
	Community Partnerships	1,249,377
	Work Related Disability Supports	3,080
	Opening Doors	1,000,000
	<b>Total PWD Program Costs</b>	<b>\$10,460,533</b>