

Government of Newfoundland Labrador

Annual Plan 2014-15

**Canada-NL Labour Market Agreement for
Persons with Disabilities (LMAPD)**

Canada-NL Job Fund Agreement (JFA)

**Canada-NL Labour Market Development
Agreement (LMDA)**

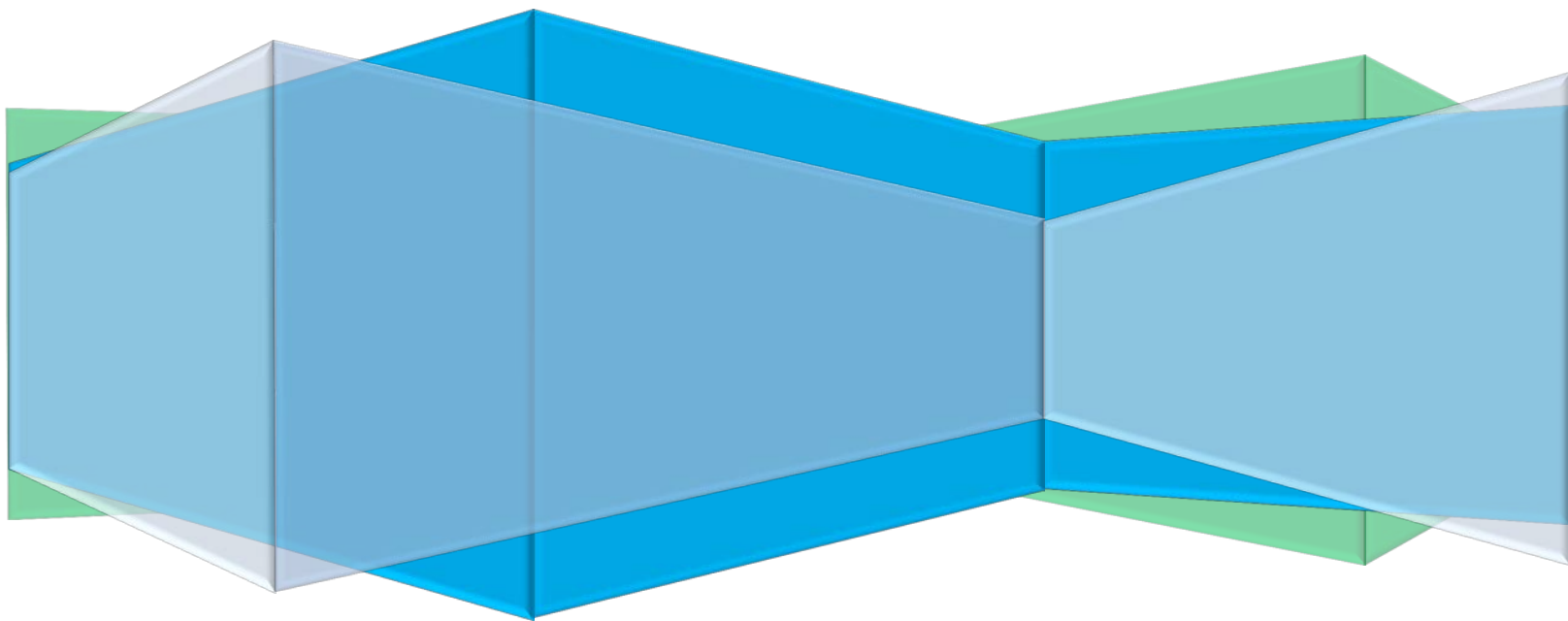


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About the 2014/15 Annual Plan

The 2014/15 Annual Plan represents the first year the Canada-Newfoundland and Labrador Labour Market Development Agreement, Canada- Newfoundland and Labrador Labour Market Agreement for Persons with Disabilities, and the Canada-Newfoundland and Labrador Job Fund Annual Plans have been combined by the Department of Advanced Education and Skills. The creation of a combined plan provides a significant opportunity for Newfoundland and Labrador to ensure that federal funding is strategically aligned to provide for the development and implementation of labour market programs and services in the province.

The 2014/15 Annual Plan outlines Newfoundland and Labrador's priority objectives and strategic investments for the Labour Market Development Agreement (LMDA), Labour Market Agreement for Persons with Disabilities (LMAPD), and the Canada-Newfoundland and Labrador Job Fund (CA-NL Job Fund), covering the period April 1, 2014 to March 31, 2015. The plan provides information related to Newfoundland and Labrador such as:

- Labour market conditions and economic drivers;
- Stakeholder engagement activities;
- Labour Market priorities; and
- Investments and accountabilities.

Overview of the Labour Market Development Agreement

Programs and services funded under Employment Insurance Part II were officially transferred to Newfoundland and Labrador on September 4, 2008 through the signing of the Canada/Newfoundland and Labrador Labour Market Development Agreement. Effective November 1, 2009 the province began delivery of labour market programming for Employment Insurance-eligible people.

The Government of Newfoundland and Labrador through the Department of Advanced Education and Skills receives approximately \$127 million to deliver benefits and support measures plus \$8 million annually for administrative costs under the Labour Market Development Agreement to:

- Assist individuals to prepare for, find and keep employment;
- Assist employers in accessing the workers they need; and
- Ensure that communities and regions throughout Newfoundland and Labrador are well equipped to respond to labour market opportunities and challenges.

Newfoundland and Labrador Benefits include financial assistance to individuals to cover the costs associated with skills development and employment related training; financial assistance to community organizations to create opportunities for individuals to gain meaningful work experience through Job Creation Partnerships; financial support for employers to provide individuals with valuable work experience through JOBSNL Wage Subsidies; and financial and entrepreneurial assistance to individuals to help start a business.

Newfoundland and Labrador Measures include financial support to 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 through Labour Market Partnerships; supporting the delivery of career counselling, job

search and resume-writing through employment assistance services; and financial support for community organizations and other partners to research innovative ways to help individuals find, return to or keep employment through Research and Innovation Projects. The Canada- Newfoundland and Labrador Job Grant, a program that provides employers with up to \$10,000 for training costs for an individual worker, including tuition and training material, is also partially funded from the Labour Market Development Agreement through the Research and Innovation measure.

Eligible individuals, employers and community partners can access information or services provided through the Labour Market Development Agreement benefits and measures, in-person through the twenty-six Department of Advanced Education Employment Centres located throughout Newfoundland and Labrador, via telephone through the toll free Labour Market and Career Information Hotline at 1-800- 563-6600 and online at www.aes.gov.nl.ca.

Overview of the Labour Market Agreement for Persons with Disabilities

The Canada- Newfoundland and Labrador Labour Market Agreement for Persons with Disabilities is the successor agreement to the Canada-Newfoundland and Labrador Employability Assistance for People with Disabilities (EAPD) Agreement and came into effect April 1, 2004. A new agreement was signed as of April 1, 2014 and will remain in effect until March 31, 2018.

The Government of Newfoundland and Labrador through the Department of Advanced Education and Skills receives approximately \$4.5 million annually to deliver services and supports under the Labour Market Agreement for Persons with Disabilities to:

- Enhance the employability of persons with disabilities;
- Increase the employment outcomes available to persons with disabilities, by addressing employer needs and encouraging employers to remove barriers faced by persons with disabilities; and
- Demonstrate increased and enhanced employability and labour market participation of persons with disabilities.

Newfoundland and Labrador services and supports to improve the employment outcomes of persons with disabilities include access to employment counselling and assessment; employment planning; pre-employment training; post-secondary education and skills training; technical aids, job trainer supports; and community partnership support to community agencies across Newfoundland and Labrador to deliver employment support services that assist individuals to obtain access to job opportunities and training.

Persons with disabilities, employers and community agencies can access information or services provided through the Labour Market Agreement for Persons with Disabilities, in-person through the twenty-six Department of Advanced Education Employment Centres located throughout Newfoundland and Labrador, via telephone through the toll free Labour Market and Career Information Hotline at 1-800- 563-6600 and online at www.aes.gov.nl.ca.

Overview of the Canada – Newfoundland and Labrador Job Fund

On July 7, 2014, Government of Newfoundland and Labrador signed the six year term Canada-Newfoundland and Labrador Job Fund agreement (formerly known as the Labour Market Agreement).

The Government of Newfoundland and Labrador through the Department of Advanced Education and Skills receives approximately \$7.4 million annually to deliver programs and supports through the Canada-Newfoundland and Labrador Job Fund Agreement to:

- Encourage greater employer involvement in training to ensure that skills are aligned to job opportunities, particularly in sectors facing skills mismatches and shortages;
- Ensure Newfoundland and Labrador’s labour market programs meet the needs of employers, including small and medium-sized businesses; and
- Ensure programs help Newfoundland and Labradorians to develop the skills necessary to quickly find and maintain employment.

Newfoundland and Labrador services and supports to improve labour market outcomes for individuals and employers under the Canada-Newfoundland and Labrador Job Fund Agreement include financial assistance for employer sponsored training programs such as the Canada- Newfoundland and Labrador Job Grant; Workplace Skills Enhancement Program; and Sector Skills, and financial support for employment services and supports for vulnerable individuals such as those individuals who are unemployed, employed individuals with low skills, individuals in receipt of income support and individuals underrepresented in the labour market such as immigrants, Aboriginal people, youth, women, and people with disabilities.

Individuals, employers and industry stakeholders can access information or services provided through the Canada-Newfoundland and Labrador Job Fund Agreement, in-person through the twenty-six Department of Advanced Education Employment Centres located throughout Newfoundland and Labrador, via telephone through the toll free Labour Market and Career Information Hotline at 1-800-563-6600 and online at www.aes.gov.nl.ca.

Understanding Newfoundland and Labrador Labour Market

Information pertaining Newfoundland and Labrador’s labour market for this Annual Plan was collected from a number of sources including federal and provincial information on labour market trends, economy and population statistics. In the fall of 2013, Government of Newfoundland and Labrador held labour market and workforce consultations across the province with members of the public, employer, labour and industry organizations, education and training providers, community groups and other stakeholders which informed this Annual Plan. Labour market information is also collected through feedback from individuals and employers as part of the Department of Advanced Education and Skills day to day service delivery.

General Employment Trends and Economic Conditions

In 2013, employment hit a historic high of 232,800 people in Newfoundland and Labrador. More people are employed in the province today and more people are earning higher wages than in the past. Average income levels have grown significantly – from 75 per cent of the national average in 1997 to 94 per cent of the national average in 2012.

Labour market conditions are tightening and the number of unemployed people in our province is declining. Employment growth has outpaced labour force growth so we require creative solutions as our population ages. By 2020, it is expected that the number of people 65 years of age and older will grow by 44.7 per cent to represent 26 per cent of all working-age people (those 15 years and older). In comparison, 15 to 24 year-olds will represent just 11 per cent of the working-age population in 2020. Retirements will present the greatest employment opportunities in the years ahead. It is projected that almost 90% of all job openings in Newfoundland and Labrador between 2011 and 2020 will result from attrition (approximately 62,000). Current labour force participation rates will likely have to increase significantly among many age groups to meet these anticipated demands. Furthermore, a rapidly changing and increasingly competitive global marketplace (in conjunction with technological advancements) will continue to increase skill demands and contribute to changing job duties. Our research projects that 66.7% of all job openings between 2011 and 2020 will be in Management occupations or will require some form of post-secondary education. This situation is not unique to Newfoundland and Labrador, and in fact is a challenge facing many developed economies around the world.

Currently, over \$36 billion in major capital spending is planned or underway in Newfoundland and Labrador. At present there are ten major industrial projects on-going in the province: Hibernia South Extension, Hebron, White Rose Expansion, Muskrat Falls, Iron Ore Company of Canada Expansion, Kami Iron Ore, Labrador Iron Mines, DSO Project, Voisey's Bay Underground and Long Harbour Nickel Processing Plant. Of these projects, three are located offshore, six are located in Labrador, and one is on the Island. This creates pockets of tightness in our labour market, and regional variation in labour demand.

Going forward, economic activity will continue at high levels but growth will plateau as major project investments and Vale's nickel processing facility transitions from construction to production. Beyond 2015, the provincial economy is expected to contract as major project development activity progresses past peak levels.

In addition to the above indicators, the Department of Finance's 2014 *Economy* has forecasted the following for 2014 - 2015:

- Real GDP growth of 0.5%;
- Household income growth of 3.4%;
- Household disposable income growth of 3.5%;
- Retail sales growth of 3.6%;
- Population expected to remain stable (at 526,700);
- Capital investment growth of 2.4% (to \$12.6 billion);
- Housing starts expected to be 2,843, comparable to that in 2012 (2,862)
- Growth in value of mineral shipments by 2% (to \$3.8 billion).

It is through responsive labour market services and supports that the Government of Newfoundland and Labrador will assist the province in maximizing the employment opportunities available in our province.

Provincial Labour Market Challenges

Labour Mismatch and Skills Shortages

Labour mismatch and skills shortages are the most commonly raised challenges facing the labour market in Newfoundland and Labrador and in Canada due to the impacts of population trends. Newfoundland and Labrador's estimated population in 2013 was 526,702 people. In general, the number of deaths is outpacing births in our province. However in 2011, Newfoundland and Labrador saw an increase in the number of births, which coincided with a time of considerable economic strength for the province.

Newfoundland and Labrador has a large proportion of its labour force living in rural areas of the province (47% versus 16% in Canada) and a correspondingly lower average participation rate in employment among the more rural regions. Recruitment difficulties are being expressed in several sectors of our economy, yet with these pockets of unemployed workers, opportunities exist to help employers find their needed labour within the province.

Most jurisdictions are facing the challenge of slowing population growth but population decline is more evident in Newfoundland and Labrador. Newfoundland and Labrador has one of the most rapidly aging populations in Canada (median age of 44.0 according to the 2011 Census, the highest median age in the country). The provincial working-age population (15-64 years old) is projected to decline by 15.6% (over 55,700 people) between 2014 and 2035. By 2020, the baby boom generation will range in age from 55-74. As these individuals retire, job openings will become available. By 2035, there will potentially be three new labour force entrants (15-24 years old) for every four potential retirees (55-64 years old), and over 1/3 of the provincial population will be 60 years old or older.

With an aging population and declining birthrate, immigration will be needed to ensure adequate skills and labour supply for the province. Economic immigration is a key tool to help match employers with the skills and labour market resources they require. The Newfoundland and Labrador Provincial Nominee Program is an economic immigration program designed to help the province meet its evolving labour market needs. The program helps employers attract and retain immigrants who have the skills and experience to become successfully established in the province and contribute to the provincial economy. Since 2007, the number of individuals immigrating to Newfoundland and Labrador each year has increased from an average of 450 to 838 in 2013. Based on the recent National Household Survey carried out by Statistics Canada in August 2011 and data received from Citizenship and Immigration Canada, the province is home to approximately 10,000 immigrants. Increasing the number of newcomers who permanently settle in our province will be necessary to grow our skills and labour supply.

Supporting solutions to labour mismatch and skills shortages is a priority for Newfoundland and Labrador. In recent years the province has experienced more people migrating into the province as employment opportunities have grown. Ensuring there is a sufficient supply of skilled people prepared to fill vacancies due to retirements and new job creation in the province to meet the demands of local employers, industry and major resource development and construction project owners is a priority for Newfoundland and Labrador. The Government of Newfoundland and Labrador invests significantly in employment and training programs on an annual basis. Maintaining flexibility in employment program

strategies and design is critical to adapting to continually evolving labour market needs. People need to be able to easily connect with government services and benefits that help them implement their educational, training and employment objectives. The Department of Advanced Education and Skills has an established network of 26 Employment Centres throughout the province. These Employment Centres provide a single service entry point for individuals and employers to access employment and training services and supports.

Changing Skill and Productivity Demand

A rapidly changing, competitive global marketplace combined with technological advancement, will require increased skill demands and productivity levels in Newfoundland and Labrador. It is projected that over 65% of all new jobs will be in management occupations or require some form of post-secondary education within the province. Major project construction continues to require skilled workers in apprentice trades with the continued advancement of major projects such as Muskrat Falls and Hebron. It is estimated that about \$39 billion in project spending is planned or underway in the province according to the Inventory of Major Capital Projects. Supporting changing skill and productivity demand is a priority for Newfoundland and Labrador.

The Government of Newfoundland and Labrador continues to collaborate with employers and industry stakeholders and major project owners to ensure the province's post-secondary and training institutions program offerings and curriculum align with the province's labour market needs to ensure graduates have the skillsets that are sought by employers. The Province has also been successful in working with employers to deliver workplace-based training to help employees maintain their labour market attachment, to help employers effectively train and up-skill their employees, and to improve labour productivity through the Workplace Skills Enhancement Program, the Job Skills Program and the Sector Skills Training Program. The newly implemented Newfoundland and Labrador Canada Job Grant Program will also help the province address the current and emerging workforce training needs.

The Workplace Skills Enhancement Program provides financial assistance for employee skill development for employers in strategic sectors such as advanced technology, aerospace, agri-foods, food and beverage, aquaculture, biotechnology and earth sciences, energy, environmental industries, forest products, manufacturing, marine and ocean technology, mineral resources, and tourism and cultural industries.

The Job Skills Program provides financial assistance to small or medium size employers to develop and deliver recognized on-the-job training for existing and future employees.

The Sector Skills Training Program is a partnership between employers, training providers and the Department of Advanced Education and Skills, and is designed to meet the labour needs of specific industry sectors. The program provides employers with trained employees to meet labour demand. Employers get workers and workers get valuable training and job experience. Up-skilling and on-the-job training is a key ingredient in supporting employee engagement, improving retention of employees and assisting employees in advancing their careers.

The province has also invested in alternative methods of training, such as SmartForce NL, to offer online training and professional development courses to individuals, employers and not-for-profit organizations to address the necessary essential skills and workplace training for employees. This method of training is accessible in the more rural areas of the province where traditional classroom

training is harder to access and minimizes the cost of the training, travel and issues created due to limited staffing resources for smaller businesses.

The Government of Newfoundland and Labrador will continue to implement flexible, accessible and accommodating approaches to address the changing skill and productivity demands of the province.

Workforce Adjustment

Employment in many sectors is tied to economic cycles, commodity pricing and changes in technology. Newfoundland and Labrador continues to experience changes in the composition of employment marked by business closures and downsizing in some sectors, most recently in mining, with the idling of Cliffs Wabush Mines; aquaculture, with the closure of Cook's Aquaculture in Harbour Breton; manufacturing, with the closure of Terra Nova Shoes in Harbour Grace; and the call centre industry, with the closure of Sykes Enterprises in Corner Brook and Fusion BPO in Stephenville, with increased growth and expansion continuing to occur in other sectors such as the oil and gas, construction and energy sectors.

Supporting workforce adjustment is a priority for Newfoundland and Labrador. These workforce adjustments require the Government of Newfoundland and Labrador to work closely with business, industry and training stakeholders to ensure affected individuals are assisted to transition into existing employment opportunities through the provision of individual career planning, assessment and counseling; job search assistance; access to current labour market information; and assistance with accessing short term pre-employment training or longer term skills development training.

To manage the effects of the economic cycle while balancing the province's current and future labour market needs, the Government of Newfoundland and Labrador is committed to the collaboration and integration of flexible and proactive workforce planning strategies.

Employer Human Resource Planning Capacity

Employers in Newfoundland and Labrador are experiencing increased recruitment and retention challenges with greater competition occurring in all areas of the province for available workers. Supporting employers to find and keep the right workers, to motivate them, and to develop their skills is a priority for Newfoundland and Labrador. Almost 90% of businesses in Newfoundland and Labrador employ less than 20 workers; over 50% employ less than 5 workers. Many of these businesses do not have access to human resource supports to maximize their capacity to respond to current and emerging labour market challenges. Since 2012, 38% of employers from the retail and accommodations and food services sectors in the province have been in contact with government through the Department of Advanced Education and Skills seeking assistance in addressing recruitment and retention challenges.

The Government of Newfoundland and Labrador offers accessible services and supports to employers to address and improve their human resource capacity through provision of www.NLHRManager.ca, a comprehensive online toolkit of HR resources containing ideas and tips, practical guides, checklists, downloadable templates that can be customized for their businesses, and links to other relevant resources. Free job postings and links to other recruitment and retention services are available to employers through Newfoundland and Labrador's job search and posting website, www.JOBSinNL.ca. The JOBSinNL.ca site provides employers with access to 148, 224 currently registered job seekers. Employers can also access in-person recruitment and retention assistance through the network of 26 Employment Centres throughout the province.

Under-Represented and Marginalized Groups

The removal of barriers to employment to ensure the full participation of all members of our society in the provincial labour market is a priority for Newfoundland and Labrador. Participation rates for certain groups in our province are lower than others. For example, according to 2013 Labour Force Survey data, 61.2 per cent of the population over the age of 15 in this province participates in the labour force. However, the 2013 participation rate remains lower for women (57.2 per cent) and for workers 45 years of age or older (49.7 per cent). The earlier 2006 Census also showed that persons with disabilities have a much lower participation rate than the general population (34.4 per cent). Labour Force Survey results show the provincial unemployment rate in 2013 was 11.4 per cent, while the unemployment rate was higher for youth aged 15 to 29 (14.4 per cent). In contrast to the provincial rate, the 2006 Census showed a higher unemployment rate for persons with disabilities (20 per cent) and for Aboriginal people (30.1 per cent).

An inclusive workforce is a key component of the labour market, and the Government of Newfoundland and Labrador will continue to work to increase the participation rates of all people through, the JOBSNL Wage Subsidy to help support employer-employee connections that promote sustainable employment; provision of Employment Development Supports such as training and expenses related to participation in literacy, Adult Basic Education ,short-term training or job readiness training, job search activities and personal expenses associated with looking for work such as clothing, transportation, tools, fees and certificates; access to financial supports for Skills Development training; provision of funding for community based organizations for programs such as Linkages, to help youth pursue their career and employment goals; provision of financial supports for community organizations to deliver employment support services for persons with disabilities; the Sector Skills Training Program to provide employers with trained employees to meet labour demand in specific sectors where workers get valuable training and job experience; and, other related accommodations needed to secure and maintain employment.

Stakeholder Engagement

The Government of Newfoundland and Labrador regularly consults with a broad array of industry, employer, community, special interest, the general public and client groups to inform policy and budget priorities and to ensure programs and services are effective and relevant.

Examples of consultation activities that have informed the development of the annual planning process to date include:

- **Population Growth Strategy Consultation:** Stakeholders including industry, industry associations, employers, labour, municipalities, community organizations and the general public throughout the province participated in discussions concerning workforce development, immigration, labour market and other aspects of general population growth.
- **St. John's Board of Trade Labour Market Committee:** This is a forum involving business and government to identify and respond to labour market issues, challenges and opportunities. The Labour Market Committee is an active participant in ongoing LMDA, CA-NL Job Fund and labour market policy discussions.
- **Interdepartmental consultation:** Partner departments are engaged in ongoing consultation and dialogue on the Labour Market Development Agreement, Canada–Newfoundland and Labrador Job Fund, priorities, activities and investments such as the Canada – Newfoundland

and Labrador Job Grant consultations, Economic Action Plan Employment Insurance Panel Study, bilateral meetings with key industry associations, engagement with Rural Secretariat Councils. In addition, partner departments participate in and share information on labour market research initiatives ongoing in their departments.

The 2014-15 annual plan also benefited from ongoing strategic planning and information sharing with key partners as part of normal program and policy development, including the following:

- employers;
- community groups;
- regional development agencies;
- labour organizations;
- business and industry associations;
- educational institutions;
- student groups;
- municipalities;
- federal government departments; and
- other provincial departments.

Findings from other provincial government consultations, entities and initiatives that influenced the priorities incorporated in this Annual Plan include, but are not limited to:

- Provincial Strategy for the Inclusion of Persons with Disabilities in Newfoundland and Labrador
- Provincial Poverty Reduction Strategy ;
- Immigration Strategy;
- Regional Diversification Strategy, and
- Strategic Northern Development Plan.

Newfoundland and Labrador Labour Market Priorities

The Province will work towards ensuring investments complement, strengthen and are integrated with provincial labour market priorities and programs and services for fiscal year 2014-15.

Provincial investment priorities for fiscal year 2014/15 include:

1. Ensuring programming is flexible and responsive to the local labour market;
2. Increasing participation and labour force attachment among unemployed and low-skilled employed individuals;
3. Improving employment outcomes of persons with disabilities;
4. Enhancing recruitment, retention and development of a skilled workforce to improve competitiveness; and
5. Strengthening human resource development and planning capacity among employers and partners.

Ensuring programming is flexible and responsive to the local labour market

Why is it important?

The Province continues to work with partners and stakeholders at the regional and local levels to support and strengthen labour market development planning throughout the province. This includes ensuring that programming is flexible and responsive to the local labour market.

At present, the Department of Advanced Education and Skills has 26 Employment Centres across the province. These Employment Centres provide a single service entry point for individuals and employers to access employment and training services and supports. Employment Centres can help people one-on-one, or through online and self-serve tools. Increasing access to a comprehensive, integrated and effective suite of labour market and training programs is key to ensuring the labour market needs of the province are met.

Shortages of skilled trades people is one of the most commonly raised challenges facing the labour market in Newfoundland and Labrador, and Canada. Ensuring a sufficient supply of skilled trades people to meet the demands of local industry and our major resource development and construction project owners is a priority for Newfoundland and Labrador.

Provincial Response:

- Newfoundland and Labrador's Research and Innovation Program will develop measures that identify better ways of helping persons prepare for, return to or keep employment and be productive participants in the labour force including: prioritization of the development of supports and services to people in receipt of Income Support, members of under-represented groups and people with low literacy levels, and the introduction of a pilot program to improve apprentice access to block training without a requirement to exit the labour market for the period of time they are in training. Should the apprentice pilot be successful, it will enhance the delivery of apprenticeship-related programming by ensuring that training solutions remain flexible to support employer and individual needs.
- Newfoundland and Labrador's Employment Assistance Services will be provided to help clients obtain employment. Services may include needs determination, employment counseling, job search training, and provision of labour market information. Employment Assistance Services will be available to unemployed persons and job seekers.

Increase participation and labour force attachment among unemployed and low-skilled employed individuals

Why is it important?

The emergence of the knowledge economy, wherein employment continues to require higher levels of specialized skills and training, presents challenges and opportunities with respect to ensuring that workers in the province possess the skills to meet the current and future demands of employers. While education and skills levels continue to improve in Newfoundland and Labrador, there are opportunities to enhance the skills of some segments of the population. Through strategic investments in these areas, educational institutions can continue to deliver effective skills training, including exploring opportunities to work with employers toward implementing school-to-work initiatives which provide graduates with beneficial work experience.

Provincial Response:

- Newfoundland and Labrador's Skills Development allocation will provide a benefit for the education and training of EI Clients so they can obtain the skills necessary for employment. Under this benefit, EI Clients will be expected to share the cost of training where appropriate. This benefit will include the costs ordinarily paid by Newfoundland and Labrador over and above the amounts recovered through tuition fees, with respect to each EI Client receiving financial assistance under Newfoundland and Labrador's Skills Development and attending a publicly funded training institution.
- Newfoundland and Labrador Job Creation Partnerships will provide financial support, in partnership with employers and/or community organizations, to projects that provide EI clients with work experience and skills to achieve ongoing labour market attachment.
- Newfoundland and Labrador's Skills Development Program, Employment Assistance Services Program and Wage Subsidy Program will expand access to employment development programming to provide eligible unemployed individuals with a range of supports and services to assist them prepare for, find and maintain employment.
- Newfoundland and Labrador's Skills Development will provide training and work experience Sector Skills program for individuals who are helping to meet Newfoundland and Labrador's growing labour demands in certain sectors.

Improve employment outcomes of persons with disabilities

Why is it important?

Increasing participation of persons with disabilities will remain a priority for NL in the coming years. Increased incentives and supports for hiring disabled individuals will be required. Financial incentives and workplace supports will need to be strengthened in order to encourage employers to hire disabled individuals.

Provincial Response:

- The Training Services Program provides supports and services to eligible individuals with disabilities who wish to pursue post-secondary training or employment as part of a collaboratively developed employment plan. Benefits and services available include: the provision of financial living allowances during the period of training, transportation costs to attend a post-secondary institution, tuition and student fees, text books, disability-related supports such as interpreters and/or tutors. In addition, active programs in employment counseling and assessment, employment planning, pre-employment training, skills training, technical aids and other supports assist individuals obtain access to job opportunities and training.
- The Employment Corporations (Job Trainers) Program works in partnership with community groups to develop employment for people who have a developmental disability. Community groups, through an employment coordinator, work to develop jobs for eligible participants.
- The Supported Employment Program provides the necessary support to allow individuals to participate in meaningful, integrated employment in the community. Funding is available to provide the support necessary to allow the individual to experience success in the workplace. Supports available 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.

Enhance recruitment, retention and development of a skilled workforce to improve competitiveness

Why is it important?

Workers are in demand across the globe, and employers in Newfoundland and Labrador must possess the tools to retain and attract the individuals they need to succeed, and to continue to stem the tide of out-migrating workers and their families.

Traditionally, many of the labour market and training supports provided by government have focused on helping citizens find jobs when they are unemployed. However, the Province has been very successful in working with employers to deliver workplace-based training to help employees maintain their labour market attachment, to help employers effectively train and up-skill their employees, and to improve labour productivity.

Provincial Response:

- The Canada-Newfoundland and Labrador Job Grant will provide employer based training for current or pending employees which leads to an available or better job and/or improved employment opportunities. Increased opportunities to access training for employees will be provided to small and medium sized enterprises by working with Industry Associations to deliver industry recognized training.
- JOBSNL (Newfoundland and Labrador Wage Subsidies) will provide funding to employers to encourage them to hire EI Clients whom they would not normally hire in the absence of a subsidy. This will include the continuation of enhanced supports and services to encourage employers to hire 1st and 2nd year apprentices. Newfoundland and Labrador may also provide related employment supports to eligible individuals, including tools, equipment and short-term training.
- The Apprenticeship Wage Subsidy program is designed to assist underemployed and unemployed apprentices in the skilled trades, by providing a financial incentive to employers to help offset salary costs of hiring apprentices. In turn, it will also provide apprentices with the opportunity to gain critical work experience, especially those in their first and second years.

Strengthen human resource development and planning capacity among employers and partners

Why is it important?

Given the majority of employers in Newfoundland and Labrador are small and medium-sized enterprises, many employers in the province have not developed robust human resources practices. This can leave them challenged to find and keep the workers they need to succeed in their everyday operations and make business expansion more difficult.

Strategic labour market partnerships can assist in developing and implementing labour market strategies and activities for dealing with labour force adjustments and meeting human resource requirements.

Provincial Response:

- Newfoundland and Labrador's Labour Market Partnerships provides funding to organizations to encourage, support and facilitate labour force adjustments and human resource planning activities which are in the public interest. The program provides funding to encourage and support employers, employee/employer associations and communities in developing and implementing strategies for dealing with labour force adjustments and meeting human resource requirements. Labour Market Partnerships may be used to provide assistance for employed persons who are facing loss of employment.
- Newfoundland and Labrador's Self-Employment Assistance will assist EI Clients in establishing their own businesses and becoming self-employed by providing self-employment services, such as entrepreneurship training, customized coaching, and ongoing advice and client supports.

LMDA Investment Plan, Accountabilities and Targets

The Department of Advanced Education and Skills is responsible for administering the Labour Market Development Agreement (LMDA). In 2014/15, Newfoundland and Labrador's LMDA allocation is \$127,992,000.

Expenditures and program accountabilities for 2013-14 are listed as planned or forthcoming in this document. Finalization of these numbers will coincide with the release of the *EI Monitoring and Assessment Report 2013-14*.

Financial Investment

Planned and historical expenditure trends are outlined below.

Benefits and Measures	Planned Investment and Expenditures (Millions)							
	2011-12 (Expenditures)		2012-13 (Expenditures)		2013-14 (Planned)		2014-15 (Planned)	
Skills Development	\$87.53	66.0%	\$87.73	68.9%	\$94.64	78.0%	\$95.72	74.8%
Labour Market Partnerships	\$3.98	3.0%	\$6.04	4.7%	\$2.89	2.4%	\$2.50	2.0%
Wage Subsidies	\$4.48	3.4%	\$4.55	3.6%	\$8.22	6.8%	\$9.50	7.4%
Self-Employment Assistance	\$5.30	4.0%	\$4.36	3.4%	\$4.83	4.0%	\$5.50	4.3%
Job Creation Partnerships	\$10.35	7.8%	\$7.65	6.0%	\$6.03	5.0%	\$8.50	6.6%
Employment Assistance Services	\$20.89	15.8%	\$16.93	13.3%	\$4.76	3.9%	\$5.20	4.1%
Research and Innovation	\$0.00	0.0%	\$0.00	0.0%	\$0.00	0.0%	\$1.00	0.8%
Total	\$132.53	100.0%	\$127.26	100.0%	\$121.37	100.0%	\$127.99	100.0%

LMDA Program Accountabilities and Targets

As per article 8 of the Canada and Newfoundland and Labrador LMDA, annual targets for three results indicators:

- Active EI Claimants Accessing NL Employment and Benefit Support Measure
- EI Claimants Returned to Employment
- Savings to the EI Account

Targets for these indicators are developed based upon historical data, socioeconomic and labour market context, local or regional priorities, the characteristics or requirements of clients, and the funds available for the NL Benefits and Measures. Historical and proposed targets are reported below.

Active EI Claimants Accessing NL Employment and Benefit Support Measures

Number of EI clients involved in Newfoundland and Labrador Benefits who are active EI claimants.

	Active EI Claimants Accessing NL EBSMs			
	2011-12	2012-13	2013-14	2014-15 (Proposed Target)
Targets	10,000	9,700	9,600	9,500
Actuals	10,027	9,124	Forthcoming	TBD

EI Claimants Returned to Employment

Number of EI clients and the number of active EI claimants who become employed or self-employed before or after their benefit period ends.

	EI Claimants Returns to Employment			
	2011-12	2012-13	2013-14	2014-15 (Proposed Target)
Targets	6,000	5,800	5,746	5,600
Actuals	6,335	6,114	Forthcoming	TBD

Savings to the EI Account

Savings to the Employment Insurance Account as a result of active EI claimants becoming employed before making a full draw on their insurance entitlement.

	Savings to the EI Account			
	2011-12	2012-13	2013-14	2014-15 (Proposed Target)
Targets	\$25.0M	\$24.5M	\$24.5M	\$24.0M
Actuals	\$26.71M	\$30.42M	Forthcoming	TBD

Funding Projection

Canada's annual allocations for contributions towards the costs of the NL Benefits and Measures and the two-year projection are as follows have been as follows:

	Annual LMDA Allocations				
	2011-12	2012-13		2014-15 (Proposed)	2015-16 (Proposed)
Allocation	\$131,944,000	\$130,405,000	\$129,218,000	\$127,992,000	\$126,945,008

Canada makes advance payments of its annual contribution towards the cost of NL Benefits and Measures, as per section 16 of the LMDA. The advances are made on a monthly basis and will be based upon a forecast of cash flow requirements furnished by Newfoundland and Labrador.

LMAPD Investment Plan

The Department of Advanced Education and Skills is responsible for administering the LMAPD. In 2014/15, Newfoundland and Labrador's LMAPD allocation is \$4,578,367.60.

Program Expenditure Summary

Planned program expenditures are outlined below. (Pending Final Approval)

Labour Market Agreement for Persons with Disabilities Annual Plan 2014-2015				
Departmental Program Expenditure Summary				
Provincial Department And Agency/ Program Services	Area of Priority	Target Population and Estimates	Program Description	Shareable Cost Estimate 2014/15
DEPARTMENT OF ADVANCED EDUCATION AND SKILLS				
Training Services	Education and Training; Building on the existing knowledge base	Persons with disabilities who wish to pursue post-secondary training or employment. Inclusive of youth. Estimated 200 to be served.	The Training Services Program provides supports and services to eligible individuals with disabilities who wish to pursue post-secondary training or employment as part of a collaboratively developed employment plan with professional staff of the Department of Advanced Education and Skills.	\$1,984,100

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Departmental Program Expenditure Summary

Provincial Department And Agency/ Program Services	Area of Priority	Target Population and Estimates	Program Description	Shareable Cost Estimate 2014/15
Employment Corporations (job trainers)	Employment Participation; Employment Opportunities; Connecting Employers with Persons with Disabilities	Persons with developmental disabilities who wish to pursue employment. Inclusive of youth. Estimated 500 to be served.	Community groups, through an employment coordinator, work to develop jobs for eligible participants. The Supported Employment program provides the necessary support to allow individuals to participate in meaningful, integrated employment in the community.	\$6,840,200
Work Oriented Rehabilitation Centres (WORC)	Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities	Persons with developmental disabilities who wish to pursue employment. Estimated 100 to be served.	Two Work Oriented Rehabilitation Centres provide job placement services and employment training for adults with developmental disabilities.	\$433,322
Newfoundland Coordinating Council on Deafness (NCCD)	Education and Training	Persons with disabilities who wish to pursue post-secondary training or employment. Inclusive of youth. Estimated 40 to be served.	Funding is provided to NCCD for the provision of educational support services for post-secondary students who are hard of hearing or deaf.	\$44,100

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Departmental Program Expenditure Summary

Provincial Department And Agency/ Program Services	Area of Priority	Target Population and Estimates	Program Description	Shareable Cost Estimate 2014/15
Advanced Education and Skills Administrative Services	Education and Training; Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities; Building on the existing knowledge base	Persons with disabilities who wish to pursue post-secondary training or employment.	Funding for the salary and associated costs to deliver the programs and services of the Canada-Newfoundland and Labrador Labour Market Agreement for Persons with Disabilities.	\$244,800
Independent Living Resource Centre – Full Steam Ahead	Education and Training; Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities; Building on the existing knowledge base	Persons with Disabilities who wish to pursue employment. Inclusive of youth. Estimated 100 to be served.	The Full Steam Ahead (FSA) Project provides opportunities for people with disabilities to prepare for, attain and maintain employment. The project provides information and learning opportunities about the labour force, pre-employment skills development, employment resources, disability related accommodation, rights in the workplace, self-employment and access to generic employment related programs.	\$53,227

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Departmental Program Expenditure Summary

Provincial Department And Agency/ Program Services	Area of Priority	Target Population and Estimates	Program Description	Shareable Cost Estimate 2014/15
Strategic Initiatives	Education and Training; Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities; Building on the existing knowledge base	Persons with disabilities who wish to pursue post-secondary training or employment. Inclusive of Youth. Estimated 125 to be served.	Funding for Strategic initiatives to increase labour market participation and reduce barriers to employment for persons with disabilities. Initiatives include: the provision of disability related supports to adults who wish to participate in or maintain employment; a wage subsidy program to promote employment attachment; internships to promote the use of technology in employment; grants to community partners and public awareness.	\$1,256,700
Canadian Paraplegic Association (CPA)	Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities	Persons with disabilities who wish to pursue post-secondary training or employment. Inclusive of youth. Estimated 100 to be served.	This initiative provides educational and employment counseling, assessment and placement services for eligible persons with disabilities in three locations throughout the province. Individuals are assisted to find and obtain employment placements or access to educational placements that enhance employability.	\$242,861
Post-Secondary Programs (General Vocational)	1.Education and Training	Persons with disabilities who wish to pursue post- secondary training. Inclusive of youth. Estimated 600 to be served.	In cooperation with the College of the North Atlantic, dedicated staff at selected campus locations assists persons with disabilities through the process of acquiring a post-secondary education.	\$1,319,494
Total Advanced Education and Skills				\$12,418,804

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Departmental Program Expenditure Summary

Provincial Department And Agency/ Program Services	Area of Priority	Target Population and Estimates	Program Description	Shareable Cost Estimate 2014/15
DEPARTMENT OF HEALTH AND COMMUNITY SERVICES				
HCS Addictions Programs	Education and Training; Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities; Building on the existing knowledge base	The client groups served are persons seeking services because of an addiction.	The program of addiction services, funded in part by this agreement. The services funding provides is a range of programs that directly encourage, support and enhance the employment experience of persons grappling with addictions.	\$252,405
Grants to Agencies- The program of grants to agencies provides funding to agencies and focuses on employment support for persons with disabilities. This program provides a range of services that directly supports the employment experiences of persons with disabilities. The agencies that are funded are: (1) The Canadian National Institute for the Blind; (2) Canadian Paraplegic Association; (3) Interpreting Services of Newfoundland and Labrador.				
Canadian National Institute for the Blind	Education and Training; Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities; Building on the existing knowledge base	Persons with disabilities who are intending to prepare for, seek and maintain employment or training.	The services prepare clients for employment, assist with job retention and support clients enrolled in training programs. The CNIB provides individualized instruction to ensure clients have the mobility required to travel to work, rehabilitation training, the skills required to access print and braille materials, and many other blindness specific services necessary for success in the workplace and/or training programs.	\$344,900

Labour Market Agreement for Persons with Disabilities Annual Plan 2014-2015

Departmental Program Expenditure Summary

Provincial Department And Agency/ Program Services	Area of Priority	Target Population and Estimates	Program Description	Shareable Cost Estimate 2014/15
Canadian Paraplegic Association	Education and Training; Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities; Building on the existing knowledge base	Persons with disabilities who are intending to prepare for, seek and maintain employment or training.	The Canadian Paraplegic Association programs work within the following areas and include: personal counseling; mobility equipment; accessible housing; educational and vocational counseling; employment referrals, placement and counseling; transportation; advocacy and public awareness; financial management and injury prevention.	\$100,000
Interpreting Services of Newfoundland and Labrador	Education and Training; Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities	Persons with disabilities who are intending to prepare for, seek and maintain employment or training.	Visual Language Interpretation is a mechanism to facilitate communication between deaf or hard of hearing persons and the hearing population of the province.	\$212,000
Total Health and Community Services				\$909,305

Labour Market Agreement for Persons with Disabilities Annual Plan 2014-2015				
Departmental Program Expenditure Summary				
Provincial Department And Agency/ Program Services	Area of Priority	Target Population and Estimates	Program Description	Shareable Cost Estimate 2014/15
HUMAN RESOURCE SECRETARIAT				
Office of Employment Equity for Persons with Disabilities	Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities; Building on the existing knowledge base.	Persons with Disabilities who are employment disadvantaged. Inclusive of youth. To be served: Employed - 100 Career counselling and support services - 685	The Office of Employment Equity for Persons with Disabilities has as its mandate to increase the number of persons with disabilities employed in the Public Service. To achieve this, the Office operates the Opening Doors (OD) Program, a Student Summer Employment (SSEP) Initiative, and career support services.	\$3,980,200
Total Human Resources Secretariat				\$3,980,200

Provincial Financial Summary

Planned and historical expenditure trends are outlined below. (Pending Approval)

Labour Market Agreement for Persons with Disabilities Annual Plan 2014-2015	
Departmental Program Expenditure Summary	
Provincial Department and Agency/Program Services	Shareable Cost Estimate 2014-2015
DEPARTMENT	
Department of Advanced Education and Skills	\$12,418,804
Department of Health and Community Services	\$909,305
Human Resource Secretariat	\$3,980,200
Overall Total	\$17,308,409
Provincial Eligible Expenditures cost-shared	\$4,578,367
Provincial Expenditures exceeding cost-sharing limit	\$12,730,042

Canada-Newfoundland and Labrador Job Fund Investment Plan

In 2014/15, the priorities for investments under the Canada-Newfoundland and Labrador Job Fund are:

1. Encourage greater employer involvement in training to ensure that skills are aligned to job opportunities, particularly in sectors facing skills mismatches and shortages
2. Ensure Newfoundland and Labrador's labour market programs meet the needs of employers, including small and medium-sized businesses
3. Ensure programs help Newfoundland and Labradorians to develop the skills necessary to quickly find and maintain employment
4. Demonstrate to Newfoundland and Labradorians that funding is achieving the best possible results and ensure processes are in place to support improvements where this is not the case

Program Investment Summary

The investment plans for programs to meet the objectives for the Canada-Newfoundland and Labrador Job Fund are outlined below.

Targeted Programs by Objective	Annual Total
Canada-NL Job Grant	
<ul style="list-style-type: none"> • Provide employer based training for current or pending employees which leads to an available or better job and/or improved employment opportunities 	\$540,000
Workplace Skills Enhancement Program	
<ul style="list-style-type: none"> • Provide workforce development supports and services to assist small and medium-sized business improve the skills of their workforce, attract and retain employees, and become more competitive 	\$1,980,000
Targeted Wage Subsidy Program for Persons with Disabilities	
<ul style="list-style-type: none"> • Expand targeted wage subsidies to assist unemployed, non-EI eligible persons with disabilities to integrate into the labour market 	\$75,100
Targeted Supports for Apprentices	
<ul style="list-style-type: none"> • Support individuals in skilled trades occupations acquire training and occupational certification to continue employment or qualify as a certified journey person • Continue delivery of a wage subsidy program, targeting placements of apprentices with Newfoundland and Labrador employers 	\$2,800,000
Employment Development Supports and Services	
<ul style="list-style-type: none"> • Expand access to employment development programming to provide eligible unemployed individuals with a range of supports and services to assist them prepare for, find and maintain employment 	\$400,000
Job Skills	
<ul style="list-style-type: none"> • Support employed low-skilled individuals to access training and certification necessary to maintain or advance their employment 	\$125,000

Targeted Programs by Objective	Annual Total
Sector Skills Program	
<ul style="list-style-type: none"> • Training and work experience program for individuals who are helping to meet Newfoundland and Labrador's growing labour demand in such sectors as: retail sales, food services and building maintenance 	\$1,101,429
Passport to Safety	
<ul style="list-style-type: none"> • Online program allowing youth to complete a variety of workplace safety courses to improve their employability and employment preparedness 	\$20,000
CA-NL Job Fund Accountability Framework and Program Review	
<ul style="list-style-type: none"> • Implementation including program monitoring, evaluation, and reporting 	\$350,000
TOTAL 2014-15 CA-NL Job Fund Investment	\$7,391,529