



Canada-Newfoundland and Labrador Job Fund Agreement

**Performance Report
2014-15**

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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.

2014-15 Annual Plan Summary

The 2014-15 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.
- **Workplace Skills Enhancement Program**
 - Provide workforce development supports and services to assist small and medium-sized businesses improve the skills of their workforce, attract and retain employees, and become more competitive.
- **Targeted Wage Subsidy Program for Persons with Disabilities**
 - Expand targeted wage subsidies to assist unemployed, non-EI eligible persons with disabilities to integrate into the labour market.
- **Targeted Supports for Apprentices**
 - 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.
- **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.
- **Job Skills**
 - Support employed low-skilled individuals to access training and certification necessary to maintain or advance their employment.
- **Sector Skills Program**
 - 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.
- **Passport to Safety**
 - Online program allowing youth to complete a variety of workplace safety courses to improve their employability and employment preparedness.

The 2014-15 annual plan also presented Newfoundland and Labrador's labour market priorities, which investments such as those through the JFA complement and strengthen. The 2014-15 priorities included:

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.

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, 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. In addition, individuals, employers and industry stakeholders can 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 2014-15 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 and 12 months after their program participation, and their satisfaction with the program. 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 2014-15 fiscal year, as per the reporting requirements of the JFA.

Limitations in 2014-15 Annual Report

Over the course of 2014-15, 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 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.

Due to the Grant being implemented in August 2014, this resulted in only a half-year of activity in 2014-15. It is anticipated that the number of Grants and participants benefiting from the Grant will increase in 2015-16.

The average budgeted amount of a Canada-Newfoundland and Labrador Job Grant in 2014-15 was \$14,108, with an average of one grant per employer.

There were 24 training activities offered through the 22 employers in 2014-15. Most of these activities involved upskilling or upgrading of skills (20 training activities, or 83.3 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. Four other activities involved maintenance of skills such as safety training.

Most of the training activities involved specialized or technical skills (17, or 70.8 per cent), while others involved management skills (six, or 25.0 per cent) and soft skills (one, or 4.2 per cent).

Private trainers were the most utilized type of training provider (14, or 58.3 per cent), followed by universities (six, or 25.0 per cent). Other types of trainers were used for two agreements; a college was used for one, and a combination of trainer types were used for one other agreement.

The majority of agreements spanned more than 180 hours for training (16, or 66.7 per cent), while five others were for training between 10 and 30 hours (20.1 per cent), and three others were between 30 and 180 hours (12.5 per cent).

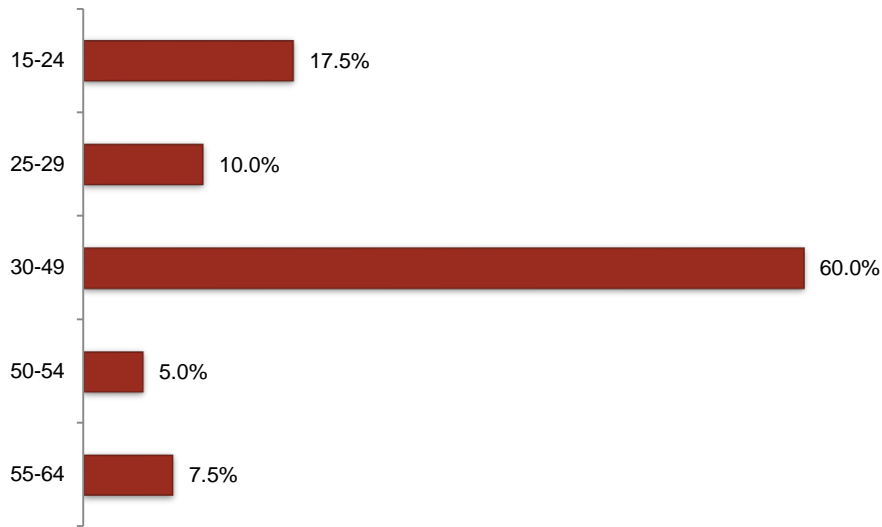
Participant Information

In 2014-15, 40 clients benefited from the Canada-Newfoundland and Labrador Job Grant. Most of these clients (36 clients, or 90.0 per cent) were employed prior to participating in the program, while the rest were unemployed (four clients, or 10.0 per cent).

The 40 clients were almost evenly split by gender, with 19 female clients (47.5 per cent) and 21 male clients (52.5 per cent).

The majority of clients (24) were in the 30-49 year-old age range, followed by the 15-24 year-old age category (seven), as is shown in Figure 1.

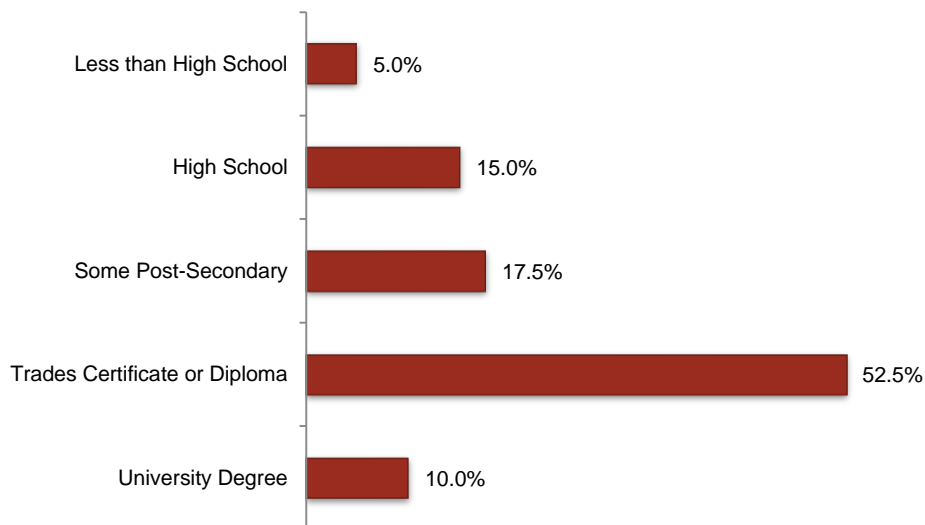
Figure 1: Canada-Newfoundland and Labrador Job Grant Clients by Age Category, 2014-15



Most of the participants (34, or 85.0 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. The remainder either lived in an urban area outside the St. John's CMA (2.5 per cent), or a rural area of the province (12.5 per cent).

Over half of the participants' highest reported level of education was a post-secondary diploma (21), followed by some post-secondary education (seven), as is shown in Figure 2.

Figure 2: Canada-Newfoundland and Labrador Job Grant Clients by Highest Level of Education, 2014-15



None of the 40 clients identified as Aboriginal, a recent immigrant, or a person with disabilities. Of the four unemployed clients who participated in the program, three were reported as being in receipt of or eligible for Employment Insurance.

A total of 22 employers received grants for 2014-15. Of these 22 employers, 14 (63.6 per cent) were classified as small (having 50 or fewer employees), six (27.3 per cent) were classified as medium (between 51 and 499 employees), and one (4.5 per cent) was classified as large (500 employees or more).

The most common industry sector (classified by the North American Industry Classification System, 2012) for these 22 employers was Other Services (Except Public Administration), with six employers, or 27.3 per cent of the total. Table 1 contains the industry sector breakdown of the 22 participating employers.

Table 1: Canada-Newfoundland and Labrador Job Grant Employers by Industry Sector, 2014-15

Industry Sector	Number of Employers	Percentage of Employers
Other Services (Except Public Administration)	6	27.3%
Professional, Scientific and Technical Services	3	13.6%
Retail Trade	3	13.6%
Administrative and Support, Waste Management and Remediation Services	1	4.5%
Agriculture, Forestry, Fishing and Hunting	1	4.5%
Finance and Insurance	1	4.5%
Health Care and Social Assistance	1	4.5%
Manufacturing	1	4.5%
Mining, Quarrying, and Oil and Gas Extraction	1	4.5%
Public Administration	1	4.5%
Transportation and Warehousing	1	4.5%
Utilities	1	4.5%
Wholesale Trade	1	4.5%

Outcome Indicators

For the 2014-15 fiscal year, no individual clients completed the follow-up survey for the Canada-Newfoundland and Labrador Job Grant program. However, four employers completed the employer follow-up survey, and the results of this survey are presented here.

Three of the four employers indicated that they invested in training for their employees prior to participating in the Canada-Newfoundland and Labrador Job Grant program, and one of the four indicated that they would have accessed the training that was funded by the Grant even if they did not receive the Grant.

All four employers indicated that they provide training to their employees. Three of the four indicated that they provide professional and technical skills training, while half of the employers indicated they provide occupational health and safety/employee wellness training, orientation for new employees, apprenticeship training, and managerial/supervisory training. Communications, employee development, computer training and sales/marketing/customer relations training were also provided. Employers also indicated that they provide financial assistance for their employees to avail of training, along with providing time off for training, and having some training completed on-site by their own people.

The four employers participating in the Canada-Newfoundland and Labrador Job Grant program all 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 JFA and delivered by the Department of Advanced Education, Skills and Labour. These programs include:

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.

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.

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.

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 client assessment, specific work clothing, job-required tools and assistance with personal need in preparing for work search or job interviews.

Table 2 shows the number of clients served in each of these programs, along with their pre-intervention employment status. All of the clients who participated in the Apprenticeship Wage Subsidy, Pre-Employment and Skills Short Term Training programs were unemployed pre-intervention, while more than 90 per cent of Skills Short Term Training – Sector Skills and Work Supports programs were unemployed. Just over one-third (34.7 per cent) of ABE Supports clients were employed pre-intervention. Over 80 per cent of these clients had less than a high school education, and two-thirds of them identified as being underemployed.

Table 2: Employment Services and Supports and Employer-Sponsored Training Clients by Program and Pre-intervention Employment Status, 2014-15

Program	Employed		Unemployed		Unknown		Total	
	Clients	% of Program Total	Clients	% of Program Total	Clients	% of Program Total	Clients	% of Program Total
ABE Supports	50	34.7%	92	63.9%	2	1.4%	144	100%
Apprenticeship Wage Subsidy	0	0.0%	196	100%	0	0.0%	196	100%
Apprentices	1	16.7%	2	33.3%	3	50.0%	6	100%
Pre-Employment	0	0.0%	17	100%	0	0.0%	17	100%
Skills Short Term Training	0	0.0%	33	100%	0	0.0%	33	100%
Skills Short Term Training – Sector Skills	3	3.8%	75	96.2%	0	0.0%	78	100%
Work Supports	6	6.1%	93	93.9%	0	0.0%	99	100%
Total	60	10.5%	508	88.7%	5	0.9%	573	100%

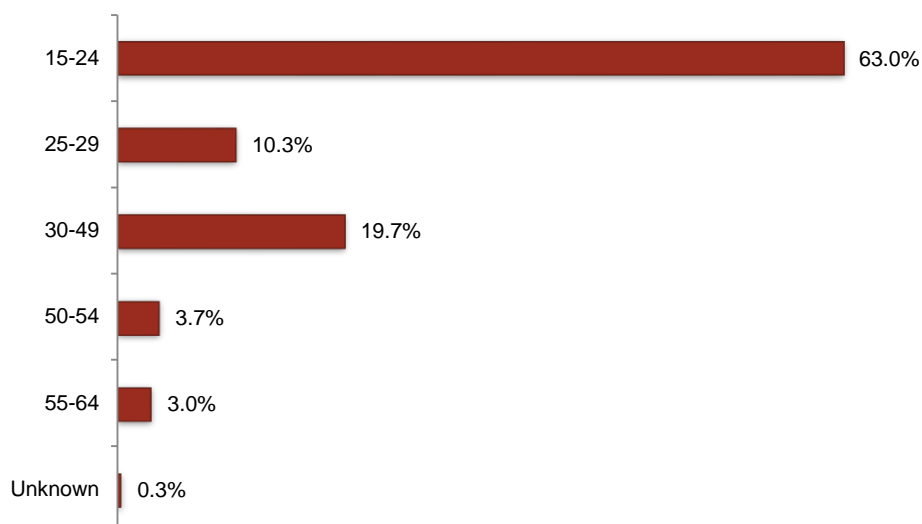
Participant Information

In 2014-15, 573 clients benefited from various employment services and supports and employer-sponsored training funded through the JFA. Most of these clients (508 clients, or 88.7 per cent) were unemployed prior to participating in the program, while most of the rest were employed (60 clients, or 10.5 per cent). Most of these employed clients had indicated that they were underemployed prior to their participation. Pre-intervention employment status was unknown for five participants (0.9 per cent).

The majority of these clients (382, or 66.7 per cent) were male, while 33.3 per cent (191 clients) were female.

Overall, this client group was relatively young, with 361 (63.0 per cent) in the 15-24 year-old age range, followed by the 30-49 year-old age category (113), as is shown in Figure 3.

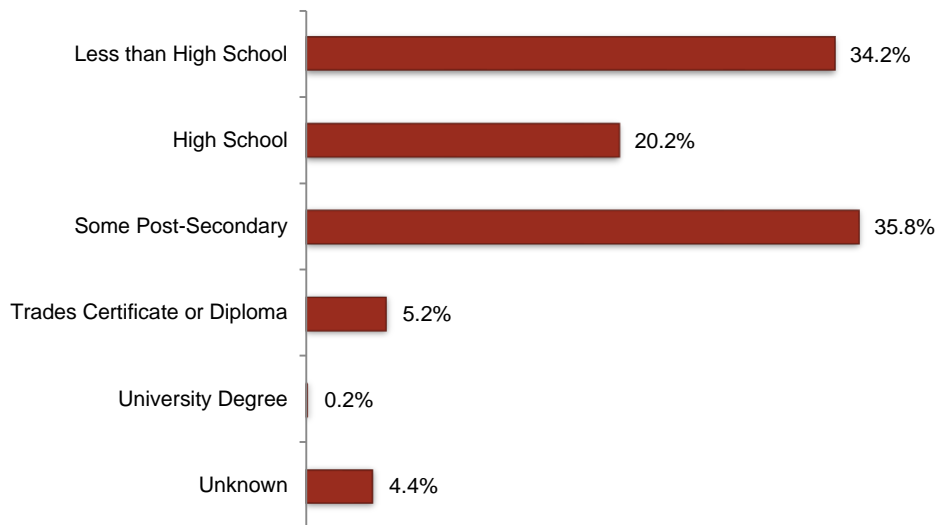
Figure 3: Employment Services and Supports and Employer-Sponsored Training Clients by Age Category, 2014-15



Over one-third of participants (36, or 36.0 per cent) lived in a rural area of the province, while 30.2 per cent lived in the St. John's CMA and 33.7 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 (205, or 35.8 per cent). However, over half of the participants had a high school diploma or equivalent, or less than high school (312, or 54.5 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, 2014-15



Forty-five clients (7.9 per cent) identified themselves as Aboriginal, while 23 identified as being a person with disabilities (4.0 per cent). While only five (0.9 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, 67 (13.2 per cent) were reported as being in receipt of Employment Insurance.

There were 207 different employers who received funding for employment services and supports and employer-sponsored training in 2014-15. Of these, the majority (160, or 77.3 per cent) were classified as small, 31 (15.0 per cent) were classified as medium, and 15 (7.2 per cent) were classified as large. The number of employees was not known for one company/organization.

The most common industry sector (classified by the North American Industry Classification System, 2012) for these 207 employers was Construction, with 88 employers, or 42.5 per cent of the total. Table 3 contains the industry sector breakdown of the 207 participating employers.

Table 3: Employment Services and Supports and Employer-Sponsored Training Employers by Industry Sector, 2014-15

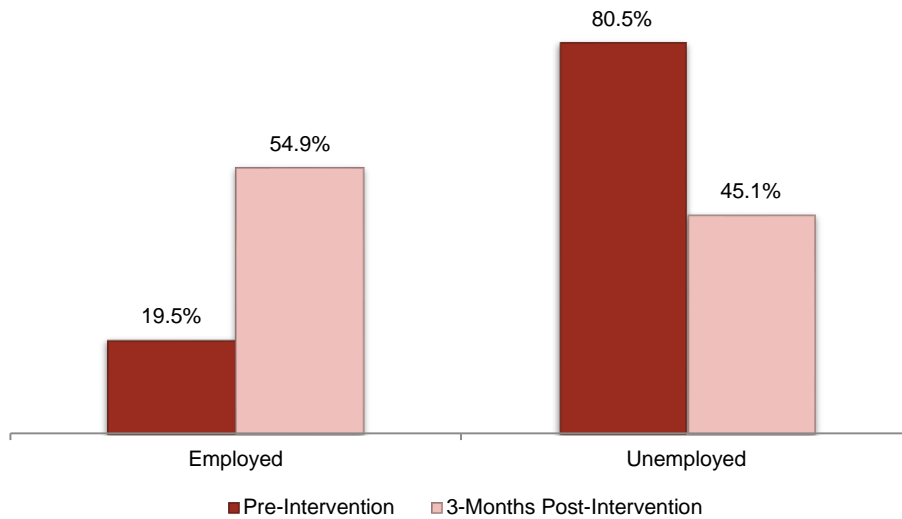
Industry Sector	Number of Employers	Percentage of Employers
Construction	88	42.5%
Other Services (Except Public Administration)	29	14.0%
Educational Services	25	12.1%
Manufacturing	17	8.2%
Retail Trade	11	5.3%
Accommodation and Food Services	8	3.9%
Mining, Quarrying, and Oil and Gas Extraction	6	2.9%
Transportation and Warehousing	5	2.4%
Wholesale Trade	5	2.4%
Public Administration	5	2.4%
Health Care and Social Assistance	4	1.9%
Administrative and Support, Waste Management and Remediation Services	3	1.4%
Professional, Scientific and Technical Services	1	0.5%

Outcome Indicators

A sample of individual clients from JFA-funded programs in 2014-15 was contacted for three and 12 month follow-up surveys. This resulted in 82 responses from clients in programs including ABE Supports, Apprentices, Apprenticeship Wage Subsidy, Pre-Employment, Skills Short Term Training, Skills Short Term Training – Sector Skills, and Work Supports.

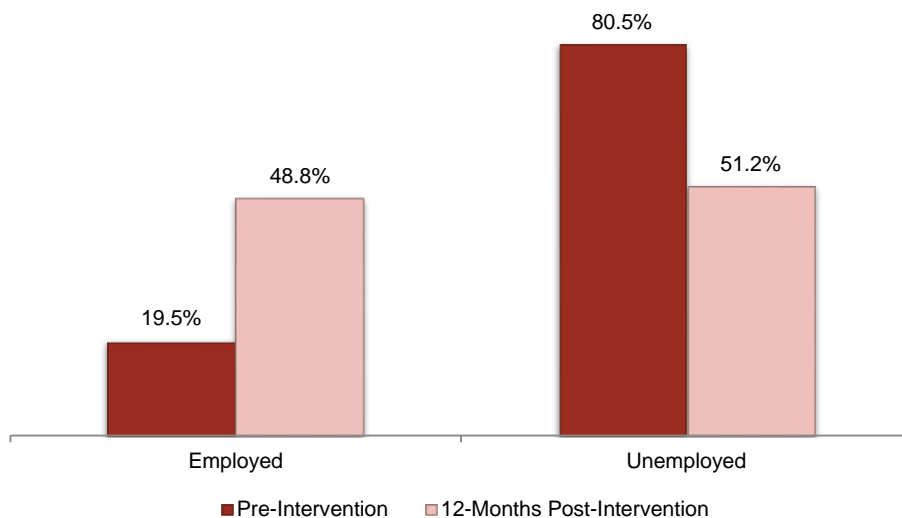
Of these 82 clients, 19.5 per cent were employed pre-intervention, while 80.5 per cent were unemployed or not in the labour force. Three months post-intervention, 54.9 per cent of these clients were employed, as is shown in Figure 5.

Figure 5: Employment Services and Supports and Employer-Sponsored Training Clients, Employment Status Pre-Intervention and Three Months Post-Intervention, 2014-15



Twelve months after program participation, 48.8 per cent of clients surveyed indicated that they were employed, as is shown in Figure 6. This represents a drop from the three-month post-intervention level; however it is a sizeable increase over the pre-intervention level. These results suggest that clients were more likely to be employed after their program intervention than they were before.

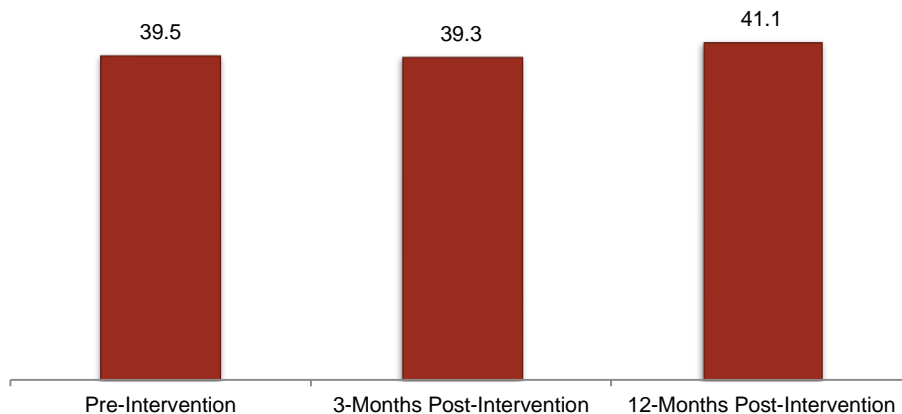
Figure 6: Employment Services and Supports and Employer-Sponsored Training Clients, Employment Status Pre-Intervention and 12 Months Post-Intervention, 2014-15



Fifty-three (64.6 per cent) of the clients surveyed indicated that their intervention would result in them obtaining a credential or certification of some kind. For 20.8 per cent of these clients, this certification consisted of a course completion certificate or some other certification. This was followed by 17.0 per cent who indicated they would receive an industry or professional certificate or license, and another 15.1 per cent who indicated they would receive apprenticeship certification as a result of the program. Other certifications/credentials earned included adult basic education completion, post-secondary diplomas, company-specific training completion, and high school completion.

For employed clients who responded to the survey, the average number of hours worked per week pre-intervention, three months post-intervention and 12 months post-intervention were all full-time (at least 30 hours per week). While there was a slight drop in the average number of hours worked per week from pre-intervention to three months post-intervention, these averages were all close to 40 hours per week, as is shown in Figure 7.

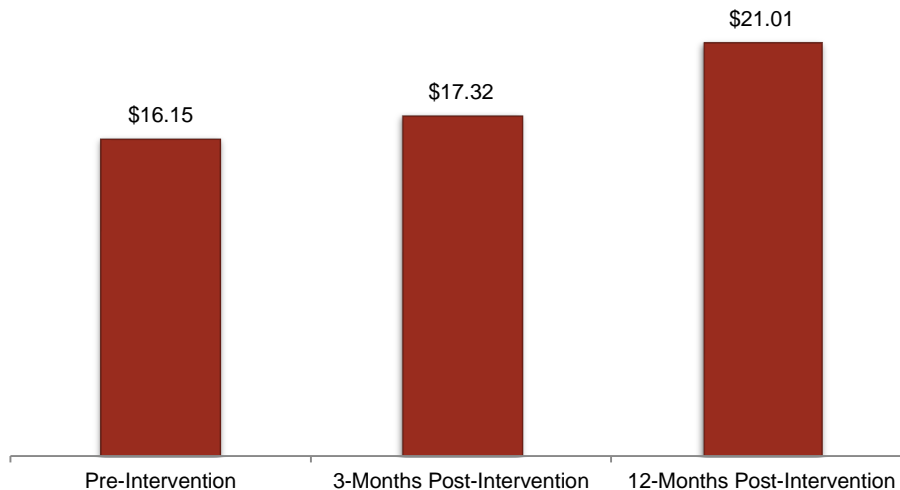
Figure 7: Employment Services and Supports and Employer-Sponsored Training Clients, Average Number of Hours Worked Per Week Pre-Intervention, Three Months Post-Intervention and 12 Months Post-Intervention, 2014-15



For clients who were employed pre-intervention, their average hours worked decreased slightly three months post-intervention (-4.6 per cent), but the average hours worked increased at 12 months post-intervention (+14.4 per cent).

The average hour wage for survey respondents was higher at three months post-intervention than it was for employed respondents at pre-intervention. At 12 months post-intervention, the average hourly wage was higher than it was at pre-intervention and three months post-intervention, as is shown in Figure 8.

Figure 8: Employment Services and Supports and Employer-Sponsored Training Clients, Average Hourly Wage Pre-Intervention, Three Months Post-Intervention and 12 Months Post-Intervention, 2014-15



For clients who were employed pre-intervention, their average hourly wage increased three months post-intervention (+12.8 per cent), and also increased at 12 months post-intervention (+12.3 per cent).

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. Almost all respondents (95.1 per cent) agreed that they were better qualified or prepared for the job market as a result of their participation of the program, with 68.9 per cent strongly agreeing with this statement. Over 93 per cent of respondents (93.1 per cent) agreed that they had developed or increased their job skills and knowledge after participating in the program, with 72.2 per cent strongly agreeing with this statement.

When asked how satisfied they were with their overall program experience, 67.1 per cent indicated that they were very satisfied and 30.5 per cent indicated that they were somewhat satisfied. This resulted in 97.6 per cent of respondents stating that they were satisfied with their overall program experience. In addition, most respondents (86.2 per cent) felt that the program either met or exceeded the expectations they had for the program when they first decided to participate.

For the 2014-15 fiscal year, 25 employers who participated in the Apprenticeship Wage Subsidy program completed the employer follow-up survey. Eighteen employers (72.0 per cent) indicated that they invested in training for their employees prior to participating in the program. Twelve (66.7 per cent) indicated that they provide occupational health and safety/employee wellness training, while 11 (61.1 per cent) indicated that they provide apprenticeship training to their staff. Eight (44.4 per cent) indicated that they provide professional and technical skills training, and five (27.8 per cent) provide orientation for new employees. Clerical and administrative support skills training, Other office and non-office equipment training, sales, marketing and customer relations training, computer training, communications and other employee development training, and managerial/supervisory training were also provided by

some employers. Eighteen (72.0 per cent) employers also indicated that they provide some sort of assistance to employees for training, including time off for training (94.4 per cent), financial assistance (61.1 per cent) and having some training completed on-site by their own people (50.0 per cent).

Almost two-thirds (64.0 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-one employers (91.3 per cent) indicated that the Apprenticeship Wage Subsidy program allows them to hire new employees, while 16 employers (69.6 per cent) indicated that the program allowed them to expand their company/organization.

Twenty-three (92.0 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 (60.0 per cent), allowed them to hire more experienced/better trained people (56.0 per cent), allowed for the creation of positions/to hire people (48.0 per cent), and allowed their business to grow (48.0 per cent).

ANNEX 1: Key Performance Indicators

As per the terms and conditions of the JFA, 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, unemployed)
 - Demographic characteristics (i.e., gender, age, education, designated groups, etc.)
 - EI status pre and post intervention
 - Number of employers who received the Grant by:
 - Size (small, medium, large) and
 - Sector
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
 - Other: e.g. type of training supported through the Grant, type of training providers, average length of training
3. Outcome indicators, including but not necessarily limited to:
 - Number of participants employed after participation, by pre-intervention employment status;
 - Immediately after and 12 months following intervention
 - Credentials/certification earned
 - Income and hours worked pre and post participation
 - Immediately after 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 served:
 - Pre-intervention employment status (employed, unemployed)
 - Demographic characteristics (i.e., gender, age, education, designated groups, etc.)
 - EI status pre and post intervention
 - Number of employers who received the Grant by:
 - Size (small, medium, large) and
 - Sector
2. Service delivery information, including but not necessarily limited to:
 - Types of programs/interventions provided
 - Clients served by program/intervention and by pre-intervention employment status

3. Outcome indicators, including but not necessarily limited to:
 - Number of participants employed after participation, by pre-intervention employment status;
 - Immediately after and 12 months following intervention
 - Credentials/certification earned
 - Income and hours worked pre and post participation
 - Immediately after 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 and 12 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 journeyperson 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, 2014-15

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	36	90.0%	60	10.5%	96	15.7%
Unemployed	4	10.0%	508	88.7%	512	83.5%
Unknown	0	0.0%	5	0.9%	5	0.8%
Total	40	100%	573	100%	613	100%

Table 2: Canada-Newfoundland and Labrador Job Fund Agreement Participants by Gender, 2014-15

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	19	47.5%	191	33.3%	210	34.3%
Male	21	52.5%	382	66.7%	403	65.7%
Total	40	100%	573	100%	613	100%

Table 3: Canada-Newfoundland and Labrador Job Fund Agreement Participants by Age Category, 2014-15

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	7	17.5%	361	63.0%	368	60.0%
25-29	4	10.0%	59	10.3%	63	10.3%
30-49	24	60.0%	113	19.7%	137	22.3%
50-54	2	5.0%	21	3.7%	23	3.8%
55-64	3	7.5%	17	3.0%	20	3.3%
Unknown	0	0.0%	2	0.3%	2	0.3%
Total	40	100%	573	100%	613	100%

Table 4: Canada-Newfoundland and Labrador Job Fund Agreement Participants by Rural/Urban Area of Residence, 2014-15

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	5	12.5%	206	36.0%	211	34.4%
St. John's CMA	34	85.0%	173	30.2%	207	33.8%
Urban Area Outside St. John's CMA	1	2.5%	193	33.7%	194	31.6%
Unknown	0	0.0%	1	0.2%	1	0.2%
Total	40	100%	573	100%	613	100%

Table 5: Canada-Newfoundland and Labrador Job Fund Agreement Participants by Highest Level of Education, 2014-15

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	2	5.0%	196	34.2%	198	32.3%
High School	6	15.0%	116	20.2%	122	19.9%
Some Post-Secondary	7	17.5%	205	35.8%	212	35.6%
Trades Certificate or Diploma	21	52.5%	30	5.2%	51	8.3%
University Degree	4	10.0%	1	0.2%	5	0.8%
Unknown	0	0.0%	25	4.4%	25	4.1%
Total	40	100%	573	100%	613	100%

Table 6: Canada-Newfoundland and Labrador Job Fund Agreement Participants by Designated Group, 2014-15

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	0	0.0%	45	7.9%	45	7.3%
Immigrants**	0	0.0%	5	0.9%	5	0.8%
Persons with Disabilities	0	0.0%	23	4.0%	23	3.8%
Did not identify with a designated group	40	100%	503	87.8%	543	88.6%
Total	40	100%	573	100%	613	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 196 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, 2014-15

Firm Size	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
Small (50 or fewer)	14	63.6%	160	77.3%	173	76.2%
Medium (51 to 499)	6	27.3%	31	15.0%	36	15.9%
Large (500 or more)	1	4.5%	15	7.2%	16	7.0%
Unknown	1	4.5%	1	0.5%	2	0.9%
Total	22	100%	207	100%	227	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 Employment Services and Supports and Employer-Sponsored Training programs.

Table 8: Canada-Newfoundland and Labrador Job Fund Agreement
Employers by Industry Sector, 2014-15

Industry Sector	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
Accommodation and Food Services	0	0.0%	8	3.9%	8	3.9%
Administrative and Support, Waste Management and Remediation Services	1	4.5%	3	1.4%	3	1.4%
Agriculture, Forestry, Fishing and Hunting	1	4.5%	0	0.0%	1	0.5%
Construction	0	0.0%	88	42.5%	88	42.5%
Educational Services	0	0.0%	25	12.1%	25	12.1%
Finance and Insurance	1	4.5%	0	0.0%	1	0.5%
Health Care and Social Assistance	1	4.5%	4	1.9%	5	2.4%
Manufacturing	1	4.5%	17	8.2%	18	8.7%
Mining, Quarrying, and Oil and Gas Extraction	1	4.5%	6	2.9%	7	3.4%
Other Services (Except Public Administration)	6	27.3%	29	14.0%	35	16.9%
Professional, Scientific and Technical Services	3	13.6%	1	0.5%	4	1.9%
Public Administration	1	4.5%	5	2.4%	5	2.4%
Retail Trade	3	13.6%	11	5.3%	14	6.8%
Transportation and Warehousing	1	4.5%	5	2.4%	6	2.9%
Utilities	1	4.5%	0	0.0%	1	0.5%
Wholesale Trade	1	4.5%	5	2.4%	6	2.9%
Total	22	100%	207	100%	227	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 Employment Services and Supports and Employer-Sponsored Training programs.

Table 9: Employment Services and Supports and Employer-Sponsored Training Programs, Clients Surveyed by Pre-Intervention Employment Status, 2014-15

Program	Employed		Unemployed		Total	
	Respondents	% of Program Total	Respondents	% of Program Total	Respondents	% of Program Total
ABE Supports	4	50.0%	4	50.0%	8	100%
Apprenticeship Wage Subsidy	7	41.2%	10	58.8%	17	100%
Apprentices	1	100%	0	0.0%	1	100%
Pre-Employment	0	0.0%	3	100%	3	100%
Skills Short Term Training	0	0.0%	9	100%	9	100%
Skills Short Term Training – Sector Skills	1	5.9%	16	94.1%	17	100%
Work Supports	3	11.1%	24	88.9%	27	100%
Total	16	19.5%	66	80.5%	82	100%

Table 10: Employment Services and Supports and Employer-Sponsored Training Programs, Clients Surveyed by Pre-Intervention Employment Status and Employment Status Three Months Post-Intervention, 2014-15

Pre-Intervention Employment Status	Three Months Post-Intervention					
	Employed		Unemployed		Total	
	Respondents	% of Program Total	Respondents	% of Program Total	Respondents	% of Program Total
Employed	14	87.5%	2	12.5%	16	100%
Unemployed	31	47.0%	35	53.0%	66	100%
Total	45	54.9%	37	45.1%	82	100%

Table 11: Employment Services and Supports and Employer-Sponsored Training Programs, Clients Surveyed by Pre-Intervention Employment Status and Employment Status 12 Months Post-Intervention, 2014-15

Pre-Intervention Employment Status	12 Months Post-Intervention					
	Employed		Unemployed		Total	
	Respondents	% of Program Total	Respondents	% of Program Total	Respondents	% of Program Total
Employed	11	68.8%	5	31.3%	16	100%
Unemployed	29	43.9%	37	56.1%	66	100%
Total	40	48.8%	42	51.2%	82	100%

Table 12: Employment Services and Supports and Employer-Sponsored Training Programs, Clients Surveyed Credentials and Certifications Earned Through Program Intervention, 2014-15

Credential/ Certification Earned Through Program	Total	
	Respondents	% of Program Total
Course Completion Certificate or Other	11	20.8%
Industry or Professional Certificate or License	9	17.0%
Apprenticeship Certification	8	15.1%
ABE Completion	6	11.3%
Training Specific to a Company and/or Workplace	3	5.7%
High School Completion	3	5.7%
Post-Secondary Certificate (Two/Three Year Program)	2	3.8%
Post-Secondary Certificate (One Year Program)	1	1.9%
Don't Know/Prefer Not to Say	10	18.9%
Total	53	100%

Table 13: 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 and Clients Employed 12 Months Post-Intervention, 2014-15

Period	Average Hours Worked per Week		Average Hourly Wage	
	Respondents	Average Hours	Respondents	Average Wage
Pre-Intervention	14	39.5	12	\$16.15
Three Months Post-Intervention	42	39.3	37	\$17.32
12 Months Post-Intervention	38	41.1	30	\$21.01

Table 14: 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 and Clients Employed 12 Months Post-Intervention, 2014-15

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	11	-4.6%	10	+12.8%
12 Months Post-Intervention	9	+14.4%	6	+12.3%

Table 15: Employment Services and Supports and Employer-Sponsored Training Programs, Client Agreement with Program Outcomes, 2014-15

Agreement Level	Outcome of the Program		
	Employment Situation Has Improved	Better Qualified/ Prepared	Developed and/or Increased Skills
Strongly Agree	100%	68.9%	72.2%
Somewhat Agree	0.0%	26.2%	20.8%
Neither Agree Nor Disagree	0.0%	3.3%	1.4%
Somewhat Disagree	0.0%	1.6%	4.2%
Strongly Disagree	0.0%	0.0%	1.4%
Respondents	4	61	72

Table 16: Employment Services and Supports and Employer-Sponsored Training Programs, Client Satisfaction with Overall Program Participation Experience, 2014-15

Satisfaction Level	Total	
	Respondents	% of Program Total
Very Satisfied	55	67.1%
Somewhat Satisfied	25	30.5%
Neither Satisfied Nor Dissatisfied	1	1.2%
Somewhat Dissatisfied	1	1.2%
Very Dissatisfied	0	0.0%
Total	82	100%

Table 17: Employment Services and Supports and Employer-Sponsored Training Programs, Client Program Expectations Met, 2014-15

Expectation Level	Total	
	Respondents	% of Program Total
Exceeded Expectations	15	23.1%
Met Expectations	41	63.1%
Fell Below Expectations	5	7.7%
Don't Know	4	6.2%
Total	65	100%

Table 18: Canada-Newfoundland and Labrador Job Grant, Employers' Training Details, 2014-15

Training Details	Total	
	Respondents	% of Program Total
Invested in Training Prior to Receiving Grant	3	75.0%
Would Have Accessed this Training Without the Grant	1	25.0%
Provide Training of Any Kind to Employees	4	100%
Offer Employees Assistance for Training	4	100%

Table 19: Canada-Newfoundland and Labrador Job Grant,
Types of Training Provided by Employers, 2014-15

Type of Training Offered	Total*	
	Respondents	% of Program Total
Professional and Technical Skills Training	3	75.0%
Occupational Health and Safety or Employee Wellness	2	50.0%
Orientation for New Employees	2	50.0%
Apprenticeship Training	2	50.0%
Managerial/Supervisory Training	2	50.0%
Communications and Other Employee Development (e.g., Public Speaking, Leadership, Team-Building, Time Management)	1	25.0%
Computer Training	1	25.0%
Sales, Marketing and Customer Relations Training	1	25.0%

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

Table 20: Canada-Newfoundland and Labrador Job Grant,
Types of Assistance Offered by Employers for Training, 2014-15

Type of Assistance Offered	Total*	
	Respondents	% of Program Total
Financial Assistance	4	100%
Time Off for Training	3	75.0%
Training Done On-Site by Their Own People	3	75.0%

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

Table 21: Canada-Newfoundland and Labrador Job Grant, Impact of the Grant on the Company/Organization, 2014-15

Impact of the Grant on the Company/Organization	Total*	
	Respondents	% of Program Total
Had an Impact on the Company/Organization	4	100%
Type of Impact:		
<i>Provided Ability to Train Employees</i>	4	100%
<i>Allowed Business to Grow</i>	1	25.0%
<i>Allowed for the Creation of Positions/To Hire People</i>	1	25.0%
<i>Allowed Company/Organization to Hire More Experienced/Better Trained People</i>	1	25.0%
Grant Enabled Company/Organization to Hire New Employees	1	25.0%
Grant Enabled Company/Organization to Expand	2	50.0%

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

Table 22: Employment Services and Supports and Employer-Sponsored Training Programs, Employers' Training Details, 2014-15

Training Details	Total	
	Respondents	% of Program Total
Provide Training of Any Kind to Employees	18	72.0%
Offer Employees Assistance for Training	18	72.0%

Table 23: Employment Services and Supports and Employer-Sponsored Training Programs, Types of Training Provided by Employers, 2014-15

Type of Training Offered	Total*	
	Respondents	% of Program Total
Occupational Health and Safety or Employee Wellness	12	66.7%
Apprenticeship Training	11	61.1%
Professional and Technical Skills Training	8	44.4%
Orientation for New Employees	5	27.8%
Clerical and Administrative Support Skills Training	4	22.2%
Other Office and Non-Office Equipment	4	22.2%
Sales, Marketing and Customer Relations Training	4	22.2%
Computer Training	4	22.2%
Communications and Other Employee Development (e.g., Public Speaking, Leadership, Team-Building, Time Management)	3	16.7%
Managerial/Supervisory Training	2	11.1%

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

Table 24: Employment Services and Supports and Employer-Sponsored Training Programs, Types of Assistance Offered by Employers for Training, 2014-15

Type of Assistance Offered	Total*	
	Respondents	% of Program Total
Time Off for Training	17	94.4%
Financial Assistance	11	61.1%
Training Done On-Site by Their Own People	9	50.0%

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

Table 25: Employment Services and Supports and Employer-Sponsored Training Programs, Likelihood of Hiring Without Program Support, 2014-15

Likelihood	Would Have Hired Without Program Support
Definitely Would Have Hired Anyway	8.0%
Probably Would Have Hired Anyway	24.0%
Probably Would NOT Have Hired	56.0%
Definitely Would NOT Have Hired	8.0%
Don't Know/No Response	4.0%
Respondents	25

Table 26: Employment Services and Supports and Employer-Sponsored Training Programs, Impact of the Program on the Company/Organization, 2014-15

Impact of the Program on the Company/Organization	Total*	
	Respondents	% of Program Total
Had an Impact on the Company/Organization	23	92.0%
Type of Impact:		
<i>Provided Ability to Train Employees</i>	15	60.0%
<i>Allowed Company/Organization to Hire More Experienced/Better Trained People</i>	14	56.0%
<i>Allowed for the Creation of Positions/To Hire People</i>	12	48.0%
<i>Allowed Business to Grow</i>	12	48.0%
<i>Other</i>	1	4.0%
Program Enabled Company/Organization to Hire New Employees	21	91.3%
Program Enabled Company/Organization to Expand	16	69.6%

*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>\$7,391,529</u>
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Expenses/Investment

Canada-NL Job Grant	<u>\$607,927</u>	
Canada-NL Job Grant Subtotal		\$607,927

Employer-Sponsored Training & Employment Services and Supports

Employer-Sponsored Training

Skills Development/Training

<i>Workplace Skills Enhancement Program</i>	\$1,239,736
<i>Job Skills</i>	\$138,405

Benefits/Wage Subsidies

<i>Apprenticeship Wage Subsidy</i>	<u>\$2,096,267</u>
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Employer-Sponsored Training Subtotal	\$3,474,408
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Employment Supports and Services

Skills Development/Training

<i>Employment Development Supports</i>	\$205,764
<i>Sector Skills</i>	\$787,096
<i>Adult Basic Education</i>	\$1,266,396
<i>Assistance to Apprentices</i>	\$21,582

Employment Assistance Services

<i>Passport to Safety</i>	\$20,000
<i>Choices for Youth</i>	<u>\$100,000</u>

Employment Assistance Services Subtotal	<u>\$2,400,837</u>
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Total Benefits and Measures	<u>\$6,483,173</u>
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Administration Costs	<u>\$908,356</u>
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Grand Total of Expenses/Investment	<u>\$7,391,529</u>
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Canada-NL Job Fund Agreement Carry Forward Amount	\$0
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Surplus Funds	\$0
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