

Strategic Plan

2026-2029

Energy and Mines





MESSAGE FROM THE MINISTER

As the Minister of Energy and Mines, I am pleased to present the department's three-year Strategic Plan outlining key priorities, goals and objectives for the period of April 1, 2026 to March 31, 2029. This is in alignment with the strategic directions of the Provincial Government applicable to Energy and Mines, the department's mandate and resources.

Newfoundland and Labrador's energy and mineral resources are central to building a strong and sustainable economy. This strategic plan recognizes the province's world-class resource potential and reinforces our commitment to responsible development that delivers lasting benefits for Newfoundlanders and Labradorians.

Our department will work with stakeholders across the province as we implement this plan and explore the opportunities and address challenges ahead over the next three years. During that time, we will advance resource exploration and promotion, improve oversight as it relates to resource development, and ensure that our regulatory environment is both responsible and competitive. This will allow us to reignite offshore exploration and development in our offshore oil sector, drive mineral exploration and development while increasing production and spinoff industries.

Through this plan we will deliver on commitments such as the drafting of a comprehensive 10-year Energy Plan, publishing geoscience data and maps to support natural resource exploration and promoting Newfoundland and Labrador's energy and mineral potential to a global audience.

I extend my sincere appreciation to the dedicated employees of the Department of Energy and Mines for their expertise, professionalism, and continued commitment to serving the people of Newfoundland and Labrador.

As the Minister for the department, I am accountable for the preparation of the plan and for achieving the specific goals and objectives herein. This plan has been prepared in accordance with the **Transparency and Accountability Act**, under which the Department of Energy and Mines is a category one Provincial Government entity.

Sincerely,

A handwritten signature in black ink, appearing to read 'L. Parrott', with a long horizontal flourish extending to the right.

Hon. Lloyd Parrott
Minister of Energy and Mines

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Departmental Overview

Mandate

The Department of Energy and Mines is responsible for the promotion, exploration, development and regulation of the province's mineral, quarry and energy resources; energy supply, demand and royalties; energy economics; and the development and monitoring of regulatory and benefits activities. The Department of Energy and Mines delivers its mandate through four branches: Energy Development and Partnerships; Petroleum Development and Benefits; Regulatory Affairs and Project Oversight; and Mines and Mineral Development.

Lines of Business

1. Resource Policy and Management

The Department is responsible for the development of resource policy for the province's energy, oil and gas, mining and quarrying sectors; coordinating and facilitating sustainable resource development and management; developing and supporting regulatory and industrial benefits activities; regulating mineral tenure, mineral exploration, and mineral and quarry development activities; and ensuring industries follow appropriate resource management practices and regulations.

2. Resource Exploration and Assessment

Resource exploration and assessment include all activities that precede and support resource development at the research and exploration stages. Such activities include gathering, interpreting and disseminating geoscience data, exploration permitting, and providing supports and financial incentives for exploration.

3. Resource Development and Promotion

The Department markets Newfoundland and Labrador's resource potential and advances strategies targeting relevant investors, exploration and development

companies, and other key stakeholders on a domestic and global basis to highlight the competitiveness of the province's geology, geoscience, and regulatory model, promote development-ready opportunities, and support innovation and sustainable growth in the supply and service industry.

Primary Clients

The Department is ultimately accountable to the residents of the province.

Other primary clients include:

- Exploration and development companies
- Electrical generation and supply distribution utilities
- Industrial and residential electricity customers
- Supply and service companies in the resource and electricity sector
- Provincial government departments, crown corporations and agencies
- Federal government departments, crown corporations, and agencies

Vision

A prosperous and resilient Newfoundland and Labrador, supported by sustainable growth in the energy and mining sectors that benefit all regions and is grounded in efficiency, innovation, and responsible stewardship.

Staff Breakdown

As of March 31, 2026, the Department of Energy and Mines had 165.5 active staff members, as outlined in the table below.

Branch/Functional Area	# of Employees
Executive/Minister's Office	13.5 ¹
Corporate and Strategic Services	15
Petroleum Development and Benefits	37
Energy Development and Partnerships	19
Mining and Mineral Development	76
Regulatory Affairs and Project Oversight	5
TOTAL	165.5

¹ The ADM Corporate Services function is shared with the Department of Jobs, Growth and Rural Development.

Office Locations

The department is headquartered in St. John's with an office in Grand Falls-Windsor, and core storage locations in St. John's, Springdale, Buchans, Baie Verte, Pasadena, and Happy Valley - Goose Bay.

Budget and Expenditures

The Department of Energy and Mines net budget for fiscal year 2026-27 is \$41.1 million. The net budget by division/section is outlined in the table below:

Division/Section	Total (net)
Minister's Office/Executive Support/Corporate and Strategic Services ¹	\$4,603,400
Geological Survey	\$8,333,500
Mineral Lands	\$2,205,100
Mineral Development	\$5,528,900
Energy Policy	\$4,285,300
Petroleum Development	\$1,893,100
Royalties and Benefits	\$3,079,500
TOTAL	\$29,928,800

¹ The Finance and General Operations Division is shared with the Department of Fisheries and Aquaculture and the Department of Forestry, Agriculture and Lands.

The total net budget also includes the following:

- Oil and Gas Industry Support – \$450,800
- Oil and Gas Corporation of Newfoundland and Labrador – \$10,738,500¹
- Canada-Newfoundland and Labrador Offshore Energy Regulator (C-NLOER) – \$0²

¹ Includes capital budget.

² Expenditures fully offset by revenue.

For additional information about the Department of Energy and Mines, please visit:

<https://www.gov.nl.ca/EM/>

Issue One – Resource Exploration and Promotion

The Department of Energy and Mines supports the expansion and development of resources and sector growth, positioning Newfoundland and Labrador as a competitive and attractive investment destination. Resource exploration helps pave the way for projects to develop the province’s vast energy and mineral resource potential, drive economic growth and job creation, and strengthen communities throughout the province.

The Department’s role in supporting exploration includes offering incentives to those engaged in resource exploration and steadfast promotion of the province’s natural resource potential. Resource development is further enhanced through efficient regulatory processes that encourage ongoing resource sector growth. The Department of Energy and Mines continues to collaborate with industry, municipalities, Indigenous governments and organizations, the federal government and other partners to attract investment, increase exploration activity, and strengthen Newfoundland and Labrador’s position as a global leader in resource development.

In support of the Provincial Government’s Strategic Directions (Annex A), throughout the 2026-2029 planning period, the Department of Energy and Mines will continue to implement initiatives to support exploration activity and showcase the province’s resource potential to global investors. These efforts will support a strong, sustainable economy and long-term prosperity throughout the province.

GOAL: **By March 31, 2029, the Department of Energy and Mines will have promoted Newfoundland and Labrador’s natural resource potential and supported timely exploration activity, resulting in increased investor interest and project readiness.**

Indicators:

- Global and domestic promotion of Newfoundland and Labrador's abundant natural resources.
- Supported development and implementation of initiatives that support natural resource exploration.
- Assisted natural resource exploration through the publication of accessible research and data.

Objective 1: By March 31, 2027, the Department of Energy and Mines will have established targeted promotion and exploration initiatives by updating geoscience information, advancing marketing efforts, and supporting exploration activity.

Indicators:

- Updated and published geoscience data and maps to support natural resource exploration.
- Organized and participated in promotion, attraction, and outreach activities domestically and internationally to attract investment in Newfoundland and Labrador's natural resource sectors.
- Developed and facilitated initiatives to support exploration and development activities related to Newfoundland and Labrador's natural resources potential.
- Oversaw regulatory and administrative actions accelerating mineral exploration activity.

Objective 2: By March 31, 2028, the Department of Energy and Mines will have strengthened natural resource promotion and exploration support by expanding outreach, improving initiatives, and refining regulatory and administrative processes.

Objective 3: By March 31, 2029, the Department of Energy and Mines will have streamlined natural resource promotion and exploration regulatory processes to support efficient progression of project development.

Issue Two – Resource Development and Oversight

Incentivizing responsible and accountable resource development is fundamental to delivering lasting economic and social benefits for Newfoundland and Labrador. The Department of Energy and Mines fosters an environment for development that is accountable to the people of the province and is environmentally responsible to maximize resource potential, drive economic growth, and deliver lasting benefits to Newfoundlanders and Labradorians. Through its work, the department supports resource development across a diverse portfolio, including oil, natural gas, minerals (including those deemed critical), and renewable energy sources such as wind, hydro, and solar.

The Department of Energy and Mines provides regulatory oversight of renewable and non-renewable resource projects to support provincial priorities and long-term economic objectives. The department advances work to secure optimal industrial benefits from resource development, including oil and gas, mining, electricity, and renewable energy projects.

In support of the Provincial Government’s Strategic Directions, the Department of Energy and Mines will implement initiatives throughout the 2026-2029 planning period in support of resource development, the establishment of benefits agreements, and enhancement of natural resource project oversight. These efforts contribute to a strong, sustainable, and resilient economy, with Newfoundlanders and Labradorians as the principal beneficiaries.

GOAL: **By March 31, 2029, the Department of Energy and Mines will have supported responsible natural resource development with effective oversight, delivering long-term economic value and public benefits for the province.**

Indicators:

- Enabled natural resource development and oversight through coordinated planning, promotions, funding, and related initiatives.
- Developed and commenced implementation of a 10-year Energy Plan to guide the responsible development of renewable and non-renewable resources.
- Advanced the establishment of benefits agreements for eligible projects and provided effective oversight of existing agreements.
- Advanced initiatives that support the affordability and reliability of electricity.

Objective 1: By March 31, 2027, the Department of Energy and Mines will have advanced resource development and oversight initiatives by progressing agreements, strengthening regulatory mechanisms, and advancing the development of a 10-year Energy Plan.

Indicators:

- Advanced natural resource development in Newfoundland and Labrador through negotiated agreements, contracts, leases, and regulatory mechanisms.
- Advanced research on the development of the 10-year Energy Plan, toward initial drafting.
- Provided oversight of existing benefits agreements, including major energy and mining projects, to ensure compliance and long-term economic benefits for the people of Newfoundland and Labrador.
- Progressed departmental initiatives supporting electricity affordability and reliability, including rate mitigation measures and system reliability planning.

Objective 2: By March 31, 2028, the Department of Energy and Mines will have strengthened resource development and oversight by advancing benefit agreements, enhancing regulatory measures, and development of key elements of the 10-Year Energy Plan.

Objective 3: By March 31, 2029, the Department of Energy and Mines will have optimized mineral and energy resource development and oversight to secure long-term benefits, economic opportunities and sustained development.

Issue Three – Competitive Regulatory Environment

Newfoundland and Labrador possesses extensive, world-class natural resources, spanning oil and gas, minerals, and renewable energy sources such as hydro-electric power and wind projects. An efficient, competitive regulatory framework that derisks investment is critical to Newfoundland and Labrador's position as a globally competitive resource development jurisdiction. By maintaining a competitive regulatory environment, the Department of Energy and Mines encourages exploration and responsible resource development while ensuring strong returns for Newfoundlanders and Labradorians.

Mining projects, including critical minerals vital to clean economic growth, continue to be identified and advanced, generating employment and economic benefits in rural areas. Newfoundland and Labrador's oil, with its competitive advantages in low emissions at extraction, strong environmental and safety standards, and regulatory stability, will continue to play a critical role in the global energy transition by helping to displace other energy sources and supporting progress toward net-zero. As global economies advance toward a green transition and net-zero emissions, the Province continues to support renewable energy projects that contribute to green energy supply chains. The Department of Energy and Mines is advancing legislative and regulatory frameworks for both renewable and non-renewable projects to position Newfoundland and Labrador as a competitive resource development jurisdiction, while ensuring developments serve the public interest.

In support of the Provincial Government's Strategic Directions, throughout the 2026-2029 planning period, the department will advance targeted initiatives to enhance its regulatory competitiveness and create the conditions necessary to attract investment and support the development of the province's world-class resources in a manner that optimizes benefits for Newfoundlanders and Labradorians.

GOAL: By March 31, 2029, the Department of Energy and Mines will have modernized and streamlined regulatory frameworks for natural

resources development, improving competitiveness and enhancing investor confidence.

Indicators:

- Developed and implemented new fiscal frameworks to support competitive natural resources development.
- Advanced legislative initiatives governing the province's natural resources sectors.
- Continued collaboration with the Federal Government to advance the development of a modern offshore regulatory framework.

Objective 1: By March 31, 2027, the Department of Energy and Mines will have improved regulatory efficiency by advancing legislative initiatives, progressing fiscal frameworks, and collaborating with the Federal Government on offshore modernization.

Indicators:

- Progressed amendments to legislation governing natural resources, aimed at improving regulatory processes and enabling new project development.
- Advanced development of natural gas and wind electricity fiscal frameworks, including stakeholder consultations.
- Advanced modernization of offshore energy regulations through ongoing federal-provincial engagement, including contributing to legislative amendments and regulatory development, supporting offshore energy project approvals and operations.

Objective 2: By March 31, 2028, the Department of Energy and Mines will have strengthened regulatory competitiveness by implementing legislative and fiscal improvements and enhancing federal-provincial coordination.

Objective 3: By March 31, 2029, the Department of Energy and Mines will have optimized regulatory and fiscal frameworks and effective collaboration to ensure efficient and sustained competitiveness.

Annex A – Strategic Directions

The **Transparency and Accountability Act** require departments and public bodies to consider the Provincial Government’s strategic directions around the entity’s mandate as communicated by the Minister, in the preparation of their performance-based plans. Strategic directions are the articulation of a desired physical, social or economic outcome that would normally require action or involvement of more than one provincial government entity. The following strategic directions have been identified for the 2026-2029 planning cycle for the Department of Energy and Mines and entities which report to the Minister.

1. Unearthing the Potential of Mining

Outcome: Position Newfoundland and Labrador as a globally competitive, top-tier jurisdiction for mineral exploration and development.

2. Standing up for Oil and Gas

Outcome: Internationally showcase the province’s high-quality offshore oil and gas reserves, supply chain, world-class workforce and supply and service sector to reignite offshore exploration and support production growth.

3. Global Green Energy Leader

Outcome: Leverage hydro assets and emerging renewable opportunities to establish long-term energy security, economic growth, and global competitiveness.

4. Resource Development that Benefits Newfoundlanders and Labradorians

Outcome: Maintain oversight of natural resource development and ensure any development results in jobs and benefits for Newfoundlanders and Labradorians.

