



Canada-Newfoundland and Labrador Job Fund Agreement

**Performance Report
2015-2016**

Table of Contents

Introduction	2
Background	2
2015-16 Annual Plan Summary	3
Purpose and Organization of the Report.....	4
Limitations in 2015-16 Annual Report.....	4
Canada-Newfoundland and Labrador Job Grant	5
Service Delivery Information.....	5
Participant Information.....	5
Outcome Indicators	9
Employment Services and Supports and Employer-Sponsored Training.....	10
Service Delivery Information.....	10
Participant Information.....	12
Outcome Indicators	15
ANNEX 1: Key Performance Indicators	19
ANNEX 2: Definitions and Key Terms	21
ANNEX 3: Detailed Data Tables	24
ANNEX 4: Audited Financial Statement	41

Introduction

Background

The Department of Advanced Education, Skills and Labour (AESL) is responsible for the administration and implementation of the Canada-Newfoundland and Labrador Job Fund Agreement¹ (JFA), which replaced the Labour Market Agreement that was signed in 2008. The JFA was then signed in July 2014, and provides approximately \$7.4 million in annual federal funding to deliver programs and supports.

The agreement reinforced 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 to help them develop the skills necessary to find and keep meaningful and long-term employment.

Specifically, the agreement sets out the following objectives to help achieve its goal:

- Encourage greater employer investment 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;
- Ensure programs help Newfoundlanders and Labradorians to develop the skills necessary to quickly find and maintain employment; and
- Demonstrate to Newfoundlanders 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.

Under the JFA, labour market programs include:

- The **Canada-Newfoundland and Labrador Job Grant**;
- **Employment Services and Supports** to enhance labour market participation of clients by assisting them to prepare for entry to, or return to, employment or to otherwise obtain or keep employment or maintain skills for employment through methods such as skills training, on-the-job/workplace-based training or upgrading, group interventions, financial supports, employment counselling/services and labour market connections services; and
- Other **Employer-Sponsored Training** such as apprenticeship supports, wage subsidies for on-the-job training and other demand-driven approaches where employers decide which beneficiaries get training and what training is required, the training leads to a better job or improved employment situation, and that employers contribute to the training.

¹ A copy of the JFA is available on the AESL website, under publications, at: http://www.aes.gov.nl.ca/publications/lmd/Canada-Newfoundland_and_Labrador_Job_Fund_Agreement.pdf.

2015-16 Annual Plan Summary

The 2015-16 JFA Annual Plan set priorities that mirrored the objectives outlined in the JFA. To help achieve these objectives, the Department set out to deliver the following programs:

- **Canada-Newfoundland and Labrador Job Grant**
 - Provide employer-based training for current or pending employees which leads to an available or better job and/or improved employment opportunities.
- **Targeted Supports for Apprentices**
 - Support individuals in skilled trades occupations acquire training and occupational certification to continue employment or qualify as a certified journeyperson.
- **Employment Development Supports and Services**
 - 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.
- **Sectoral Initiatives for Disadvantaged Groups**
 - 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.
 - Online program allowing youth to complete a variety of workplace safety courses to improve their employability and employment preparedness.
 - Support employed low-skilled individuals to access training and certification necessary to maintain or advance their employment.

The 2015-16 annual plan also presented Newfoundland and Labrador's labour market priorities, which investments such as those through the JFA complement and strengthen. The 2015-16 priorities included:

1. Ensuring programming is flexible and responsive to local labour markets;
2. Increasing participation and labour force attachment among unemployed and low-skilled employed individuals;
3. Improving employment outcomes of under-represented groups;
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.

To develop these priorities, and to help ensure that its programs and services continue to adjust to the evolving labour market needs of individuals and employers, the Department regularly engages stakeholders in consultations. Examples of these consultation activities include Population Growth Strategy consultations, Workforce Development roundtables, actively participating in the St. John's Board of Trade Labour Market Committee, and conducting interdepartmental consultations and dialogue. Key partners in programs and policy development include employers, community groups, regional development agencies, labour organizations, business and industry associations, educational institutions, student groups, municipalities, federal government departments and other provincial government departments. Finally, individuals, employers and industry stakeholders can always access information on the Department's various programs and services in-person at the Department's Employment Centres throughout the province, via the toll-free Labour Market and Career Information Hotline (1-800-563-6600), and through the Department's website at www.aes.gov.nl.ca.

Purpose and Organization of the Report

This report provides a profile of individual clients and employers who participated in employment and training programs funded under the JFA for the 2015-16 fiscal year. The report has been prepared in accordance with Annex 2 of the JFA.

The report summarizes the socio-demographic characteristics of clients, the types of programs in which they participated, their employment outcomes three months after their program participation, and their satisfaction with the program (12 month outcome information for 2015-16 participants was not yet available). Participating employer/organization characteristics and their assessment of the impact of the program(s) on their companies/organizations are also included in this report.

Information and outcome results for the Canada-Newfoundland and Labrador Job Grant individuals and employers are presented first, followed by information and outcome results for the Employment Services and Supports and Employer-Sponsored Training programs. An outline of the key performance indicators, a presentation of key terms, and the provision of detailed data tables are contained in the annexes of this report. The final annex of this report also contains an audited financial statement for the JFA for the 2015-16 fiscal year, as per the reporting requirements of the JFA.

Limitations in 2015-16 Annual Report

Since the start of the 2014-15 fiscal year, a number of changes have occurred in the Department, impacting on the program and service reporting capabilities. In 2014, the new Labour Market Programs Support System (LaMPSS) was implemented. This new program administrative support system has the capability of providing more consistent and timely reporting functionality than was previously available. However, the process of transitioning programs into the new system continues to unfold, and there are still programs and individual clients (in some cases) that are not administered through this new system. Plans are in place to continually improve the breadth and depth of program information available in LaMPSS, however, the result, is that some information is not always readily available for reporting. This annual report represents program information that was available at the time.

Follow-up surveys were conducted for a sample of individual clients and employers participating in programs funded by the JFA, to collect outcome information. Consequently, only programs with outcome results could be reported on in this document.

Canada-Newfoundland and Labrador Job Grant

Service Delivery Information

The Canada-Newfoundland and Labrador Job Grant was implemented as part of the JFA on August 12, 2014. The Grant is intended to help employers with training costs to hire, upskill and reskill employees, and provides up to \$15,000 per person for eligible training (including a maximum of \$10,000 in federal contributions per Grant). Employers are responsible for the remaining one-third of the training costs, which can include in-kind contributions for small employers, or a contribution of 15 per cent if they have new employees.

A total of 186 funding agreements, with an average budgeted amount of \$10,144 per Grant, received funding in 2015-16. For employers, 158 training activities were offered through 108 different employers, while 28 training activities were offered through 23 different organizations. The average value of a Grant for employers was \$9,679, and the average value of a Grant for organizations was \$12,569. Overall, each employer/organization had an average of 1.42 Grants (1.46 per employer, and 1.22 per organization).

Most of these activities involved upskilling or upgrading of skills (161 training activities, or 86.6 per cent). Some of these activities involved specific training for particular jobs, while others involved skills such as accounting, human resource management, and computer software. Twenty-three other activities (12.4 per cent) involved maintenance of skills such as safety training, while two (1.1%) were entry level training activities.

Most of the training activities for participants involved specialized or technical skills (793, or 66.5 per cent), while others involved management skills (313, or 26.2 per cent) and soft skills (87, or 7.3 per cent).

Private trainers were the most utilized type of training provider (102, or 54.8 per cent), followed by universities (58, or 31.2 per cent). Other types of trainers used included colleges (17, or 9.1 per cent), a combination of trainer types (6, or 3.2 per cent), some other type of trainer (two, or 1.1 per cent) and trade/technical school (one, or 0.5 per cent).

The majority of agreements were for training of 30 to 180 hours (101, or 54.3 per cent), followed by training of 10 to 30 hours (47, or 25.3 per cent), training of more than 180 hours (35, or 18.8 per cent) and training of less than 10 hours (3, or 1.6 per cent).

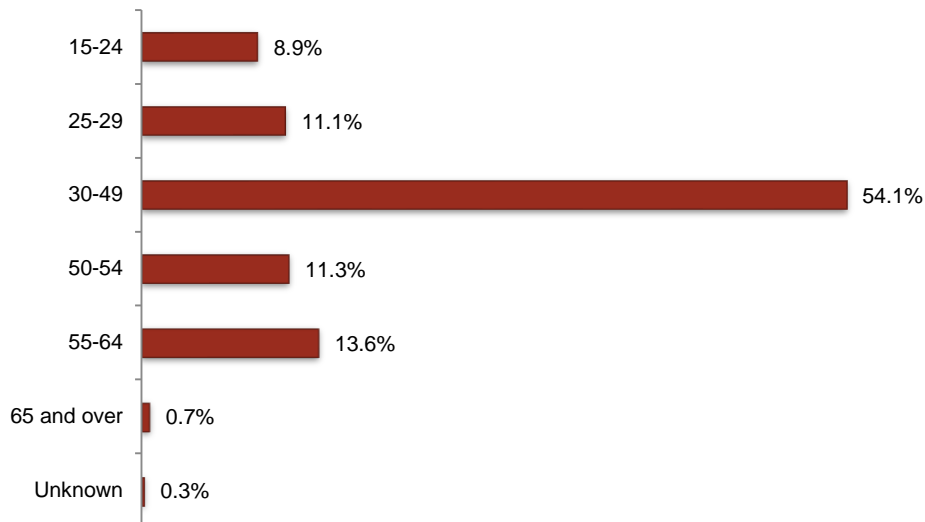
Participant Information

In 2015-16, 749 clients with detailed demographic information, benefited from the Canada-Newfoundland and Labrador Job Grant. Most of these clients (661 clients, or 88.3 per cent) were employed prior to participating in the program, one (0.1 per cent) was self-employed, while the rest were unemployed (87 clients, or 11.6 per cent).

Most of the 749 clients were male (422, or 56.3 per cent), while the remainder were female clients (327, or 43.7 per cent).

The majority of clients (405) were in the 30-49 year-old age range, followed by the 55-64 year-old (102) and the 50-54 year-old (85) categories as is shown in Figure 1.

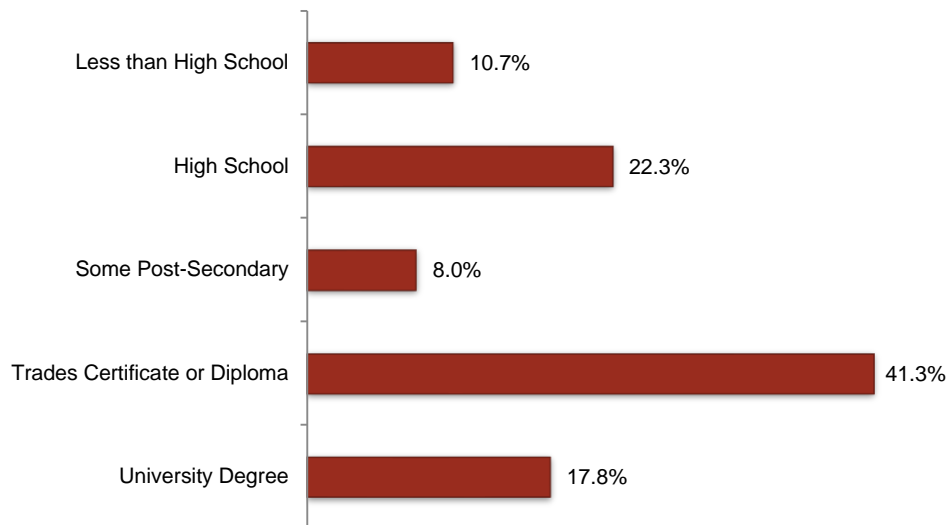
Figure 1: Canada-Newfoundland and Labrador Job Grant Clients by Age Category, 2015-16



Almost half of the participants (49.3 per cent) lived in the St. John's Census Metropolitan Area (CMA), which comprises the communities of Bauline, Bay Bulls, Conception Bay South, Flatrock, Logy Bay-Middle Cove-Outer Cove, Mount Pearl, Paradise, Petty Harbour-Maddox Cove, Portugal Cove-St. Philip's, Pouch Cove, St. John's, Torbay, and Witless Bay. Just over a third (33.5 per cent) lived in a rural area of the province, while 16.0 per cent lived in an urban area outside the St. John's CMA.

Over 40 per cent of the participants' highest reported level of education was a post-secondary trades certificate or diploma (309), followed by a high school diploma or equivalent (167) and a university degree (133) as is shown in Figure 2.

Figure 2: Canada-Newfoundland and Labrador Job Grant Clients by Highest Level of Education, 2015-16



Seven of the 749 clients identified as Aboriginal (0.9 per cent), while none identified as a recent immigrant or a person with disabilities. Of the 87 unemployed clients who participated in the program, 40 (46.0 per cent) were reported as being in receipt of or eligible for Employment Insurance.

A total of 131 employers received grants for 2015-16. Of these 131 employers, 65 (49.6 per cent) were classified as small (having 50 or fewer employees), 37 (28.2 per cent) were classified as medium (between 51 and 499 employees), six (4.6 per cent) was classified as large (500 employees or more), and 23 (17.6 per cent) were classified as organizations.

The most common industry sector (classified by the North American Industry Classification System, 2012) for these 131 employers was Other Services (Except Public Administration), with 25 employers, or 19.1 per cent of the total. Table 1 contains the industry sector breakdown of the 131 participating employers.

Table 1: Canada-Newfoundland and Labrador Job Grant
Employers by Type and Industry Sector, 2015-16

Industry Sector	Employers		Organizations		Total	
	Employers	% of Total	Employers	% of Total	Employers	% of Total
Other Services (Except Public Administration)	4	3.7%	21	91.3%	25	19.1%
Professional, Scientific and Technical Services	18	16.7%	0	0.0%	18	13.7%
Retail Trade	12	11.1%	0	0.0%	12	9.2%
Accommodation and Food Services	11	10.2%	0	0.0%	11	8.4%
Manufacturing	11	10.2%	0	0.0%	11	8.4%
Mining, Quarrying, and Oil and Gas Extraction	9	8.3%	0	0.0%	9	6.9%
Construction	7	6.5%	0	0.0%	7	5.3%
Administrative and Support, Waste Management and Remediation Services	6	5.6%	0	0.0%	6	4.6%
Educational Services	6	5.6%	0	0.0%	6	4.6%
Finance and Insurance	6	5.6%	0	0.0%	6	4.6%
Transportation and Warehousing	5	4.6%	0	0.0%	5	3.8%
Health Care and Social Assistance	3	2.8%	1	4.3%	4	3.1%
Wholesale Trade	3	2.8%	0	0.0%	3	2.3%
Arts, Entertainment and Recreation	2	1.9%	0	0.0%	2	1.5%
Information and Cultural Industries	2	1.9%	0	0.0%	2	1.5%
Utilities	2	1.9%	0	0.0%	2	1.5%
Agriculture, Forestry, Fishing and Hunting	1	0.9%	0	0.0%	1	0.8%
Public Administration	0	0.0%	1	4.3%	1	0.8%
Total	108	100%	23	100%	131	100%

Outcome Indicators

For the 2015-16 fiscal year, no individual clients completed the follow-up survey for the Canada-Newfoundland and Labrador Job Grant program. However, 16 employers completed the employer follow-up survey, and the results of this survey are presented here.

Most employers (62.5 per cent) indicated that they invested in training for their employees prior to participating in the Canada-Newfoundland and Labrador Job Grant program, while only 25.0 per cent indicated that they would have accessed the training that was funded by the Grant even if they did not receive the Grant.

Over 80 per cent (81.3 per cent) of employers indicated that they provide training to their employees. More than two-thirds (69.2 per cent) indicated that they provide occupational health and safety/employee wellness training, while 61.5 per cent said that they provide professional and technical skills training, as well as orientation training. Other types of training provided included communications, employee development, computer training, sales/marketing/customer relations, apprenticeship, managerial/supervisory, clerical and other types of training. Most employers (78.6 per cent) also indicated that they provide time off for training, and have the training done on-site by their own people. Financial assistance was also provided by 71.4 per cent of employers.

Most employers participating in the Canada-Newfoundland and Labrador Job Grant program (87.5 per cent) indicated that the Grant had an impact on their company or organization, in that it provided the ability to train employees. Some employers also indicated that the Grant allowed their business to grow, that it allowed for the creation of positions or to expand their workforce, and that it allowed them to hire more experienced and better trained people.

Employment Services and Supports and Employer-Sponsored Training

Service Delivery Information

As mentioned previously, there are a number of employment supports and employer-sponsored training programs funded through the Canada-Newfoundland and Labrador Job Fund and delivered by the Department of Advanced Education, Skills and Labour. These include either Skills Development/Training programs, or Benefits/Wage Subsidy programs.

Skills Development/Training Programs

Adult Basic Education (ABE) Supports

Provides eligible clients with support to participate in ABE or General Education Development (GED) preparation. Specially, it targets clients eligible under Income Support or JFA (non-EI eligible low literacy-low skilled). Supports may include transportation, start-up and stipends. Note, tuition for clients under ABE is paid directly by the department to the ABE service provider and not from ABE Supports. Supports for clients participating in either GED preparation course or GED home based study are eligible.

Apprentices

Through the Skills Development Program, apprentices who are directed by Newfoundland and Labrador to full-time in-school apprenticeship training may be assisted. The Department of Advanced Education, Skills and Labour may provide participants with financial assistance during the in-class portion of their apprenticeship training.

Benefits/Wage Subsidy Programs

Apprenticeship Wage Subsidy

The Apprenticeship Wage Subsidy Program is an initiative of the Government of Newfoundland and Labrador to assist underemployed and unemployed apprentices in the skilled trades. Upon approval, the Department of Advanced Education, Skills and Labour will provide funding to employers to help offset salary costs of hiring apprentices and provide apprentices with the opportunity to gain critical work experience, especially those in their first and second year.

Pre-Employment

The Pre-Employment program provides eligible clients with support to participate in pre-employment training that may include personal life skills development, career planning, employment readiness or job maintenance. This program specifically targets clients eligible under Income Support or JFA (non-EI eligible low literacy-low skilled). Training may include combinations of in-class and on-the-job segments. Supports may include transportation, monthly stipends and child care.

Skills Short Term Training

The Skills Short Term Training program provides eligible clients with support to participate in job skills related short term training to help them with preparing, obtaining or maintaining employment. This program specifically targets clients eligible under Income Support or JFA (non-EI eligible, low literacy, low skilled). Training must complement the client's employment

plan; duration must be between a minimum of a half day to 12 weeks or less and the client cannot be eligible under Student Aid.

Skills Short Term Training – Sector Skills

The Sector Skills Training program is a partnership between employers, training providers and the department and is designed to meet the labour market needs of specific industry sectors. The program provides employers with trained employees to meet labour market demands, employers get workers and workers get valuable training and job experience.

Work Supports

The Work Supports program provides eligible clients with work-related supports to assist them with seeking, obtaining or maintaining employment. This program specifically targets clients eligible under Income Support or JFA (non-EI eligible low literacy-low skilled). Supports may include items such as specific work clothing, job-required tools and assistance with personal need in preparing for work search or job interviews. Note: various forms of client assessment including diagnostic, Prior Learning Assessment, etc. may be paid under Work Supports.

Table 2 shows the number of clients served in each of these programs, along with their pre-intervention employment status. Clients in Skills Development/Training programs (31.1 per cent) were more likely to be employed than those in Benefits/Wage Subsidy programs (1.9 per cent) pre-intervention. Most of these employed clients were in the ABE Supports program, where over 75 per cent of these clients had less than a high school education, and 70 per cent of them identified as being underemployed. All of the clients who participated in the Apprenticeship Wage Subsidy, Pre-Employment and Skills Short Term Training – Sector Skills programs were unemployed pre-intervention, while more than 90 per cent of Skills Short Term Training and Work Supports programs were unemployed.

Table 2: Employment Services and Supports and Employer-Sponsored Training Clients by Program and Pre-intervention Employment Status, 2015-16

Program	Employed		Self-Employed		Unemployed		Unknown		Total	
	Clients	% of Prog Total	Clients	% of Prog Total	Clients	% of Prog Total	Clients	% of Prog Total	Clients	% of Prog Total
Skills Development/ Training Programs	76	31.1%	2	0.8%	146	59.8%	20	8.2%	244	100%
<i>ABE Supports</i>	70	32.7%	0	0.0%	143	66.8%	1	0.5%	214	100%
<i>Apprentices</i>	6	20.0%	2	6.7%	3	10.0%	19	63.3%	30	100%
Benefits/ Wage Subsidy Programs	7	1.9%	0	0.0%	353	98.1%	0	0.0%	360	100%
<i>Apprenticeship Wage Subsidy</i>	0	0.0%	0	0.0%	240	100%	0	0.0%	240	100%
<i>Pre-Employment</i>	0	0.0%	0	0.0%	18	100%	0	0.0%	18	100%
<i>Skills Short Term Training</i>	1	6.3%	0	0.0%	15	93.7%	0	0.0%	16	100%
<i>Skills Short Term Training – Sector Skills</i>	0	0.0%	0	0.0%	5	100%	0	0.0%	5	100%
<i>Work Supports</i>	6	7.4%	0	0.0%	75	92.6%	0	0.0%	81	100%
Total	83	13.7%	2	0.3%	499	82.6%	20	3.3%	604	100%

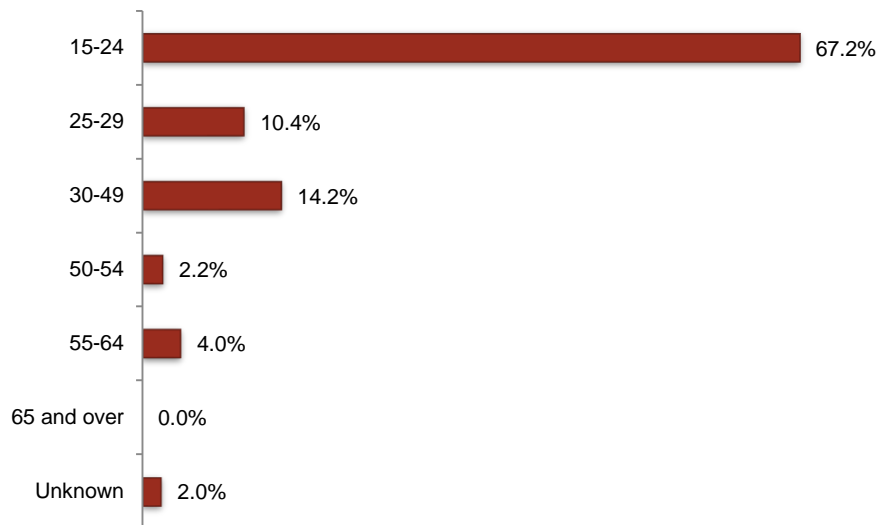
Participant Information

In 2015-16, 604 clients benefited from various employment services and supports and employer-sponsored training funded through the Canada-Newfoundland and Labrador Job Fund. Most of these clients (499 clients, or 82.6 per cent) were unemployed prior to participating in the program, while most of the rest were employed (83 clients, or 13.7 per cent). Most of these employed clients had indicated that they were underemployed prior to their participation. Pre-intervention employment status was unknown for 20 participants (3.3 per cent).

The majority of these clients (423, or 70.0 per cent) were male, while 30.0 per cent (181 clients) were female.

Overall, this client group was relatively young, with 406 (67.2 per cent) in the 15-24 year-old age range, followed by the 30-49 year-old age category (86), as is shown in Figure 3.

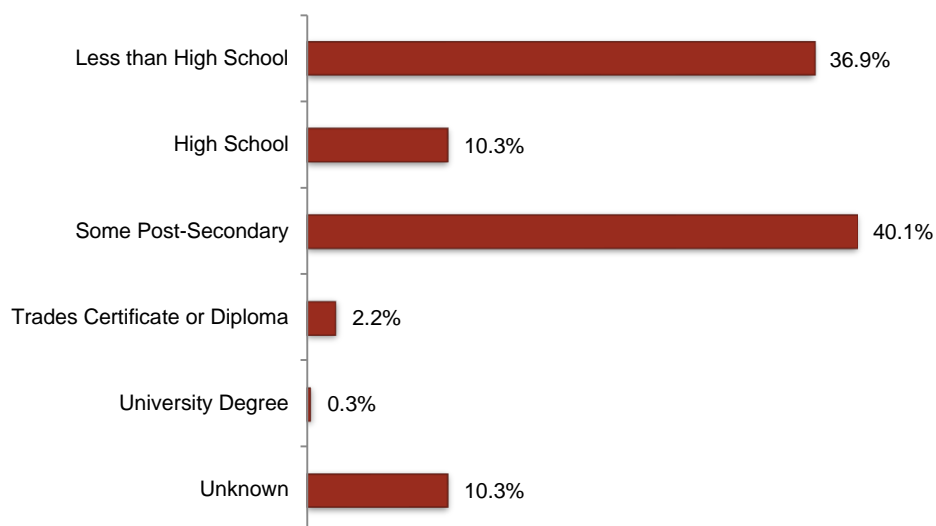
Figure 3: Employment Services and Supports and Employer-Sponsored Training Clients by Age Category, 2015-16



Almost half of the participants (289, or 47.8 per cent) lived in the St. John’s CMA, while 25.3 per cent lived in a rural area of the province and 25.2 per cent lived in an urban area outside the St. John’s CMA.

The most common highest level of education for program participants was some post-secondary education (242, or 40.1 per cent). However, almost half of the participants had a high school diploma or equivalent, or less than high school (285, or 47.2 per cent). Clients’ highest level of education is shown in Figure 4.

Figure 4: Employment Services and Supports and Employer-Sponsored Training Clients by Highest Level of Education, 2015-16



Thirty-seven clients (6.1 per cent) identified themselves as Aboriginal, while 25 identified as being a person with disabilities (4.1 per cent). While only nine (1.5 per cent) indicated that they were an immigrant, it should be noted that this data was unavailable for the Apprentice Wage Subsidy program. Of the 508 unemployed clients who participated in the programs, 39 (7.8 per cent) were reported as being in receipt of Employment Insurance.

Only the Apprentice Wage Subsidy program would be considered employer-sponsored training in Newfoundland and Labrador. In 2015-16, 190 different employers received funding under the Apprentice Wage Subsidy program. Of these, the majority (171, or 90.0 per cent) were classified as small, 18 (9.5 per cent) were classified as medium, and 1 (0.5 per cent) was classified as large.

The most common industry sector (classified by the North American Industry Classification System, 2012) for these 190 employers was Construction, with 117 employers, or 61.6 per cent of the total. Table 3 contains the industry sector breakdown of the 190 participating employers.

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Table 3: Employer-Sponsored Training Employers by Industry Sector, 2015-16

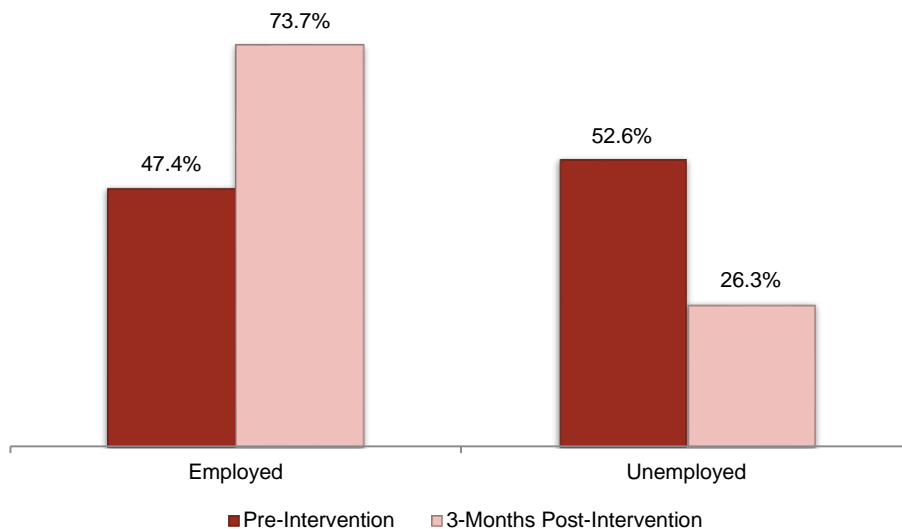
Industry Sector	Number of Employers	Percentage of Employers
Construction	117	61.6%
Other Services (Except Public Administration)	20	10.5%
Manufacturing	18	9.5%
Retail Trade	10	5.3%
Accommodation and Food Services	6	3.2%
Transportation and Warehousing	5	2.6%
Mining, Quarrying, and Oil and Gas Extraction	5	2.6%
Real Estate and Rental and Leasing	3	1.6%
Wholesale Trade	2	1.1%
Administrative and Support, Waste Management and Remediation Services	2	1.1%
Public Administration	1	0.5%
Health Care and Social Assistance	1	0.5%
Total	190	100%

Outcome Indicators

A sample of individual clients from JFA-funded programs in 2015-16 was contacted for three-month follow-up surveys (12 month follow-up surveys could not be conducted with 2015-16 participants at this time, due to the timing of this report). This resulted in 19 responses from clients in the Apprenticeship Wage Subsidy program.

Of these 19 clients, 47.4 per cent were employed pre-intervention, while 52.6 per cent were unemployed or not in the labour force. Three months post-intervention, 73.7 per cent of these clients were employed, as is shown in Figure 5.

Figure 5: Employment Services and Supports and Employer-Sponsored Training Clients, Employment Status Pre-Intervention and Three Months Post-Intervention, 2015-16

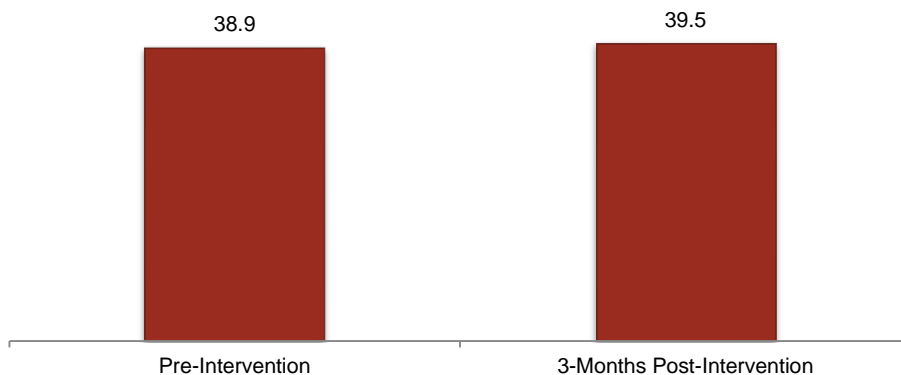


Most of the unemployed/not in the labour force respondents at 3-months post-intervention were seeking employment (60.0 per cent), while one was in school at the time.

Of the 19 respondents, 17 (89.5 per cent) indicated that they had completed the program intervention. Nine (47.4 per cent) of the clients surveyed indicated that their intervention would result in them obtaining a credential or certification of some kind, with six of these clients indicating that the credential was industrial/occupational with more than 10 hours of training, and two indicating that the credential was educational.

For employed clients who responded to the survey, the average number of hours worked per week pre-intervention, and three months post-intervention were all full-time (at least 30 hours per week). While there was an increase in the average number of hours worked per week from pre-intervention to three months post-intervention, these averages were both close to 40 hours per week, as is shown in Figure 6.

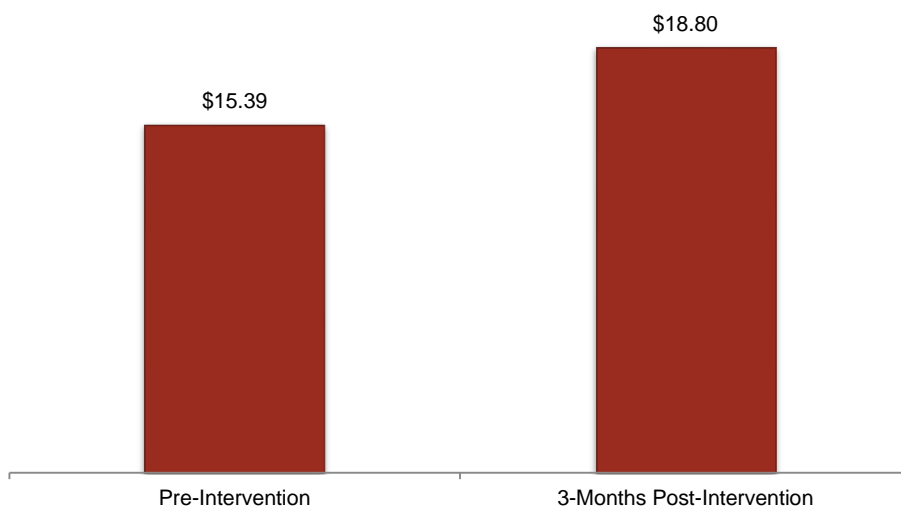
Figure 6: Employment Services and Supports and Employer-Sponsored Training Clients, Average Number of Hours Worked Per Week Pre-Intervention, Three Months Post-Intervention, 2015-16



For the client who was employed part-time at pre-intervention, their average hours worked did not change three months post-intervention, however the average hours worked decreased slightly (-2.2 per cent) at three months post-intervention for clients employed full-time at pre-intervention.

The average hour wage for survey respondents was higher at three months post-intervention than it was for employed respondents at pre-intervention, as is shown in Figure 7.

Figure 7: Employment Services and Supports and Employer-Sponsored Training Clients, Average Hourly Wage Pre-Intervention, Three Months Post-Intervention and 12 Months Post-Intervention, 2015-16



For the client who was employed part-time at pre-intervention, their average hourly wage increased by 125 per cent three months post-intervention, and the average hourly wage also increased (+5.9 per cent) at three months post-intervention for clients employed full-time at pre-intervention.

Clients were also asked their level of agreement with various statements regarding their program outcomes. Regarding their employment situation improving since before their program participation, all respondents indicated that they strongly agreed. All respondents agreed that they were better qualified or prepared for the job market as a result of their participation of the program, with 90.9 per cent strongly agreeing with this statement. All respondents also agreed that they had developed or increased their job skills and knowledge after participating in the program, with 94.1 per cent strongly agreeing with this statement.

When asked how satisfied they were with their overall program experience, 84.2 per cent indicated that they were very satisfied and 15.8 per cent indicated that they were somewhat satisfied. This resulted in all respondents stating that they were satisfied with their overall program experience.

For the 2015-16 fiscal year, 31 employers who participated in the Apprenticeship Wage Subsidy program completed the employer follow-up survey. Twenty-five employers (80.6 per cent) indicated that they invested in training for their employees prior to participating in the program. Twenty (80.0 per cent) indicated that they provide occupational health and safety/employee wellness training, while 20 (80.0 per cent) also indicated that they provide orientation for new employees. Seventeen (68.0 per cent) indicated that they provide apprenticeship training, and 11 (44.0 per cent) provide professional and technical skills training. Other office and non-office equipment training, clerical and administrative support skills training, managerial/supervisory training, sales, marketing and customer relations training, computer training and communications and other employee development training were also provided by some employers. Twenty-two (71.0 per cent) employers also indicated that they provide some sort of assistance to employees for training, including time off for training (81.8 per cent), having some training completed on-site by their own people (59.1 per cent) and financial assistance (54.5 per cent).

Almost two-thirds (64.5 per cent) of the employers indicated that they either probably or definitely would not have hired these apprentices without the assistance of the Apprenticeship Wage Subsidy program. Twenty-eight employers (96.6 per cent) indicated that the Apprenticeship Wage Subsidy program allows them to hire new employees, while 21 employers (72.4 per cent) indicated that the program allowed them to expand their company/organization.

Twenty-nine (93.5 per cent) of the employers participating in the Apprenticeship Wage Subsidy program indicated that the program had an impact on their company or organization. Specifically, they indicated that the program provided them the ability to train employees (69.0 per cent), allowed for the creation of positions/to hire people (69.0 per cent), allowed their business to grow (62.1 per cent) and allowed them to hire more experienced/better trained people (34.5 per cent).

ANNEX 1: Key Performance Indicators

As per the terms and conditions of the JFA, and the C-JFA Reporting Templates, Newfoundland and Labrador is required to report on the following key performance indicators for participants in JFA-funded programs for each fiscal year:

Canada-Newfoundland and Labrador Job Grant

1. Participant information, including but not necessarily limited to:
 - Number of clients who benefited from the Grant by:
 - Pre-intervention employment status (employed, self-employed, unemployed)
 - Demographic characteristics (i.e., gender, age group, highest level of education, designated groups)
 - EI status pre and post intervention
 - Number of employers who received the Grant by:
 - Size (small, medium, large) and
 - Sector
 - Type (employer, organization)
2. Service delivery information, including but not necessarily limited to:
 - Average value of a Canada-Newfoundland and Labrador Job Grant
 - Average number of grants per employer and organization
 - Training supported through the Grant:
 - Number of training activities by type of training (entry level, upskilling/upgrading, maintenance)
 - Number of participants by type of skills learned (essential skills, specialized/technical skills, management skills, soft skills)
 - Number of training activities by type of training provider (university, college, trade/technical school, union hall, private trainer, other, combination)
 - Length of training (less than 10 hours, 10 hours to 30 hours, more than 30 hours – 180 hours, more than 180 hours)
3. Outcome indicators, including but not necessarily limited to:
 - Number of participants employed after participation, by pre-intervention employment status;
 - Immediately after (3 months) and 12 months following intervention
 - Number of participants by completion of training and credential/certificate earned (educational, industry/occupation, proprietary, no credential/certification)
 - Percentage change in income and hours worked per week pre and post participation
 - Immediately after (3 months) and 12 months following intervention
 - Client satisfaction (i.e. stating training helped meet their employment needs)
 - Employer satisfaction (i.e. stating training helped meet their skills needs)

Employment Services and Supports and Employer-Sponsored Training

1. Participant information, including but not necessarily limited to:
 - Number of clients who benefited from the intervention by:
 - Pre-intervention employment status (employed, self-employed, unemployed)

- Demographic characteristics (i.e., gender, age group, highest level of education, designated groups)
 - EI status pre and post intervention
 - Number of participating employers (Employer-Sponsored Training only) by:
 - Size (small, medium, large) and
 - Sector
2. Service delivery information, including but not necessarily limited to:
 - List of programs/initiatives delivered by program/initiative type (skills development/training, employment assistance services, benefits/wage subsidies)
 - Number of participants by pre-intervention employment status and program/initiative type (skills development/training, employment assistance services, benefits/wage subsidies)
 3. Outcome indicators, including but not necessarily limited to:
 - Number of participants employed after participation, by pre-intervention employment status;
 - Immediately after (3 months) and 12 months following intervention
 - Number of participants by completion of training and credential/certificate earned (educational, industry/occupation, proprietary, no credential/certification)
 - Percentage change in income and hours worked per week pre and post participation
 - Immediately after (3 months) and 12 months following intervention
 - Client satisfaction (i.e. stating training helped meet their employment needs)
 - Employer satisfaction (i.e. stating training helped meet their skills needs)

In collecting the data necessary for the purposes of this report, AESL utilized administrative data from LaMPSS and other administrative data. The department also carried out telephone and online surveys of clients and employers to capture outcome (three month) information of a sample of program participants.

ANNEX 2: Definitions and Key Terms

Aboriginal peoples:	Includes persons who are First Nations, Inuit or Métis.
Certification:	Documented recognition by a governing body that a person has attained occupational proficiency. Examples would be journey person certifications, required occupational safety certifications, professional designations (e.g., CA, CPA, etc.).
Credential:	Documented evidence of learning based on completion of a recognized program of study, training, work experience, or prior learning assessment. Examples include degrees, diplomas, certificates (including high school graduation or equivalency), and licenses (e.g. LPN).
Diploma:	Credential/certification from a community college, CEGEP, school of nursing, etc.
Employed:	<p>Employed persons are those who work at a job or business, that is, who have paid work in the context of an employer-employee relationship (not including self-employment). This includes those who have a job, but are not at work due to factors such as own illness or disability, personal or family responsibilities, vacation, labour dispute or other reasons (excluding persons on layoff, between casual jobs, and those with a job to start at a future date). Employment may be permanent or temporary (temporary employment comprises work under a fixed-term contract, in contrast to permanent work where there is no end-date), full-time or part-time.</p> <ul style="list-style-type: none">• Full-time (work hours) includes employed persons who usually worked 30 hours or more per week, at their main or only job.• Part-time (work hours) includes employed persons who usually worked less than 30 hours per week, at their main or only job.
Employer:	Either an individual employer or an organization that acts on behalf of individual employers (e.g. employer consortia, union halls, industry associations training coordinators, Crown corporations and Aboriginal governments as appropriate), who contributes to one or more Grants.
Entry Level:	Basic training required for a participant to obtain an entry level position with the employer
Essential skills:	They are the skills needed for work, learning and life: reading, writing, document use, numeracy, oral communication, thinking, digital technology, working with others, continuous learning
Grant:	Funding issued under the Canada-Newfoundland and Labrador Job Grant to support the eligible training costs of a participant (A Grant can include one training course or a series of multiple courses providing that the maximum government contribution per grant does not exceed \$10,000).

High school:	Includes individuals who have completed their high school diploma or equivalent (e.g. General Equivalency Diploma) but who do not have any post-secondary education.
Hours worked:	Average number of hours worked per week
Immediately after:	Three months following completion of training.
Immediately before:	A representative week prior to starting training
Immigrants:	Those persons who have arrived in Canada relatively recently (i.e., within the past five years) and who are destined to contribute to the provincial economy by either being employed in the labour market, or by creating a business and employing themselves and others.
Income/ Hourly wage:	Gross wage/salary (before taxes and other deductions), including tips and commissions calculated based on the individual's paid work hours per week
Industry Sector:	Standardized employer/organization category comprised of the North American Industrial Classification System, 2012.
Intervention:	A training course, or series of courses taken by a participant and funded through a single Grant.
Large:	Employer who employs 500 or more employees.
Less than high school:	Anyone who has not completed a high school degree or equivalent, and who does not have any post-secondary courses, diplomas or certificates.
Maintenance:	Training required for the participant to stay in their current job
Management and business skills:	Strategic planning, leading and motivating, allocating and controlling resources, evaluating, coordinating and organizing, recruiting and hiring, supervising
Medium:	Employer who employs between 51 and 499 employees.
Not in the labour force:	Persons not in the labour force are those who, prior to the intervention, were unwilling or unable, that is, they were neither employed nor unemployed. This category also includes discouraged workers, who want to work but are not currently looking for work because they believe no suitable work is available. If there is no consensus on adding this category, then these persons would be counted as "unemployed".
Number of hours spent in training:	The number of hours spent in training measured in categories: less than 10 hours, 10 hours – 30 hours, more than 30 hours – 180 hours, more than 180 hours (one week = 30 hours).

Participant:	Someone who attends training paid for by the Canada-Newfoundland and Labrador Job Grant, who received Employment Services and Supports and/or Employer-Sponsored Training.
Persons with disabilities:	People who self-identify as having a disability or disabilities.
Self-Employed:	Self-employed persons are working owners of an incorporated or unincorporated business, farm or professional practice, with or without paid help. The “unincorporated” group includes self-employed workers who do not own a business (such as babysitters and newspaper carriers). Self-employed workers include unpaid family workers, i.e. persons who work without pay on a farm or in a business or professional practice owned and operated by another family member living in the same dwelling.
Skills Development/ Training program/ intervention:	Skills training, ranging from training in basic skills, such as literacy and numeracy, to advanced skills training (for both employed and unemployed participants).
Small:	Employer with 50 or fewer employees.
Soft skills:	Job readiness skills, personal management skills (e.g. personal goal setting, time management, etc.), working as a team, etc.
Some post-secondary:	Post-secondary program incomplete.
Specialized or technical skills:	Skills required to operate a particular machine or to use a particular technology.
Trades certificate or diploma:	Credential or certification from a vocational or apprenticeship training program.
Unemployed:	This category includes those who (a) are on temporary layoff with an expectation of recall and are available for work, or (b) are without work, have actively looked for work in the past four weeks, and are available for work, or (c) have a new job to start within four weeks from reference week, and are available for work. For the purposes of this report, this also includes those who are not in the labour force.
University degree:	Credential from a post-secondary institution at the bachelors or post-graduate level.
Upskilling or Upgrading:	Training required to advance, progress or move to a different and/or better job.

ANNEX 3: Detailed Data Tables

Table 1: Canada-Newfoundland and Labrador Job Fund Agreement Participants by Pre-Intervention Employment Status, 2015-16

Pre-Intervention Employment Status	Canada-Newfoundland and Labrador Job Grant		Employment Services and Supports and Employer-Sponsored Training		Total	
	Clients	% of Program Total	Clients	% of Program Total	Clients	% of Program Total
Employed	661	88.3%	83	13.7%	744	55.0%
Self-Employed	1	0.1%	2	0.3%	3	0.2%
Unemployed	87	11.6%	499	82.6%	586	43.3%
Unknown	0	0.0%	20	3.3%	20	1.5%
Total	749	100%	604	100%	1,353	100%

Table 2: Canada-Newfoundland and Labrador Job Fund Agreement Participants by Gender, 2015-16

Gender	Canada-Newfoundland and Labrador Job Grant		Employment Services and Supports and Employer-Sponsored Training		Total	
	Clients	% of Program Total	Clients	% of Program Total	Clients	% of Program Total
Female	327	43.7%	181	30.0%	508	37.5%
Male	422	56.3%	423	70.0%	845	62.5%
Total	749	100%	604	100%	1,353	100%

Table 3: Canada-Newfoundland and Labrador Job Fund Agreement Participants by Age Category, 2015-16

Age Category	Canada-Newfoundland and Labrador Job Grant		Employment Services and Supports and Employer-Sponsored Training		Total	
	Clients	% of Program Total	Clients	% of Program Total	Clients	% of Program Total
15-24	67	8.9%	406	67.2%	473	35.0%
25-29	83	11.1%	63	10.4%	146	10.8%
30-49	405	54.1%	86	14.2%	491	36.3%
50-54	85	11.3%	13	2.2%	98	7.2%
55-64	102	13.6%	24	4.0%	126	9.3%
65 and over	5	0.7%	0	0.0%	5	0.4%
Unknown	2	0.3%	12	2.0%	14	1.0%
Total	749	100%	604	100%	1,353	100%

Table 4: Canada-Newfoundland and Labrador Job Fund Agreement Participants by Rural/Urban Area of Residence, 2015-16

Rural/Urban Area	Canada-Newfoundland and Labrador Job Grant		Employment Services and Supports and Employer-Sponsored Training		Total	
	Clients	% of Program Total	Clients	% of Program Total	Clients	% of Program Total
Rural	251	33.5%	153	25.3%	404	29.9%
St. John's CMA	369	49.3%	289	47.8%	658	48.6%
Urban Area Outside St. John's CMA	120	16.0%	152	25.2%	272	20.1%
Unknown/ Out of Province	9	1.2%	10	1.7%	19	1.4%
Total	749	100%	604	100%	1,353	100%

Table 5: Canada-Newfoundland and Labrador Job Fund Agreement Participants by Highest Level of Education, 2015-16

Highest Level of Education	Canada-Newfoundland and Labrador Job Grant		Employment Services and Supports and Employer-Sponsored Training		Total	
	Clients	% of Program Total	Clients	% of Program Total	Clients	% of Program Total
Less than High School	80	10.7%	223	36.9%	303	22.4%
High School	167	22.3%	62	10.3%	229	16.9%
Some Post-Secondary	60	8.0%	242	40.1%	302	22.3%
Trades Certificate or Diploma	309	41.3%	13	2.2%	322	23.8%
University Degree	133	17.8%	2	0.3%	135	10.0%
Unknown	0	0.0%	62	10.3%	62	4.6%
Total	749	100%	604	100%	1,353	100%

Table 6: Canada-Newfoundland and Labrador Job Fund Agreement Participants by Designated Group, 2015-16

Designated Group	Canada-Newfoundland and Labrador Job Grant		Employment Services and Supports and Employer-Sponsored Training		Total*	
	Clients	% of Program Total	Clients	% of Program Total	Clients	% of Program Total
Aboriginal Peoples	7	0.9%	37	6.1%	44	3.3%
Immigrants**	0	0.0%	9	1.5%	9	0.7%
Persons with Disabilities	0	0.0%	25	4.1%	25	1.8%
Did not identify with a designated group	742	99.1 %	535	88.6%	1,277	94.4%
Total	749	100%	604	100%	1,353	100%

*Totals may not add to 100 per cent, as clients could identify with more than one designated group.

**Immigrant status was not known for 240 participants of the Apprenticeship Wage Subsidy program, in the Employment Services and Supports and Employer-Sponsored Training category.

Table 7: Canada-Newfoundland and Labrador Job Fund Agreement
Employers by Firm Size, 2015-16

Firm Size	Canada-Newfoundland and Labrador Job Grant		Employer-Sponsored Training		Total*	
	Clients	% of Program Total	Clients	% of Program Total	Clients	% of Program Total
Small (50 or fewer)	65	49.6%	171	90.0%	235	73.9%
Medium (51 to 499)	37	28.2%	18	9.5%	53	16.7%
Large (500 or more)	6	4.6%	1	0.5%	7	2.2%
Organizations	23	17.6%	N/A	N/A	23	7.2%
Total	131	100%	190	100%	318	100%

*Totals may not add to 100 per cent, as employers could have participated both in the Canada-Newfoundland and Labrador Job Grant and the Employer-Sponsored Training programs.

Table 8: Canada-Newfoundland and Labrador Job Grant
Employers by Type and Industry Sector, 2015-16

Industry Sector	Employers		Organizations		Total	
	Employers	% of Total	Employers	% of Total	Employers	% of Total
Other Services (Except Public Administration)	4	3.7%	21	91.3%	25	19.1%
Professional, Scientific and Technical Services	18	16.7%	0	0.0%	18	13.7%
Retail Trade	12	11.1%	0	0.0%	12	9.2%
Accommodation and Food Services	11	10.2%	0	0.0%	11	8.4%
Manufacturing	11	10.2%	0	0.0%	11	8.4%
Mining, Quarrying, and Oil and Gas Extraction	9	8.3%	0	0.0%	9	6.9%
Construction	7	6.5%	0	0.0%	7	5.3%
Administrative and Support, Waste Management and Remediation Services	6	5.6%	0	0.0%	6	4.6%
Educational Services	6	5.6%	0	0.0%	6	4.6%
Finance and Insurance	6	5.6%	0	0.0%	6	4.6%
Transportation and Warehousing	5	4.6%	0	0.0%	5	3.8%
Health Care and Social Assistance	3	2.8%	1	4.3%	4	3.1%
Wholesale Trade	3	2.8%	0	0.0%	3	2.3%
Arts, Entertainment and Recreation	2	1.9%	0	0.0%	2	1.5%
Information and Cultural Industries	2	1.9%	0	0.0%	2	1.5%
Utilities	2	1.9%	0	0.0%	2	1.5%
Agriculture, Forestry, Fishing and Hunting	1	0.9%	0	0.0%	1	0.8%
Public Administration	0	0.0%	1	4.3%	1	0.8%
Total	108	100%	23	100%	131	100%

Table 9: Employer-Sponsored Training Employers by Type and Industry Sector, 2015-16

Industry Sector	Employers	% of Total
Construction	117	61.6%
Other Services (Except Public Administration)	20	10.5%
Manufacturing	18	9.5%
Retail Trade	10	5.3%
Accommodation and Food Services	6	3.2%
Transportation and Warehousing	5	2.6%
Mining, Quarrying, and Oil and Gas Extraction	5	2.6%
Real Estate and Rental and Leasing	3	1.6%
Wholesale Trade	2	1.1%
Administrative and Support, Waste Management and Remediation Services	2	1.1%
Public Administration	1	0.5%
Health Care and Social Assistance	1	0.5%
Total	190	100%

Table 10: Canada-Newfoundland and Labrador Job Grant, Grants per Employer and Organization, 2015-16

Employer Type	Total Number of Grants	Average Number of Grants
Individual Employer	158	1.46
Organization	28	1.22
Total	186	1.42

Table 11: Canada-Newfoundland and Labrador Job Grant, Training Activities by Type of Training, 2015-16

Type of Training	Total Number of Grants	% of Total
Entry Level	2	1.1%
Upskilling or Upgrading	161	86.6%
Maintenance	23	12.4%
Total	186	100%

Table 12: Canada-Newfoundland and Labrador Job Grant, Expected Participants by Type of Skills Learned, 2015-16

Type of Skills Learned	Expected Participants	% of Total
Essential Skills	0	0.0%
Specialized or Technical Skills	793	66.5%
Management Skills	313	26.2%
Soft Skills	87	7.3%
Total	1,193	100%

Table 13: Canada-Newfoundland and Labrador Job Grant, Training Activities by Type of Training Provider, 2015-16

Type of Training Provider	Total Number of Grants	% of Total
University	58	31.2%
College	17	9.1%
Trade/Technical School	1	0.5%
Union Hall	0	0.0%
Private Trainer	102	54.8%
Other	2	1.1%
Combination	6	3.2%
Total	186	100%

Table 14: Canada-Newfoundland and Labrador Job Grant, Training Activities by Length of Training, 2015-16

Length of Training	Total Number of Grants	% of Total
Less Than 10 Hours	3	1.6%
10 Hours – 30 Hours	47	25.3%
More than 30 Hours – 180 Hours	101	54.3%
More than 180 Hours	35	18.8%
Total	186	100%

Table 15: Employment Services and Supports and Employer-Sponsored Training Clients by Program and Pre-intervention Employment Status, 2015-16

Program	Employed		Self-Employed		Unemployed		Unknown		Total	
	Clients	% of Prog Total	Clients	% of Prog Total	Clients	% of Prog Total	Clients	% of Prog Total	Clients	% of Prog Total
Skills Development/ Training Programs	76	31.1%	2	0.8%	146	59.8%	20	8.2%	244	100%
<i>ABE Supports</i>	70	32.7%	0	0.0%	143	66.8%	1	0.5%	214	100%
<i>Apprentices</i>	6	20.0%	2	6.7%	3	10.0%	19	63.3%	30	100%
Benefits/ Wage Subsidy Programs	7	1.9%	0	0.0%	353	98.1%	0	0.0%	360	100%
<i>Apprenticeship Wage Subsidy</i>	0	0.0%	0	0.0%	240	100%	0	0.0%	240	100%
<i>Pre-Employment</i>	0	0.0%	0	0.0%	18	100%	0	0.0%	18	100%
<i>Skills Short Term Training</i>	1	6.3%	0	0.0%	15	93.7%	0	0.0%	16	100%
<i>Skills Short Term Training – Sector Skills</i>	0	0.0%	0	0.0%	5	100%	0	0.0%	5	100%
<i>Work Supports</i>	6	7.4%	0	0.0%	75	92.6%	0	0.0%	81	100%
Total	83	13.7%	2	0.3%	499	82.6%	20	3.3%	604	100%

Table 16: Employment Services and Supports and Employer-Sponsored Training Programs, Clients Surveyed by Pre-Intervention Employment Status, 2015-16

Program	Employed		Self-Employed		Unemployed		Total	
	Resp.	% of Program Total	Resp.	% of Program Total	Resp.	% of Program Total	Resp.	% of Program Total
Apprenticeship Wage Subsidy	9	47.4%	0	0.0%	10	52.6%	19	100%

Table 17: Employment Services and Supports and Employer-Sponsored Training Programs, Clients Surveyed by Pre-Intervention Employment Status and Employment Status Three Months Post-Intervention, 2015-16

Pre-Intervention Employment Status	Three Months Post-Intervention											
	Employed		Unemployed		Seeking Employment		In Education / Training		EI Claimant		Total	
	# Resp.	% of Total	# Resp.	% of Total	# Resp.	% of Total	# Resp.	% of Total	# Resp.	% of Total	# Resp.	% of Total
Employed	6	66.7%	3	33.3%	2	22.2%	0	0.0%	2	22.2%	9	100%
Unemployed	8	80.0%	2	20.0%	1	10.0%	1	10.0%	0	0.0%	10	100%
Total	14	73.7%	5	26.3%	3	15.8%	1	5.3%	2	10.5%	19	100%

Table 18: Employment Services and Supports and Employer-Sponsored Training Programs, Clients Surveyed by Completion of Training and Credentials and Certifications Earned Through Program Intervention, 2015-16

Completion of Training	Credential or Certification Earned													
	Educational		Industry/ Occupational – 10 hrs or Less		Industry/ Occupational – More than 10 hrs		Proprietary		No Credential/ Certification		Unknown		Total	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Completed	2	11.8%	0	0.0%	6	35.3%	0	0.0%	8	47.1%	1	5.9%	17	100%
Did Not Complete	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	100%	2	100%
Total	2	10.5%	0	0.0%	6	31.6%	0	0.0%	8	42.1%	3	15.8%	19	100%

Table 19: Employment Services and Supports and Employer-Sponsored Training Programs, Average Hours Worked per Week and Average Hourly Wage, Clients Employed Pre-Intervention, Clients Employed Three Months Post-Intervention, 2015-16

Period	Average Hours Worked per Week		Average Hourly Wage	
	Respondents	Average Hours	Respondents	Average Wage
Pre-Intervention	9	38.9	9	\$15.39
Three Months Post-Intervention	14	39.5	14	\$18.80

Table 20: Employment Services and Supports and Employer-Sponsored Training Programs, Percentage Change in Average Hours Worked per Week and Average Hourly Wage, Clients Employed Pre-Intervention, Clients Employed Three Months Post-Intervention, 2015-16

Period	Average Hours Worked per Week		Average Hourly Wage	
	Respondents	Percentage Change in Average Hours	Respondents	Percentage Change in Average Wage
Three Months Post-Intervention – Part-Time	1	0.0%	1	+125.0%
Three Months Post-Intervention – Full-Time	5	-2.2%	5	+5.9%

Table 21: Employment Services and Supports and Employer-Sponsored Training Programs, Client Agreement with Program Outcomes, 2015-16

Agreement Level	Outcome of the Program		
	Employment Situation Has Improved	Better Qualified/ Prepared	Developed and/or Increased Skills
Strongly Agree	100%	90.9%	94.1%
Somewhat Agree	0.0%	9.1%	5.9%
Neither Agree Nor Disagree	0.0%	0.0%	0.0%
Somewhat Disagree	0.0%	0.0%	0.0%
Strongly Disagree	0.0%	0.0%	0.0%
Respondents	1	11	17

Table 22: Employment Services and Supports and Employer-Sponsored Training Programs, Client Satisfaction with Overall Program Participation Experience, 2015-16

Satisfaction Level	Total	
	Respondents	% of Program Total
Very Satisfied	16	84.2%
Somewhat Satisfied	3	15.8%
Neither Satisfied Nor Dissatisfied	0	0.0%
Somewhat Dissatisfied	0	0.0%
Very Dissatisfied	0	0.0%
Total	19	100%

Table 23: Canada-Newfoundland and Labrador Job Grant, Employers' Training Details, 2015-16

Training Details	Total	
	Respondents	% of Program Total
Invested in Training Prior to Receiving Grant	10	62.5%
Would Have Accessed this Training Without the Grant	4	25.0%
Provide Training of Any Kind to Employees	13	81.3%
Offer Employees Assistance for Training	14	87.5%

Table 24: Canada-Newfoundland and Labrador Job Grant, Types of Training Provided by Employers, 2015-16

Type of Training Offered	Total*	
	Respondents	% of Program Total
Occupational Health and Safety or Employee Wellness	9	69.2%
Orientation for New Employees	8	61.5%
Professional and Technical Skills Training	8	61.5%
Communications and Other Employee Development (e.g., Public Speaking, Leadership, Team-Building, Time Management)	6	46.2%
Computer Training	6	46.2%
Sales, Marketing and Customer Relations Training	5	38.5%
Apprenticeship Training	5	38.5%
Managerial/Supervisory Training	4	30.8%
Other Office and Non-Office Equipment Training	2	15.4%
Clerical and Administrative Support Skills Training	1	7.7%
Other	2	15.4%
Total	13	100%

*Totals may add to more than 100 per cent, as employers could provide more than one type of training.

Table 25: Canada-Newfoundland and Labrador Job Grant,
Types of Assistance Offered by Employers for Training, 2015-16

Type of Assistance Offered	Total*	
	Respondents	% of Program Total
Time Off for Training	11	78.6%
Training Done On-Site by Their Own People	11	78.6%
Financial Assistance	10	71.4%
Other	2	14.3%
Total	14	100%

*Totals may add to more than 100 per cent, as employers could provide more than one type of assistance.

Table 26: Canada-Newfoundland and Labrador Job Grant,
Impact of the Grant on the Company/Organization, 2015-16

Impact of the Grant on the Company/Organization	Total*	
	Respondents	% of Program Total
Had an Impact on the Company/Organization	14	87.5%
Type of Impact:		
<i>Provided Ability to Train Employees</i>	12	85.7%
<i>Allowed for the Creation of Positions/To Hire People</i>	4	28.6%
<i>Allowed Business to Grow</i>	4	28.6%
<i>Allowed Company/Organization to Hire More Experienced/Better Trained People</i>	3	21.4%
<i>Other</i>	1	7.1%
Grant Enabled Company/Organization to Hire New Employees	5	35.7%
Grant Enabled Company/Organization to Expand	7	50.0%

*Totals may add to more than 100 per cent, as program could have more than one type of impact.

Table 27: Employment Services and Supports and Employer-Sponsored Training Programs, Employers' Training Details, 2015-16

Training Details	Total	
	Respondents	% of Program Total
Provide Training of Any Kind to Employees	25	80.6%
Offer Employees Assistance for Training	22	71.0%

Table 28: Employment Services and Supports and Employer-Sponsored Training Programs, Types of Training Provided by Employers, 2015-16

Type of Training Offered	Total*	
	Respondents	% of Program Total
Occupational Health and Safety or Employee Wellness	20	80.0%
Orientation for New Employees	20	80.0%
Apprenticeship Training	17	68.0%
Professional and Technical Skills Training	11	44.0%
Other Office and Non-Office Equipment Training	6	24.0%
Clerical and Administrative Support Skills Training	5	20.0%
Managerial/Supervisory Training	5	20.0%
Sales, Marketing and Customer Relations Training Computer Training	4	16.0%
Computer Training	4	16.0%
Communications and Other Employee Development (e.g., Public Speaking, Leadership, Team-Building, Time Management)	3	12.0%
Other	0	0.0%
Total	25	100%

*Totals may add to more than 100 per cent, as employers could provide more than one type of training.

Table 29: Employment Services and Supports and Employer-Sponsored Training Programs, Types of Assistance Offered by Employers for Training, 2015-16

Type of Assistance Offered	Total*	
	Respondents	% of Program Total
Time Off for Training	18	81.8%
Training Done On-Site by Their Own People	13	59.1%
Financial Assistance	12	54.5%
Total	22	100%

*Totals may add to more than 100 per cent, as employers could provide more than one type of assistance.

Table 30: Employment Services and Supports and Employer-Sponsored Training Programs, Likelihood of Hiring Without Program Support, 2015-16

Likelihood	Would Have Hired Without Program Support
Definitely Would Have Hired Anyway	9.7%
Probably Would Have Hired Anyway	22.6%
Probably Would NOT Have Hired	45.2%
Definitely Would NOT Have Hired	19.4%
Don't Know/No Response	3.2%
Respondents	31

Table 31: Employment Services and Supports and Employer-Sponsored Training Programs, Impact of the Program on the Company/Organization, 2015-16

Impact of the Program on the Company/Organization	Total*	
	Respondents	% of Program Total
Had an Impact on the Company/Organization	29	93.5%
Type of Impact:		
<i>Provided Ability to Train Employees</i>	20	69.0%
<i>Allowed for the Creation of Positions/To Hire People</i>	20	69.0%
<i>Allowed Business to Grow</i>	18	62.1%
<i>Allowed Company/Organization to Hire More Experienced/Better Trained People</i>	10	34.5%
<i>Other</i>	1	3.4%
Program Enabled Company/Organization to Hire New Employees	28	96.6%
Program Enabled Company/Organization to Expand	21	72.4%

*Totals may add to more than 100 per cent, as program could have more than one type of impact.

ANNEX 4: Audited Financial Statement

Revenue

Annual Allocation from Employment and Social Development Canada	<u>\$7,338,169</u>
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Expenses/Investment

Canada-NL Job Grant	<u>\$1,012,426</u>	
Canada-NL Job Grant Subtotal		\$1,012,426

Employer-Sponsored Training & Employment Services and Supports

Employer-Sponsored Training

<u>Skills Development/Training</u>		
<i>Workplace Skills Enhancement Program</i>	\$6,069	
<i>Job Skills</i>	\$72,363	
<u>Benefits/Wage Subsidies</u>		
<i>Apprenticeship Wage Subsidy</i>	<u>\$2,691,294</u>	
Employer-Sponsored Training Subtotal		\$2,769,726

Employment Supports and Services

<u>Skills Development/Training</u>		
<i>Employment Development Supports</i>	\$1,465,865	
<i>Sector Skills</i>	\$9,296	
<i>Adult Basic Education</i>	\$795,421	
<i>Assistance to Apprentices</i>	\$28,786	
<u>Employment Assistance Services</u>		
<i>Passport to Safety</i>	\$20,000	
<i>Choices for Youth</i>	<u>\$125,000</u>	
Employment Assistance Services Subtotal		\$2,444,367

Evaluation	<u>\$47,000</u>	
Evaluation Subtotal		<u>\$47,000</u>

Total Benefits and Measures	<u>\$6,273,519</u>
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Administration Costs	<u>\$676,152</u>
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Grand Total of Expenses/Investment	<u>\$6,949,671</u>
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Canada-NL Job Fund Agreement Carry Forward Amount	\$366,908
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Surplus Funds	\$21,590
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