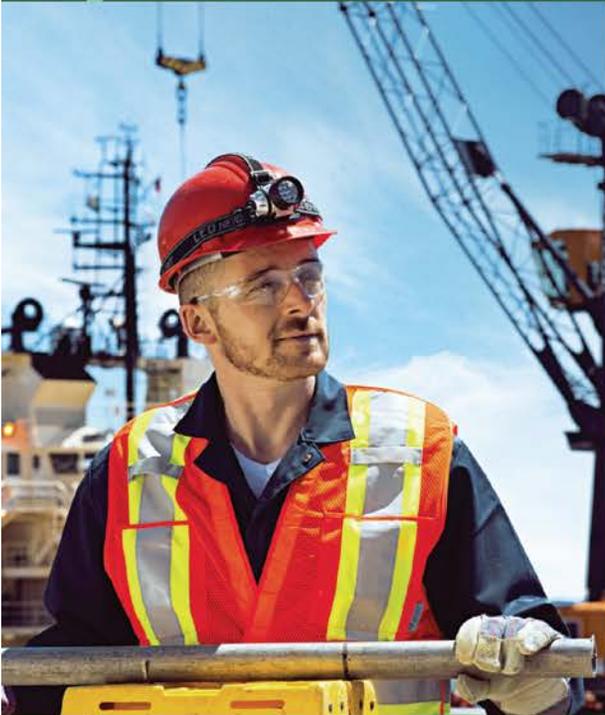


# GOVERNMENT OF NEWFOUNDLAND AND LABRADOR

## 2016-2017 Annual Plan



Canada-NL Job Fund Agreement (JFA)

Canada-NL Labour Market Development Agreement (LMDA)

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

  
Newfoundland  
Labrador

Advanced Education, Skills and Labour

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## About the 2016-17 Annual Plan

The 2016-17 Annual Plan outlines Newfoundland and Labrador's priority objectives and strategic investments for the Canada-Newfoundland and Labrador Labour Market Development Agreement (LMDA), Canada-Newfoundland and Labrador Labour Market Agreement for Persons with Disabilities (LMAPD), and the Canada-Newfoundland and Labrador Job Fund Agreement (JFA), covering the period April 1, 2016 to March 31, 2017. This annual plan provides information related to the Government of Newfoundland and Labrador (Government), including labour market priorities, investments, and accountabilities.

The 2016-17 Annual Plan represents the third year that the LMDA, LMAPD and the JFA annual plans have been combined by the Department of Advanced Education, Skills and Labour (AESL). The creation of a joint plan supports AESL efforts to integrate labour market policies, programs and services in the province and effectively assess priorities in the face of labour market changes.

## Note on the Annual Plan

Information on Newfoundland and Labrador's labour market is collected from several sources, including available federal and provincial information on labour market trends, economy and population statistics. In 2015, AESL held stakeholder workforce development roundtables and consultations in 22 communities throughout the province. The outcomes of these consultations, combined with ongoing engagement with employer and industry associations and labour and community groups, have informed this Annual Plan.

## Glossary of Abbreviations

**ABE** – Adult Basic Education program

**AESL** – Department of Advanced Education, Skills and Labour

**AWS** – Apprenticeship Wage Subsidy program

**CME-NL** – Canadian Manufacturers and Exporters-NL

**EBSM** – Employment Benefits and Support Measures

**EI** – Employment Insurance

**ERS** – Employment Readiness Scale

**FFTNL** – La Fédération des francophones de Terre-Neuve et du Labrador

**FSA** – Full Steam Ahead project

**HCS** – Department of Health and Community Services

**JCP** – Job Creation Partnerships program

**JFA** – Canada - Newfoundland and Labrador Job Fund Agreement

**LMAPD** – Canada - Newfoundland and Labrador Labour Market Agreement for Persons with Disabilities

**LMDA** – Canada - Newfoundland and Labrador Labour Market Development Agreement

**LMP** – Labour Market Partnerships program

**NCCD** – Newfoundland Coordinating Council on Deafness

**OD** – Opening Doors program

**RDÉE TNL** – Réseau de développement économique et d'employabilité de Terre-Neuve-et-Labrador

**SSEP** – Student Summer Employment programs

**TIOW** – Targeted Initiative for Older Workers

**WORC** – Work Oriented Rehabilitation Centres

## Overview

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

**\$126 million\* to deliver benefits and support measures, and an additional \$8.5 million annually for administrative costs to:**

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

#### **Benefits and measures include:**

- Financial assistance to individuals to attend post-secondary education and skills training;
- Financial support to employers, employer or employee associations, community groups and municipalities in developing and implementing labour market strategies and activities to deal with labour force adjustments and meet human resource requirements;
- Funding to individual, employer and organizations to create sustainable employment or self-employment opportunities;
- Delivery of career counseling, job search and resume writing services; and
- Researching innovative ways to help individuals find, return to, or keep employment.

\*AESL will receive an additional \$4.5 million in 2016-17 federal funding to invest in LMDA benefits and measures.

### Canada-Newfoundland and Labrador Labour Market Agreement for Persons with Disabilities (LMAPD)

**\$4.5 million to provide services and deliver supports to:**

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

**Supports include:**

- Employment counseling and assessment;
- Employment planning;
- Pre-employment training;
- Post-secondary education and skills training;
- Technical aids and/or job trainer supports; and
- Partnership support to community agencies to deliver employment support services that assist individuals to access job opportunities and training.

**Canada-Newfoundland and Labrador Job Fund Agreement (JFA)**

**\$7.3 million\* to deliver programs and supports to:**

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

**Programs and supports include:**

- Financial assistance for employer-sponsored training programs; and
- Financial support for employment services and supports for vulnerable individuals such as those who are unemployed, employed with low skills, in receipt of income support, or under-represented in the labour market, including immigrants, Aboriginal peoples, youth, women and persons with disabilities.

\*AESL will receive an additional \$730,477 in 2016-17, and will also reinvest \$366,908 from unused 2015-16 funds, for JFA programming.

## Provincial Labour Market Landscape

Newfoundland and Labrador's workforce experienced continued challenges during the 2015-16 fiscal year. Labour Force Survey data showed a decline in employment, from 237,108 in 2014-15 to 234,792 in 2015-16. The unemployment rate also increased during this time, from 12.1 per cent in 2014-15 to 13.2 per cent in 2015-16. The most recent unemployment rate (October 2016) stands at 13.3 per cent. Provincial labour force projections suggest that the development phases associated with major projects in the province will continue to wind down (specifically, those related to Hebron and Muskrat Falls). Similarly, the export sector has been negatively impacted by lower oil output as a result of several factors, including operational issues, natural declines in reserves, and lower oil prices resulting from a global oil glut eroding the value of production. These economic factors will continue to impact the province's labour market landscape in the years to come.

## Population Challenges

A number of Canadian provinces and territories are facing the demographic challenges of an aging population, negative natural change, and fluctuating out-migration. Newfoundland and Labrador is facing similar transitions, including fewer births than deaths, resulting in a high median age (partially accelerated by increased youth out-migration). While the youth age group tends to experience some of the most significant migration losses, the size of these losses has been trending down in the province since the late 1990s. In 2014-15, however, just over half of all residents who moved to other provinces and territories were 15 to 34 years old. Nevertheless, retaining and attracting youth in the province will become more integral to responding to changing labour market demand, as the province's working-age population continues to decline.

With an estimated median age of 45 in 2015, Newfoundland and Labrador has one of the most rapidly aging populations in Canada. As a result, the provincial working-age population (15 to 64 years old) is projected to decline by 14.7 per cent between 2015 and 2035. By 2020, it is expected that people 65 years of age and older will represent approximately 26 per cent of all working-age people, a significant increase from the 22 per cent in 2015. In contrast, 15 to 24 year-olds represented approximately 13 per cent of the working-age population in 2015, but this is expected to drop to less than 12 per cent by 2020. Consistent with these trends, labour force projections indicate there will be more people over 65 years of age exiting, and fewer working-age people entering the labour force. While the population of students in the K-12 education system continues to decline in number, they will continue to be the primary source of new labour supply in this province over the next decade. As a result, it is important that people have access to good information on the occupations in demand throughout the province. Supporting and assisting local businesses and employers, in collaboration with industry groups and employer associations, to find the labour they require, will be important for economic growth.

## Diverse Labour Sources

According to 2015 Labour Force Survey annual data, labour market participation rates (i.e., the number of people employed, or unemployed and looking for work) for certain groups of residents are lower than others, which creates an untapped labour pool. For example, in 2015, the unemployment rate for older workers (55 years and over) was 16.1 per cent and for individuals aged 15 to 24 was 16.3 per cent, as compared to the overall unemployment rate of 12.8 per cent. Furthermore, approximately 61 per cent of the population over the age of 15 years old in this province participates in the labour force. However, the 2015 participation rate remained lower for women (57.5 per cent) and for individuals 55 year of age or older (32.8 per cent), compared to the overall participation rate. In contrast to the overall unemployment rate, the 2012 Canadian Survey on Disability showed a higher national unemployment rate for persons with disabilities (14.6 per cent), and the 2011 National Household Survey showed a high rate of unemployment for Aboriginal people (21.6 per cent).

## Changing Labour Market Conditions

Economic activity in the province is expected to slow over the next few years due to the winding down of the development phases associated with the Hebron and Muskrat Falls projects. However, a number of further economic changes have taken place; among them, a drastic decline in commodity prices, as well as deferred or delayed projects in the resource sector (e.g., White Rose Extension, Alderon iron ore project). Most main economic indicators are expected to be lower in 2021 than current levels, before economic activity (and resulting labour demand) stabilizes between 2022 and 2025. Despite the weakened economic outlook, job openings are still anticipated over the next decade, mainly due to attrition. Specifically, attrition through retirements is expected to define the large majority of job openings in Newfoundland and Labrador over the next ten years. Provincial labour market forecasts estimated, that for every 100 new entrants entering the labour market, an average of 125 people are exiting. This gap will likely continue to widen in the years to come. As testament to this, recent forecasts suggest that the majority of job openings over the next decade will take place between 2021 and 2025. The province will need to be ready to address such openings and opportunities as they become more prominent over time.

## Newfoundland and Labrador Labour Market Priorities

Changes in the economy, technology, and demographics will be the main driving forces shaping labour market conditions into the future. In order to ensure that the skills required to meet upcoming demands are met, the Government of Newfoundland and Labrador continues to implement measures to help position the province and its workforce to capitalize on emerging opportunities. Informed by the AESL Strategic Plan, discussions in workforce development roundtables, consultations with employers, and engagement with regional staff, provincial investment priorities for fiscal year 2016-17 include:

1. Provision of responsive, relevant, and flexible labour market programming;
2. Provision of effective labour market programming for youth, persons with disabilities, and older workers;
3. Development of an adaptive workforce through employment and skills training; and
4. Building an informed and productive focus on human resource needs, including recruitment, retention, and succession planning, in partnership with employers and other stakeholders.

### 1. Responsive, relevant, and flexible labour market programming

#### Why is it important?

Providing responsive, relevant, and flexible labour market programming is integral to assisting individuals impacted by changes in the province's labour market. The Government of Newfoundland and Labrador works with regional and local stakeholders to innovate, support, inform, and strengthen labour market development planning on an ongoing basis. Effective collaboration and engagement increases the capacity to respond to evolving labour market needs in an effective manner, through the development and delivery of a comprehensive and integrated suite of labour market and training programs.

#### Provincial Response:

- Individuals with AESL utilize a case managed service approach. Case management assists with access to the type and level of service needed; information to make informed career decisions; development of suitable education, training and employment plans; and, coordination of services and benefits.
- Clients participate in an employment planning process to identify their barriers to employment and appropriate employment supports. Supports available may include; start-up allowance, monthly stipends and transportation for those attending bridging/transition programs, short term training, or Adult Basic Education; work supports such as work clothing, tools, and fees for those seeking employment; and, financial supports to access assessment, counseling and testing services for purposes of assisting labour market attachment.

- The Labour Market Partnerships (LMP) program provides funding to organizations to encourage, support and facilitate labour force adjustments and human resource planning activities which are in the public interest. The LMP program provides funding to encourage and support employers, employee/employer associations and communities to develop and implement strategies for dealing with labour force adjustments and meet human resource requirements.
- AESL works with employers and industry groups to support training needs to equip new or current workers with the skills they need in the workplace through the Canada-Newfoundland and Labrador Job Grant.

## 2. Provision of effective labour market programming for youth, persons with disabilities, and older workers

### Why is it important?

Provision of effective labour market programming for youth, persons with disabilities, and older workers supports a more representative labour market and is integral to ensuring a sufficient labour market supply in the province. Encouraging employers to hire members of under-represented groups will further strengthen the province's labour market.

### Provincial Response:

Providing assistance to members of under-represented groups in the labour market is a Government priority. Government offers a number of programs to support individual efforts to pursue post-secondary training or employment.

For persons with disabilities, programs, services, and supports include:

- Training Services program, which provides various supports for persons with disabilities under a collaboratively developed employment plan, and includes the provision of financial living allowances during the period of training, including transportation costs to attend a post-secondary institution, tuition and student fees, text books, and disability-related supports such as interpreters and/or tutors. This program is being phased out beginning in 2016-17 and a new High Needs Grant for Persons with Disabilities is being introduced in concert with the Canada-Newfoundland and Labrador Student Financial Assistance program.
- The Supported Employment program works in partnership with community groups to provide employment opportunities for people who have an intellectual disability. The program assists individuals to participate in meaningful, integrated employment in the community, by providing necessary supports such as orientation and work analysis to full-time support from a job trainer to ensure required duties are completed to the employer's satisfaction.

For youth, programs and services include:

- The Student Summer Employment programs (SSEP) provides funding to assist private sector businesses and not-for-profit organizations in creating summer employment for high school and post-secondary students. These programs are fully funded through Provincial resources.
- The Apprenticeship Wage Subsidy (AWS) program is designed to assist underemployed and unemployed apprentices in the skilled trades, by providing a financial incentive to employers to help offset salary costs of hiring apprentices. In turn, it will also provide apprentices with the opportunity to gain critical work experience, especially those in their first and second years. AWS is funded through LMDA and JFA.
- In partnership with non-profit community-based agencies, the Linkages program assists young people who have challenges entering the labour force and who are currently not eligible for Employment Insurance. Funded through Provincial resources, the program aims to help individuals return to school to complete academic upgrading; enter skills training; continue employment; or, assist with self-employment.
- The Service Agreements for Youth program provides funding to non-profit youth-serving organizations (including post-secondary institutions) to assist with the design and delivery of programs and services for youth and students related to furthering their education, employment and career development. Services range from career fairs to education support and employment initiatives.

For older workers, programs and services include:

- The Targeted Initiative for Older Workers (TIOW) represents Government's commitment to support older workers affected by economic adjustments. It includes supports for older workers experiencing long term unemployment, or who are living in communities in Newfoundland and Labrador affected by significant downsizing or closures. The primary objective of the initiative is to prepare participants for immediate employment.

### **3. Development of an adaptive workforce through employment and skills training**

#### **Why is it important?**

During the workforce development roundtables, employers expressed the need to equip their workforce with skills in order to enhance their economic competitiveness, and to be better prepared for the demographic changes impacting Newfoundland and Labrador's labour market. The current demographic context in Newfoundland and Labrador presents both challenges and opportunities for the province's labour market. Changes in the labour market require timely, responsive measures to develop a skilled, adaptive workforce that can fill labour market gaps, and to provide supports for specialized training, retraining, and skills upgrading for existing and new workers.

**Provincial Response:**

- Newfoundland and Labrador's Skills Development program addresses growing labour demands in certain sectors by providing responsive training and work experience opportunities. The Skills Development benefit provides eligible individuals the training they need to find meaningful employment. EI-eligible individuals who avail of the benefit are expected to share the cost of training, where appropriate. The benefit may include assistance in the form of a living allowance, support for dependent care, tuition costs, travel costs, and other expenses while attending a training institution.
- Provision of financial support, in partnership with employers and/or community organizations, through Newfoundland and Labrador Job Creation Partnerships (JCP) projects to help unemployed EI-eligible clients gain meaningful work experience and increase their attachment to the labour market.
- To ensure apprentices can continue to progress towards Journey person certification, financial assistance may be provided during in-class portions of their apprenticeship training.
- The Canada-Newfoundland and Labrador Job Grant provides employers with flexibility in determining appropriate training which may be required for new or current employees in order to adapt to changing labour market demands and remain competitive.

**4. Build an informed and productive focus on human resource needs, including recruitment, retention, and succession planning, in partnership with employers and other stakeholders.****Why is it important?**

- The workforce and labour market needs of individual industries and communities of Newfoundland and Labrador's economy vary; in partnership with industry and employer associations, labour, employers/employees, sector-specific approaches, our province recognizes the need to identify current and future human resource needs and to engage and assist employers to develop and deliver supports to retain and attract the individuals they need to succeed, and to continue to stem the tide of out-migrating workers and their families.

**Provincial Response:**

- The Canada-Newfoundland and Labrador Job Grant provides employer-sponsored training for new or current employees, leading to improved employment opportunities. Increased opportunities to access training for employees is provided by working with industry associations to deliver industry-recognized training throughout the province.

- Through the Employment Assistance Services program, AESL collaborates with organizations to deliver supports and initiatives to help individuals to prepare for, attain and maintain employment, and/or make the transition to a new job. These services are provided either on an individual basis or in a group setting.
- The Self-Employment Assistance program provides financial and entrepreneurial assistance to eligible individuals to help them create jobs for themselves by starting a business. There are two elements to the program, one for organizations acting as coordinators for the program and one for individuals seeking assistance.
- The JobsNL Wage Subsidy program is designed to bring employers and employees together by providing funding to employers to create employment opportunities. The program supports employer/employee connections that promote sustainable long-term employment or seasonal employment. JobsNL is not exclusive to, but will give priority to, the hiring of an individual who is an income support client, a person with a disability, or a recent post-secondary graduate. JobsNL is funded in-part through Provincial resources.
- The NL HR Manager is a comprehensive, easy-to-use online human resource toolkit for small and medium-size businesses in Newfoundland and Labrador, which was created for employers with employers. The toolkit helps employers find, keep and manage workers and includes a free collection of reliable resources, downloadable forms, and tips and tools.

## LMDA Investment Plan, Accountabilities and Targets

The Department of Advanced Education, Skills and Labour is responsible for administering the Canada – Newfoundland and Labrador Labour Market Development Agreement (LMDA). In 2016-17, Newfoundland and Labrador's notional LMDA allocation is \$126,036,609.

Expenditures and program accountabilities for 2016-17 are listed as planned or forthcoming in this document. Finalization of these numbers will coincide with the release of the *EI Monitoring and Assessment Report 2015-16* in March 2017.

### Financial Investment

Planned and historical expenditure trends are outlined below.

Benefits and Measures	Planned Investment and Expenditure							
	2013-14 Expenditure		2014-15 Expenditure		2015-16 Expenditure		2016-17 Planned	
Skills Development	\$90.1M	77.8%	\$94.8M	77.3%	\$92.6M	77.0%	\$95.2M	74.1%
Labour Market Partnerships	\$3.0M	2.6%	\$1.3M	1.1%	\$1.0M	0.8%	\$2.2M	2.1%
Wage Subsidies	\$7.4M	6.4%	\$7.9M	6.4%	\$7.4M	6.1%	\$7.5M	6.0%
Self-Employment Assistance	\$4.8M	4.1%	\$5.4M	4.4%	\$5.3M	4.8 %	\$6.4M	4.4%
Job Creation Partnerships	\$5.9M	5.1%	\$8.2M	6.7%	\$8.1M	6.7%	\$12M	7.9%
Employment Assistance Services	\$4.6M	3.9%	\$5.0M	4.0%	\$5.3M	4.4%	\$6.4M	4.9%
Research and Innovation	\$0.0M	0.0%	\$0.0M	0.0%	\$0.0M	0.0%	\$0.8M	0.6%
<b>Total</b>	<b>\$115.6M</b>		<b>\$122.6M</b>		<b>\$119.7M</b>		<b>\$130.5M*</b>	

\*Includes EI Part II initial allocation of \$126,036,609, plus an additional allocation of \$4,505,085. The total does not include administrative costs.

## LMDA Program Accountabilities and Targets

As per article 8 of the Canada-Newfoundland and Labrador LMDA, annual targets for results indicators are developed based upon historical data, socio-economic and labour market context, local or regional priorities, client characteristics or requirements, and the funds available for the Newfoundland and Labrador Benefits and Measures. Historical and proposed targets are reported below for the three results indicators:

### 1. Active EI Claimants Accessing Newfoundland and Labrador Employment and Benefit Support Measures (EBSMs)

Number of EI-eligible clients in receipt of Newfoundland and Labrador Benefits who are active EI claimants.

	Active EI Claimants Accessing NL EBSMs			
	2013-14	2014-15	2015-16	2016-17 (Proposed)
<b>Targets</b>	9,600	9,500	9,400	9,200
<b>Actuals</b>	8,831	8,591	TBD	

### 2. EI Claimants Returned to Employment

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

	EI Claimants Returns to Employment			
	2013-14	2014-15	2015-16	2016-17 (Proposed)
<b>Targets</b>	5,800	5,600	5,600	5,600
<b>Actuals</b>	5,918	3,298	TBD	

### 3. Savings to the EI Account

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

	Savings to the EI Account			
	2013-14	2014-15	2015-16	2016-17 (Proposed)
<b>Targets</b>	\$ 24.5M	\$24.0M	\$24.0M	\$24.0M
<b>Actuals</b>	\$ 25.7M	\$ 25.3M	TBD	

### Funding Projection

The federal government's annual allocations for contributions towards the costs of the NL Benefits and Measures and the two-year projection.

	Annual LMDA Allocations			
	2013-14	2014-15	2015-16	2016-17
<b>Allocation</b>	\$129,218,000	\$127,992,000	\$126,780,000	\$130,541,694*

\*2016-17 includes EI Part II initial allocation of \$126,036,609, plus an additional allocation of \$4,505,085.

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

## LMAPD Investment Plan

The Department of Advanced Education, Skills and Labour is responsible for administering the Labour Market Agreement for Persons with Disabilities (LMAPD). In 2016-17, Newfoundland and Labrador's LMAPD allocation is \$4,578,367.67.

### Program Expenditure Summary

Labour Market Agreement for Persons with Disabilities Annual Plan 2016-17				
Departmental Program Expenditure Summary: Department of Advanced Education, Skills and Labour				
Program Services	Priority Area	Target Population and Estimates	Program Description	Shareable Cost Estimate 2016-17
Training Services	Education and Training; Building on the existing knowledge base	Persons with disabilities. Inclusive of youth. 200 to be served.	The Training Services program provides supports and services to eligible individuals with disabilities who wish to pursue post-secondary training or employment as part of a collaboratively-developed employment plan.	\$721,400
Employment Corporations (Job Trainers)	Employment Participation; Employment Opportunities; Connecting Employers with Persons with Disabilities	Persons with developmental disabilities. Inclusive of youth. 500 to be served.	Community groups, through an employment coordinator, work to develop employment opportunities for eligible participants. The Supported Employment program provides support to allow individuals to participate in meaningful, integrated employment in the community.	\$6,802,300
Work Oriented Rehabilitation Centres (WORC)	Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities	Persons with developmental disabilities. 100 to be served.	Two WORC provide job placement services and employment training for adults with developmental disabilities.	\$504,637
Newfoundland Coordinating Council on Deafness (NCCD)	Education and Training	Persons with disabilities. Inclusive of youth. 40 to be served.	Funding is provided to NCCD for the provision of educational support services for post-secondary students who are hard of hearing or deaf.	\$44,100

**Labour Market Agreement for Persons with Disabilities Annual Plan 2016-17**

**Departmental Program Expenditure Summary: Department of Advanced Education, Skills and Labour**

<b>Program Services</b>	<b>Priority Area</b>	<b>Target Population and Estimates</b>	<b>Program Description</b>	<b>Shareable Cost Estimate 2016-17</b>
Department of Advanced Education, Skills and Labour Administrative Services	Education and Training; Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities; Building on the existing knowledge base	Persons with disabilities wishing to pursue post-secondary training or employment.	Provides funding for the salary and associated costs to deliver the programs and services of the Canada-Newfoundland and Labrador Labour Market Agreement for Persons with Disabilities.	\$244,800
Independent Living Resource Centre – Full Steam Ahead (FSA)	Education and Training; Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities; Building on the existing knowledge base	Persons with disabilities who wish to pursue employment. Inclusive of youth. 100 to be served.	The FSA Project provides opportunities for people with disabilities to prepare for, attain and maintain employment. The project provides information and learning opportunities about the labour force, pre-employment skills development, employment resources, disability-related accommodation, rights in the workplace, self-employment and access to generic employment related programs.	\$53,227
Strategic Initiatives	Education and Training; Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities; Building on the existing knowledge base	Persons with disabilities who wish to pursue post-secondary training or employment. Inclusive of youth. 306 to be served.	Provides funding for strategic initiatives to increase labour market participation and reduce barriers to employment for persons with disabilities. Initiatives include: the provision of disability-related supports to adults who wish to participate in or maintain employment; internships to promote the use of technology in employment; and grants to community partners and public awareness.	\$1,108,970

**Labour Market Agreement for Persons with Disabilities Annual Plan 2016-17**

**Departmental Program Expenditure Summary: Department of Advanced Education, Skills and Labour**

<b>Program Services</b>	<b>Priority Area</b>	<b>Target Population and Estimates</b>	<b>Program Description</b>	<b>Shareable Cost Estimate 2016-17</b>
High Needs Grant for Persons with Disabilities	Education and Training	Persons with disabilities who wish to pursue post-secondary training. Inclusive of youth. 50 to be served.	A grant to support individuals in post-secondary studies with high disability services and equipment needs who cannot have all need met by Canada-NL Student Financial Assistance program	\$500,000
Post-Secondary Programs (General Vocational)	Education and Training	Persons with disabilities who wish to pursue post-secondary training. Inclusive of youth. Approximately 670 to be served.	In cooperation with the public college system, dedicated College of the North Atlantic staff, via selected campuses, assist persons with disabilities through the process of acquiring a post-secondary education.	\$1,486,433
<b>Total for the Department of Advanced Education, Skills and Labour</b>				<b>\$11,465,867</b>

**Labour Market Agreement for Persons with Disabilities Annual Plan 2016-17**

**Departmental Program Expenditure Summary: Department of Health and Community Services**

<b>Program Services</b>	<b>Area of Priority</b>	<b>Target Population and Estimates</b>	<b>Program Description</b>	<b>Shareable Cost Estimate 2016-17</b>
Department of Health and Community Services - Addictions Programs	Education and Training; Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities; Building on the existing knowledge base	The client group served is persons seeking services because of an addiction. Inclusive of youth. Anticipated 2,600 to 3,000 individuals to be served.	The program of addictions services is funded in part by this Agreement. The services funding provides a range of programs that directly encourage, support and enhance the employment experience of persons with addictions.	\$252,405
<p>Grants to Agencies - a program of grants to agencies that focuses on employment support for persons with disabilities. This program provides a range of services that directly support the employment experiences of persons with disabilities. The agencies that are funded are: (1) Canadian National Institute for the Blind; (2) Spinal Cord Injury Association; and (3) Interpreting Services of Newfoundland and Labrador.</p>				
Canadian National Institute for the Blind (CNIB)	Education and Training; Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities; Building on the existing knowledge base	Persons with disabilities who are intending to prepare for, seek and maintain employment or training. Inclusive of youth. 150 individuals to be served.	The services prepare clients for employment, assist with job retention and support clients enrolled in training programs. The CNIB provides individualized instruction to ensure clients have the mobility required to travel to work, rehabilitation training, the skills required to access print and braille materials, and many other blindness specific services necessary for success in the workplace and/or training programs.	\$344,900

Labour Market Agreement for Persons with Disabilities Annual Plan 2016-17				
Departmental Program Expenditure Summary: Department of Health and Community Services				
Program Services	Area of Priority	Target Population and Estimates	Program Description	Shareable Cost Estimate 2016-17
Interpreting Services of Newfoundland and Labrador	Education and Training; Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities	Persons with disabilities who are intending to prepare for, seek and maintain employment or training. Inclusive of youth. 40 individuals to be served.	Visual Language Interpretation is a mechanism to facilitate communication between deaf or hard of hearing persons and the hearing population of the province.	\$212,000
<b>Total for the Department of Health and Community Services</b>				<b>\$809,305</b>

Labour Market Agreement for Persons with Disabilities Annual Plan 2016-17				
Departmental Program Expenditure Summary: Department of Children, Seniors and Social Development				
Program Services	Area of Priority	Target Population and Estimates	Program Description	Shareable Cost Estimate 2016-17
Spinal Cord Injury Association (Formerly Canadian Paraplegic Association)	Education and Training; Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities; Building on the existing knowledge base	The client groups served are persons seeking services due to a spinal cord injury or mobility issues. Inclusive of youth; approximately 500 individuals to be served.	The Spinal Cord Injury Association programs focus on the following areas: personal counseling; mobility equipment; accessible housing; peer support; educational and vocational counseling; employment referrals, placement and counseling; transportation; advocacy and public awareness; financial management; rehabilitation and injury prevention.	\$110,000

Labour Market Agreement for Persons with Disabilities Annual Plan 2016-17				
Departmental Program Expenditure Summary: Department of Children, Seniors and Social Development				
Program Services	Area of Priority	Target Population and Estimates	Program Description	Shareable Cost Estimate 2016-17
Total for the Department of Children, Seniors and Social Development				\$110,000

Labour Market Agreement for Persons with Disabilities Annual Plan 2016-17				
Departmental Program Expenditure Summary: Human Resources Secretariat				
Office of Employment Equity for Persons with Disabilities	Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities; Building knowledge.	<p>Persons with Disabilities who are employment disadvantaged, including youth.</p> <p>Targets #'s: Employed in Opening Doors program - 82-92</p> <p>Employed in Student Summer Employment program - 15</p> <p>Career counseling and support services - 685</p>	<p>The Office of Employment Equity for Persons with Disabilities has a mandate to increase the number of persons with disabilities employed in the Public Service through:</p> <ul style="list-style-type: none"> <li>• The Opening Doors program comprised of full time, permanent positions designated for persons with disabilities and limited to members of this employment equity group;</li> <li>• The Student Summer Employment Program provides career-related work experience for post-secondary students with disabilities for their future entry into the labour market; and</li> <li>• Career support services provide practical job search and career counseling assistance to persons with disabilities registered with the Office.</li> </ul>	\$4,147,200
Total for the Human Resources Secretariat				\$4,147,200

## Provincial Financial Summary

Labour Market Agreement for Persons with Disabilities Annual Plan 2016-17: Departmental Program Expenditure Summary	
Department/Agency	Shareable Cost Estimate 2016-17
Department of Advanced Education, Skills and Labour	\$11,465,867
Department of Health and Community Services	\$809,305
Department of Children, Seniors and Social Development	\$110,000
Human Resource Secretariat	\$4,147,200
<b>Overall Total</b>	<b>\$16,532,372</b>
Provincial expenditures toward the cost-shared agreement	\$4,578,368
Provincial expenditures exceeding cost-sharing limit	\$7,375,636

## Program Investment Summary

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

Targeted Programs by Objective	Annual Total
<b>Canada-NL Job Grant</b>	
<ul style="list-style-type: none"> <li>Provide employer-based training for current or pending employees which leads to an available or better job and/or improved employment opportunities</li> </ul>	\$1,719,808
<b>Targeted Supports for Apprentices</b>	
<ul style="list-style-type: none"> <li>Support individuals in skilled trades occupations to acquire training and occupational certification to continue employment and/or qualify as a certified journeyman</li> </ul>	\$3,141,102
<b>Employment Development Supports and Services</b>	
<ul style="list-style-type: none"> <li>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</li> </ul>	\$2,400,000
<b>Sectoral Initiatives for Under-represented Groups</b>	
<ul style="list-style-type: none"> <li>Training and work experience program for individuals who are helping to meet Newfoundland and Labrador's labour demand in such sectors as: retail sales, food services and building maintenance</li> <li>Online program allowing youth to complete a variety of workplace safety courses to improve their employability</li> <li>Support employed low-skilled individuals to access training and certification necessary to maintain or advance their employment</li> </ul>	\$700,000
<b>CA-NL Job Fund Accountability Framework and Program Review</b>	
<ul style="list-style-type: none"> <li>Implementation including program monitoring, evaluation, and reporting</li> </ul>	\$700,000
<b>TOTAL 2016-17 CA-NL Job Fund Investment</b>	<b>\$8,660,910*</b>

\*Includes unused funds from 2015-16 (\$366,908), funds carried forward from 2015-16, as well as additional federal investments made in 2016-17 (\$730,477).

## Annex A: Stakeholder Engagement

The Government of Newfoundland and Labrador regularly consults with a broad array of industry, employer, community, special interest, the general public and client groups to inform policy and budget priorities, and to ensure programs and services are effective and relevant. This ongoing strategic planning and information sharing with key partners as part of regular program and policy development is reflected in the 2016-17 annual plan.

Examples of consultation activities include:

- Workforce Development Roundtables (22 roundtables held from July – September 2015): Stakeholders including industry, industry associations, employers, labour, municipalities, community organizations and the general public throughout the province participated in discussions concerning workforce development, immigration, labour market and other aspects of general population growth.
- St. John's Board of Trade Labour Market Committee: This forum of business and government identify and respond to labour market issues, challenges and opportunities. The Labour Market Committee is an active participant in ongoing LMDA, JFA and labour market policy discussions.
- Canadian Manufacturers and Exporters-NL (CME-NL): AESL works collaboratively and participates in CME-NL Human Resource Committee and Manufacturing Insights Advisory Committee meetings. This relationship allow AESL staff to collaborate and work with CME-NL to support the needs of the manufacturing sector, through further promotion and awareness of government supports and services, as well as informing the further refinement of programs and services.
- Francophone Organizations: AESL consults with Francophone organizations such as the Réseau de développement économique et d'employabilité de Terre-Neuve-et-Labrador (RDÉE TNL) and the La Fédération des francophones de Terre-Neuve et du Labrador (FFTNL) around the provision of employment benefits and support measures to Francophone communities.
- Inter-departmental consultation: Partner departments are engaged in ongoing consultation and dialogue on the LMDA, JFA, priorities, activities and investments such as the Canada–Newfoundland and Labrador Job Grant consultations, bilateral meetings with key industry associations, engagement with the Communications and Public Engagement branch of the Executive Council. In addition, partner departments participate in and share information on labour market research initiatives ongoing in their departments.

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

- Population Growth Strategy for Newfoundland and Labrador;
- Provincial Strategy for the Inclusion of Persons with Disabilities in Newfoundland and Labrador;

- Provincial Poverty Reduction Strategy;
- Immigration Action Plan (2015-20);
- Healthy Aging Framework; and
- Northern Strategic Plan.

Annex B: Canada-Newfoundland Labour Market Agreement for Persons with Disabilities Evaluation Schedule - 2015-16 to 2017-18

PROGRAM BEING EVALUATED	DEPARTMENT INCLUDED	EVALUATION START DATE	EXPECTED EVALUATION END DATE	DESCRIPTION OF PROJECT/EVALUATION STRATEGY	KEY EVALUATION CONTACTS
<p><b><u>Labour Market Agreement for Persons with Disabilities (LMAPD) Evaluation Framework and Performance Monitoring Plan</u></b></p> <p>Canada and Newfoundland and Labrador (NL) recognize the importance of evaluating programs and services supported under the Agreement to help determine impacts and outcomes. NL has responsibility for developing evaluation plans and undertaking evaluations for programs and services in consultation with Canada.</p> <p>NL will undertake evaluation of key programs and services using commonly accepted research designs and methodologies to ensure that evaluation activities are reliable and credible, and can be used to determine sound program and service outcomes.</p>	<p>Department of Advanced Education, Skills and Labour (Lead)</p>	<p>April 2015</p>	<p>April 2016</p>	<p>Develop an Evaluation Framework and Performance Monitoring Plan for programs supported under LMAPD.</p> <p>Review plan annually to determine continued applicability.</p>	<p>Walt Mavin                      Director, Employment and Training Programs Division                      709-729-0939  <a href="mailto:waltmavin@gov.nl.ca">waltmavin@gov.nl.ca</a></p>

PROGRAM BEING EVALUATED	DEPARTMENT INCLUDED	EVALUATION START DATE	EXPECTED EVALUATION END DATE	DESCRIPTION OF PROJECT/EVALUATION STRATEGY	KEY EVALUATION CONTACTS
<p><b><u>Training Services</u></b></p> <p>The Training Services program provides supports and services to eligible individuals with disabilities who wish to pursue post-secondary training or employment as part of a collaboratively developed employment plan with staff of the Department of Advanced Education, Skills and Labour. Benefits and services available include: the provision of financial living allowances during the period of training, transportation costs to attend a post-secondary institution, tuition and student fees, text books, and disability-related supports such as interpreters and/or tutors.</p> <p>In addition, active programs in employment counseling and assessment, employment planning, pre-employment training, skills training, technical aids and other supports to assist individuals obtain access to job opportunities and training.</p>	<p>Department of Advanced Education, Skills and Labour</p>	<p>May 2015</p>	<p>Ongoing</p>	<p>Client Surveys to be completed at three and 12 months post program completion.</p> <p>Results to be compiled with administrative data to report on indicators outlined in Appendix A of the Canada-NL LMAPD.</p> <p>Report of results to be shared with Employment and Social Development Canada (ESDC) annually.</p>	<p>Walt Mavin</p> <p>Director, Employment and Training Programs Division</p> <p>709-729-0939</p> <p><a href="mailto:waltmavin@gov.nl.ca">waltmavin@gov.nl.ca</a></p>

PROGRAM BEING EVALUATED	DEPARTMENT INCLUDED	EVALUATION START DATE	EXPECTED EVALUATION END DATE	DESCRIPTION OF PROJECT/EVALUATION STRATEGY	KEY EVALUATION CONTACTS
<p><b><u>Employment Corporations (job trainers)</u></b></p> <p>A partnership with community organizations to develop employment for people with a developmental disability. Community groups, through an employment coordinator, work to develop jobs for eligible participants. The Supported Employment Program provides the necessary supports to allow individuals to participate in meaningful, integrated employment in the community. Funding is available to provide the supports necessary to allow the individual to experience success in the workplace. Supports available range from orientation and work analysis to full-time support from a job trainer to ensure that the required duties of the job are completed to the satisfaction of the employer. The type of employment options which may be supported include: individual supported employment in the labour force, contractual employment, self-employment and small business development.</p>	<p>Department of Advanced Education, Skills and Labour</p>	<p>April 2015</p>	<p>March 2017</p>	<p>A jurisdictional review of service delivery models for Supported Employment programs for persons with disabilities.</p> <p>Review findings of inter-jurisdictional scan to determine if promising practices and/or efficiencies can be applied to current business processes.</p>	<p>Walt Mavin  Director, Employment and Training Programs Division  709-729-0939  <a href="mailto:waltmavin@gov.nl.ca">waltmavin@gov.nl.ca</a></p>

PROGRAM BEING EVALUATED	DEPARTMENT INCLUDED	EVALUATION START DATE	EXPECTED EVALUATION END DATE	DESCRIPTION OF PROJECT/EVALUATION STRATEGY	KEY EVALUATION CONTACTS
<p><b><u>Community Organizations</u></b></p> <p>Some community organizations are funded through LMAPD to provide opportunities for people with disabilities to prepare for, attain and maintain employment. This would include the following community partnership organizations funded under LMAPD:</p> <ul style="list-style-type: none"> <li>• Canadian National Institute for the Blind;</li> <li>• Spinal Cord Injury Association of Newfoundland and Labrador;</li> <li>• Independent Living Resource Centre;</li> <li>• Newfoundland Coordinating Council on Deafness; and</li> <li>• Work Oriented Rehabilitation Centres.</li> </ul>	<p>Department of Advanced Education, Skills and Labour</p>	<p>February 2015</p>	<p>Ongoing</p>	<p>As part of a broader NL approach, an Employment Readiness Scale (ERS) has been identified as the required assessment tool for community agencies to assess the needs of clients.</p> <p>A pilot follow-up and exit survey for clients participating in programs with community organizations to examine post-ERS assessment is completed upon program conclusion.</p> <p>Grants to Agencies Review – The Province reviews all supports to community-based organizations (including LMAPD), including cross-departmental analysis of funding; examining how departments may implement multi-year funding agreements; and, strategically assessing potential future investments. Results of this review will inform future program investments and identify efficiencies.</p>	<p>Walt Mavin  Director, Employment and Training Programs Division  709-729-0939  <a href="mailto:waltmavin@gov.nl.ca">waltmavin@gov.nl.ca</a></p>

PROGRAM BEING EVALUATED	DEPARTMENT INCLUDED	EVALUATION START DATE	EXPECTED EVALUATION END DATE	DESCRIPTION OF PROJECT/EVALUATION STRATEGY	KEY EVALUATION CONTACTS
<p><b><u>Office of Employment Equity for Persons with Disabilities</u></b></p> <p>The Office of Employment Equity for Persons with Disabilities has a mandate to increase the number of persons with disabilities employed in the Provincial Public Service. To achieve this objective, the Office operates the Opening Doors program (Permanent and Temporary), a Student Summer Employment program, and career support services. The Opening Doors program comprises full-time, permanent positions throughout the Government of Newfoundland and Labrador. These positions are designated for persons with disabilities and limited to members of this employment equity group. The objective of the Student Summer Employment Program is to provide career-related work experience in the Provincial Public Service to prepare for their future entry into the labour market. Career support services are available through the Office to provide practical job search and career counseling assistance to persons with disabilities.</p>	Human Resources Secretariat	April 2015	Ongoing	The Office will report on the number of persons with disabilities who are employed in both permanent and temporary positions under the Opening Doors Program, the number of students hired through our Student Summer Employment Program, and the number of clients who receive employment.	<p>Heather Reynolds Human Resources Secretariat 709-729-5697 <a href="mailto:HeatherReynolds@gov.nl.ca">HeatherReynolds@gov.nl.ca</a></p>

PROGRAM BEING EVALUATED	DEPARTMENT INCLUDED	EVALUATION START DATE	EXPECTED EVALUATION END DATE	DESCRIPTION OF PROJECT/EVALUATION STRATEGY	KEY EVALUATION CONTACTS
<p><b><u>Summative Evaluation</u></b></p> <p>A five-year evaluation plan identifying the key components of the design of an evaluation framework including a schedule of the evaluation of funded programs before the end of the current term of the CA-NL LMAPD.</p>	<p>Department of Advanced Education, Skills and Labour (Lead)</p>	<p>April 2016</p>	<p>March 2018</p>	<p>Draft detailed description of evaluation framework:</p> <ol style="list-style-type: none"> <li>1. Use the results from client surveys and program administration data</li> <li>2. Identify programs to be evaluated</li> <li>3. Identify sampling frames</li> <li>4. Identify resources and timeframes</li> </ol> <p>Conduct Summative Evaluation Design:</p> <ol style="list-style-type: none"> <li>1. Compile Data</li> <li>2. Analyze Data</li> <li>3. Draft Report</li> </ol>	<p>Walt Mavin</p> <p>Director, Employment and Training Programs Division</p> <p>709-729-0939</p> <p><a href="mailto:waltmavin@gov.nl.ca">waltmavin@gov.nl.ca</a></p>