



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

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Annual Performance Report  
2019-2020

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## Introduction

The Department of Immigration, Skills and Labour, on behalf of the province of Newfoundland and Labrador, is pleased to present the Canada – Newfoundland and Labrador Labour Market Development (LMDA) Annual Performance Report 2019-2020.

The Government of Newfoundland and Labrador has successfully implemented flexible, responsive, and innovative programs and services under the labour market transfer agreements. These are designed to help in training residents to address labour market demands; support displaced workers impacted by labour force adjustments and company closures; and address new and ongoing challenges and opportunities. This effective application of programming and services continues to assist in mitigating the effects of economic downturns, and have positive outcomes for clients, employers, and communities in this province.

The LMDA reinforces 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.

## Program and Services

The LMDA, through a diverse array of programs and services, has consistently demonstrated positive outcomes for a wide variety of clients, employers, and communities in Newfoundland and Labrador. Investments made through the LMDA enable the province to capitalize on a variety of economic and advanced educational opportunities and outcomes leading to job creation and growth. Evidence demonstrates that clients develop skills, obtain, and maintain employment because of participation in employment and skills training programs. During the 2019-2020, the following programs were delivered by the province:

- Wage Subsidies;
- Job Creation Partnerships;
- Self-Employment Assistance;
- Skills Development;
- Employment Assistance Services;
- Labour Market Partnerships; and
- Research and Innovation.

Details on the above programs can be found in the section [Program Investments, Activities and Outcomes](#).

## 2019-2020 Annual Plan Summary

As outlined in the 2019-2020 Annual Plan, Canada and Newfoundland and Labrador share a common vision to support the employment and training needs of the Canadian

labour market through an integrated, client-centered, outcomes driven, employment and training model, which is responsive to the evolving needs of individuals, employers, and communities.

Objectives of the agreement include:

- Fostering inclusive labour market participation by helping individuals access labour market opportunities and by supporting successful integration of individuals facing obstacles to finding and maintaining employment;
- Alignment of skills with labour market needs to help workers and employers access the skills required to adapt to the changing requirements of jobs and the labour market, and by encouraging employer involvement in training and continuous learning opportunities for workers; and
- Creation of efficient labour markets by supporting strong and responsive labour market infrastructure to allow for timely and effective labour market programming.

Newfoundland and Labrador's program and service delivery models contribute to a stronger economic and labour environment by:

- Ensuring the province has the skilled workforce and highly educated graduates to participate in and contribute to their communities;
- Strengthening the workforce through education, training, financial, and social supports;
- Creating and equipping the province's workforce to meet current and future provincial labour market demands;
- Providing guidance and support to employers to recruit and retain the necessary workforces to grow their businesses;
- Offering guidance and support to residents in order to achieve the greatest benefit from the opportunities that exist in the province;
- Enhancing client case management;
- Supporting residents with career decisions and securing and retaining employment; and
- Providing guidance and support for the development of policy and procedures on employment and training programs.

## **Purpose and Organization of the Report**

This report provides a profile of the clients, employers and organizations who participated in employment and training programs under the LMDA for the 2019-2020 fiscal year. The report also provides a summary of program descriptions; investments; activities; and outcomes, followed by a section on stakeholder engagement; research and innovation; employer based training; and aggregate information on employer programs. There are two annexes included in this report. The first contains the audited financial statement for the LMDA for 2019-2020 fiscal year, as per the reporting requirements, while the second contains the aggregate information on employer programs.

## **Client Summary**

During the 2019-2020 fiscal, as indicated in the P14 Key Performance Indicators and Management Information provided by Employment and Social Development Canada (ESDC), 9,498 distinct clients availed of programs or services directly delivered by the province or its community partners under the LMDA. Program descriptions are listed in the section [Program Investments, Activities and Outcomes](#).

Individual level program data and outcomes has been provided to ESDC via a secure upload and is not included in this report. For fiscal year 2019-2020 and going forward, our third party agencies provided monthly files from the data captured in the Accountability Resource Management System (ARMS). These files were securely uploaded on a monthly basis with the exception of one program, whose data was captured manually. This individualized data has since been uploaded separately from the regular required uploads.

## **Program Investments, Activities and Outcomes**

This section will outline the various programs delivered under LMDA, including the level of investment in the programs and measured outcomes. LMDA funding allowed Newfoundland and Labrador to develop and implement labour market programs and services to meet the needs of a wide variety of clients, including EI-eligible, unemployed workers, and persons with disabilities. Programs supported individuals to attach to the labour market, receive work supports, and participate in skills and employment training to attach to the labour market. Funding through LMDA was integral to supporting priority sectors to grow the labour force through the provision of wage subsidies, labour market partnerships, and Research and Innovation. This section provides details on the myriad of programs supported under LMDA. The number of clients who participated in the various program and services reflect the positive impacts this funding has provided to clients in this province.

PROGRAM	INVESTMENT, ACTIVITIES AND OUTCOMES FOR 2019-2020
<b>Skills Development</b>	
<p><b>Adult Basic Education (ABE) Supports</b> provides eligible clients with support to participate in ABE or General Educational Development (GED) preparation. Program targets EI-eligible clients.</p> <p>Note: The tuition for some clients under ABE is paid directly by the Department of Education to the ABE service provider. Individual supports are paid under the Skills Development Employment Benefit.</p>	<p><b>Investment and Activities</b> In 2019-2020, \$2,054,609 was expended to support the tuition costs of eligible clients to participate in ABE.</p> <p><b>Outcomes</b> In 2019-2020, 868 clients participated and received benefits through ABE Supports. These supports were integral to client participation to work towards obtaining further post-secondary training.</p>
<p><b>Skills Development Employment Benefit</b> assists insured participants, in need of financial assistance, to obtain the skills needed for employment, ranging from basic to advanced skills through direct assistance to individuals.</p>	<p><b>Investments and Activities</b> In 2019-2020, \$75,613,786 was expended under this activity.</p> <p><b>Outcomes</b> In 2019-2020, 4,196 clients received funding under the Skills Development Program to attend post-secondary training. This does not include the clients funded under Skills Development to complete ABE.</p>
<p><b>Apprenticeship Supports</b> provides apprentices, who are directed by Newfoundland and Labrador to full-time in-school apprenticeship training, assistance with incremental costs of attending training, such as living allowance, dependent care and travel costs.</p> <p>Tuition costs are paid directly to training institutions by the Apprenticeship &amp; Trades Certification Division.</p>	<p><b>Investments and Activities</b> In 2019-2020, \$1,728,137 was expended to provide individual supports to Apprentices participating in the in-class portion of apprenticeship training.</p> <p>Additionally, \$5,173,864 was paid to support the tuition costs of the clients attending the programs.</p> <p><b>Outcomes</b> There were 1,355 apprentices who benefitted from this program enabling them to work toward journey person certification.</p>

PROGRAM	INVESTMENT, ACTIVITIES AND OUTCOMES FOR 2019-2020
<p><b>Educational Assessments</b> identify areas of strength and areas of need with respect to academic and cognitive functioning. It can be used to identify a learning disability, an intellectual disability, or giftedness. An educational assessment can be considered when an individual is experiencing academic or work place learning difficulties for which there is need to obtain greater understanding to the underlying cause for these difficulties to assist with the facilitation of the client employment planning process.</p>	<p><b>Investments and Activities</b> In 2019-2020, \$63,933 was expended under this activity.</p> <p><b>Outcomes</b> In 2019-2020, 39 clients received funding for educational assessments as part of the employment plan development.</p>
<b>Job Creation Partnerships</b>	
<p><b>Job Creation Partnerships Program (JCP)</b> provides insured participants with opportunities to gain work experience that will improve employment prospects. Project activities benefit both the participant and the community. However, the focus of JCP is helping insured participants who need work experience to increase the chances of successfully finding ongoing employment. JCP participants will maintain or enhance employability skills through this work experience opportunity.</p> <p>Participating clients may be eligible for living allowances and project sponsors may be eligible for assistance with project overhead.</p>	<p><b>Investments and Activities</b> In 2019-2020 ,expenditures under this activity included \$11,390,027 towards project overhead and living allowances to participants.</p> <p><b>Outcomes</b> In 2019-2020, 1,574 individual clients received assistance under this program activity, including carryovers from 2019-2020.</p> <p>There were 335 employers/projects during the same reporting period. Participation provided work experience and skill development opportunities to enhance labour market attachment.</p>
<b>Wage Subsidies</b>	
<p><b>Jobs NL Wage Subsidy</b> 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.</p>	<p><b>Investments and Activities</b> In 2019-2020, expenditures were \$2,641,484 for this activity.</p> <p><b>Outcomes</b> In 2019-2020, 431 clients participated in this program and obtained work experience.</p>

PROGRAM	INVESTMENT, ACTIVITIES AND OUTCOMES FOR 2019-2020
<p><b>Linkages Program</b> is a client centered employment initiative delivered in partnership with community based organization, and provides unemployed youth (18-30 years of age) with 26 weeks of career related, paid employment and an opportunity to participate in career planning sessions. Linkages is intended for participants who have not made a successful transition to the labour force.</p>	<p><b>Investment and Activities</b> In 2019-2020, a total of \$456,119 was expended under this activity under 43 agreements, including carryovers from placements in 2018-2019.</p> <p><b>Outcomes</b> In 2019-2020, 117 clients engaged in career planning sessions and work experience placements.</p>
<p><b>Wage Subsidy Community Coordinator</b> receives a contribution to support the costs of a project designed to encourage employers to hire female apprentices by offering wage subsidies, to the employer to hire the apprentice and provide them with work experience to support progression towards journey person status. The program targets females who are EI-eligible.</p>	<p><b>Investments and Activities</b> In 2019-2020, \$637,000 was expended under this activity.</p> <p><b>Outcomes</b> During 2019-2020, The Office to Advance Women Apprentices was funded to support women apprentices in securing employment in non-traditional occupations. 25 placements were secured for clients.</p>
<p><b>Apprentice Wage Subsidy (AWS) Program</b> assists apprentices to gain work experience in a skilled trade, and progress to journey person certification by providing a wage subsidy to employers who hire apprentices. The program provides a wage subsidy of 75 per cent, to a maximum of \$14 an hour for all apprentices funded under the program and is paid directly to the employer.</p>	<p><b>Investments and Activities</b> In 2019-2020, \$1,796,396 was expended under this program activity.</p> <p><b>Outcomes</b> In 2019-2020, 228 employers received funding, including carryover placements from 2018-2019. This resulted in 228 apprentices acquiring work experience towards journey person certification.</p>
<p><b>Supported Employment Program</b> works in partnership with Employment Corporations and Agencies to develop employment opportunities for eligible individuals who have developmental (intellectual) disabilities. The Supported Employment Program provides the necessary supports to ensure individuals participate in meaningful, integrated employment. Supports available range from orientation and work analysis to full-time support from a job trainer to ensure that required duties are completed to the satisfaction of the employer.</p>	<p><b>Investments and Activities</b> In 2019-2020, \$1,451,842 was invested to support individuals with intellectual disabilities in employment with the support of job trainers to help them perform the required duties of the job.</p> <p><b>Outcomes</b> In 2019-2020, 124 individuals were supported under this program with funding under LMDA.</p>



PROGRAM	INVESTMENT, ACTIVITIES AND OUTCOMES FOR 2019-2020
<p><b>Fish Plant Closure Response Program</b> provides work experience to EI-eligible individuals that are experiencing labour force adjustment issues related to the temporary closure of regular employment in a fish plant. Eligible workers are employed by local governments and community organizations to work on projects that contribute to tourism development, economic development, community/ municipal infrastructure or community services.</p>	<p><b>Investments and Activities</b> In 2019-2020, \$674,564 was expended under this activity.</p> <p><b>Outcomes</b> In 2019-2020, 124 individuals availed of short term employment opportunities allowing them to obtain insurable earnings.</p>
<p><b>Opening Doors Program</b> provides a wage subsidy to hire EI-eligible clients with disabilities. The Wage Subsidy Initiative provides employment for persons with disabilities within provincial government departments for a maximum of 52 weeks. These are full time, permanent positions that have been designated for persons with disabilities. Additionally, Opening Doors provides information, advice and training, on issues related to the employment of individuals with disabilities to directors of human resources, managers, supervisors and executive within the public service. Career support services are also available to provide practical job search and career counselling assistance to persons with disabilities registered with the Office's Client Registry.</p>	<p><b>Investments and Activities</b> In 2019-2020, \$56,408 supported two individuals through the wage subsidy initiative.</p> <p><b>Outcomes</b> In 2019-2020, two clients obtained work experience and career support services to support the transition into employment.</p>
<p><b>Employment Enhancement Program</b> is designed to support employers in the forestry, aquaculture, agriculture, and fishing sectors engaged in value-added secondary processing by providing funding to employers to create sustainable, long-term employment or seasonal employment and a training allowance to support new employees.</p>	<p><b>Investments and Activities</b> In 2019-2020, \$12,429 was expended under the program that provided individuals work experience in the forestry sector.</p> <p><b>Outcomes</b> In 2019-2020, three employers participated in this program providing work experience to four individuals. Two of these agreements are still active and two clients have since left the placements for alternate employment.</p>

PROGRAM	INVESTMENT, ACTIVITIES AND OUTCOMES FOR 2019-2020
<p><b>Work Supports Program</b> provides eligible clients with work-related supports to assist them with seeking, obtaining or maintaining employment.</p>	<p><b>Investments and Activities</b> In 2019-2020, funds totaling \$19,700 provided work-related supports to EI-eligible clients attending the Transitions to Work program.</p> <p><b>Outcomes</b> During 2019-2020, 47 clients received work supports.</p>
<b>Labour Market Partnerships</b>	
<p><b>Labour Market Partnerships</b> provides funding to support employers, employer or employee associations, community groups and communities in developing and implementing labour market strategies and activities for dealing with labour force adjustments and meeting human resource requirements. Labour Market Partnerships may be used to provide assistance for employed persons who are facing loss of employment. Proposed activities must focus on an identified labour market issue and be assessed as likely to have a positive impact on the labour market. All activities must involve partnership.</p>	<p><b>Investment and Activities</b> In 2019-2020, \$7,814,652 was expended under this activity.</p> <p><b>Outcomes</b> In 2019-2020, 44 projects received funding under this program activity, including 22 that started in 2018-2019 or earlier.</p> <p>Initiatives included activities to address employment needs of persons with disabilities, newcomers, indigenous peoples, and specific labour market sector needs such as:</p> <ul style="list-style-type: none"> <li>- Agricultural;</li> <li>- Petroleum;</li> <li>- Early Childhood Education;</li> <li>- Environmental;</li> <li>- Aquaculture;</li> <li>- Paramedical; and</li> <li>- Fisheries.</li> </ul>
<p><b>Labour Market Integration for Newcomers</b> provides funding to organizations to pilot initiatives to support integration of unemployed individuals into the workforce including initiatives to target labour market integration for newcomers. Under the later, the initiatives were designed to help newcomers fully engage in all aspects of the province's social, economic and cultural life, as well as to support innovative approaches to increasing capacity and enhancing services for newcomers.</p>	<p><b>Investment and Activities</b> In 2019-2020, was expended under this activity \$632,540.</p> <p><b>Outcomes</b> In 2019-2020, 15 projects were supported.</p>

PROGRAM	INVESTMENT, ACTIVITIES AND OUTCOMES FOR 2019-2020
<b>Employment Assistance Services</b>	
<p><b>Employment Assistance Services (EAS) Program</b> provides funding to organizations to enable them to offer employment assistance services to unemployed or underemployed persons. These services can be provided on an individual basis or in a group setting.</p> <p>The key services funded through EAS are:</p> <ul style="list-style-type: none"> <li>• Self-serve employment resources;</li> <li>• Needs assessment;</li> <li>• Development of employment plans;</li> <li>• Case management;</li> <li>• Employment counselling; and</li> <li>• Provision of workshops in various employment related topics including, but not limited to, job search, and resume writing, and/or transitional employment support services.</li> </ul>	<p><b>Investments and Activities</b> In 2019-2020, \$12,612,437 was expended on EAS activity.</p> <p><b>Outcomes</b> Twenty-three organizations were provided with funding in 2019-2020 to provide EAS type activity to clients. Between internal resources and funded external agreements over 15,000 individuals were provided assistance.</p>
<b>Self-Employment Assistance</b>	
<p><b>Self-Employment Assistance Community Coordinator</b> provides funding to organizations, to assist eligible unemployed clients with starting their own business. The coordinator position supports clients through the provision of entrepreneurial training, general information sessions, and assessment and implementation of a business plan.</p>	<p><b>Investments and Activities</b> In 2019-2020, \$2,154,968 was expended under this activity.</p> <p><b>Outcomes</b> Seventeen organizations were provided with funding under this activity.</p>
<p><b>Self-Employment Assistance (Individual Supports) Program</b> assists insured participants through the provision of a living allowance to help them create jobs for themselves by starting a business.</p>	<p><b>Investments and Activities</b> In 2019-2020, \$5,295,590 was expended under this activity.</p> <p><b>Outcomes</b> Support was provided to 405 individuals in 2019-2020.</p>

PROGRAM	INVESTMENT, ACTIVITIES AND OUTCOMES FOR 2019-2020
<p align="center"><b>Research and Innovation</b></p> <p><b>Research and Innovation</b> provides funding support for research and innovative projects that explore and identify better ways of helping persons prepare for and attach to the labour market as productive employees.</p>	
	<p><b>Investments and Activities</b> In 2019-2020, \$4,030,305 was expended under this activity.</p> <p><b>Outcomes</b> Funding of \$618,822 was provided to support the operation of a Workforce Innovation Centre and \$2,221,355 for research projects. Funding of \$1,190,128 was also provided to two organizations to expand online training for apprentices.</p>

## Stakeholder Engagement

The Department of Immigration, Skills and Labour (ISL) participated in numerous engagement activities while developing the various phases of *The Way Forward*, including engagements specific to the Immigration Action Plan, the Adult Literacy Plan, and the Comprehensive Human Resource Plan (now *The Way Forward on Workforce Development*). As well, in the 2019-2020 fiscal year, the Workforce Innovation Centre (WIC) coordinated 105 meetings and events, resulting in consultations with 1,084 labour market partners as part of its mandate to engage stakeholders. A number of key themes and focus areas have emerged specific to workforce development from the above engagement activities, including:

- Increased collaboration and partnerships;
- Continued emphasis on immigration and attracting talent;
- Improved access to labour market information;
- Closing skills gaps through skills development and mentorship opportunities;
- Enhanced awareness and access to programs and services; and
- Promotion of inclusive and diverse workplaces.

The 2019-2020 LMDA and WDA annual plans have been informed via ongoing strategic planning and information sharing with key partners as part of normal program and policy development. Key partners include:

- Employers such as Verafin, Anaconda Mining, DF Barnes Fabrication, and Newco Metals;
- Community groups such as Community Sector Council, Vera Perlin, Stella's Circle, and Choices for Youth;

- Official language minority representatives such as Réseau de développement économique et d'employabilité de Terre-Neuve-et-Labrador (RDÉE TNL) and La Fédération des francophones de Terre-Neuve et du Labrador (FFTNL);
- Indigenous partners such as Labrador Aboriginal Training Partnership, St. John's Native Friendship Centre, and Nunatukavut Community Council;
- Labour organizations such as Newfoundland and Labrador Federation of Labour, Fish, Food and Allied Workers, and International Brotherhood of Electrical Workers;
- Business and industry associations such as Newfoundland and Labrador Construction Association, Community Business Development Corporations, Newfoundland and Labrador Employers Council, Canadian Federation of Independent Businesses, TechNL, Newfoundland and Labrador Federation of Agriculture, Canadian Manufacturers and Exporters – Newfoundland and Labrador, Newfoundland and Labrador Environmental Industry Association, Newfoundland and Labrador Forest Industry Association, Professional Fish Harvesters Certification Board, and Newfoundland Aquaculture Industry Association;
- Municipalities such as Municipalities Newfoundland and Labrador, Towns and Local Service Districts;
- Federal Government departments and funded initiatives such as Employment and Social Development Canada, Atlantic Canada Opportunities Agency, Service Canada, Agriculture and Agri-Food Canada, Future Skills Centre, and the Labour Market Information Council;
- Other Provincial Government departments such as Departments of Education, Industry, Energy and Technology, Children, Seniors and Social Development, Office for the Status of Women, Disability Policy Office, Health and Community Services, and Intergovernmental and Indigenous Affairs Secretariat (Executive Council);
- Educational institutions (private and public) such as Memorial University, Marine Institute, College of the North Atlantic, Newfoundland and Labrador Association of Career Colleges, Association of Building Trades Educational Colleges, and Academy Canada; and
- Youth groups such as Premier's Youth Council, Conservation Corps, and St. John's Boys and Girls Club.

## Research and Innovation

In February 2017, the Government of Newfoundland and Labrador established the Workforce Innovation Centre (WIC) at College of the North Atlantic's Corner Brook campus. This Centre was designed to support and fund labour market activities, research, and projects that demonstrate innovation and identify methods to better assist individuals prepare for, find, return to, or maintain sustainable employment. In an effort to diversify the economy through innovation, the Centre was created to collaborate with business, labour, community groups, and other agencies to foster innovative approaches to address local labour market needs, and improve employment and training outcomes.

The WIC's original core functions included research funding, capacity building, stakeholder engagement and sharing best practices. From April 2019 to March 2020, WIC made great strides in all areas hosting 105 meeting and events with partners, presenting at 14 national conventions, developing a social media following and establishing strong relationships with the other five workforce innovation centers across Canada and the Future Skills Centre (FSC).

In addition, 20 proposals were selected from two calls for proposals in 2017 and 2018 and work from these projects is ongoing. These projects are funded through the Research and Innovation measure of the LMDA. There have been some early findings reported in some cases and there has been measurable interest in early adoption of the products developed. A brief description of each project, along with a status report up to the end of the fiscal 2019-2020, is as follows:

### **Tourism Reskilling - Hospitality Newfoundland and Labrador (HNL) - \$588,000**

Led by HNL, in partnership with the Tourism Human Resources Canada, this three-year project is aimed to support rural Newfoundlanders and Labradorians who wish to transition to work in the tourism sector.

Tourism is one of the largest employers in the province and is expected to grow significantly in the coming years, creating demand for jobs. However, the current pool of available labour is not expected to keep up with employment demands, creating a gap between the numbers of jobs that would be supported in the industry. This project will identify training required in rural tourism destinations that have a high potential to expand but are experiencing low workforce participation. The project will deliver the training to employees; other individuals that are unemployed and require retraining to work in the tourism sector; or individuals who have dropped out of the labour force but desire to work in tourism.

This project was originally scheduled to end in November 2020. However, based on the impacts of COVID-19 to the tourism industry in the province, this project has been extended to conclude after the summer of 2021.

### **Expanding Entrepreneurship - Genesis Centre, Memorial University - \$497,417**

Led by the Genesis Centre Inc. of Memorial University, this three-year project is focused on exploring ways to increase entrepreneurship among women and immigrants in the technology sector. This project began in March 2018 and is scheduled to end March 2021.

The topic of increasing the number of female-owned technology businesses is one that has been studied for decades. The Newfoundland and Labrador Organization of Women Entrepreneurs (NLOWE) recently released a report, which outlined the barriers to self-employment and discussed ways in which women can grow the economy. Some of the

barriers discovered included difficulty accessing financing, limited business skills training, family commitments, fear of taking risks, limited access to partners, and lack of mentors.

This project will explore ways in which human capital from all over the world can be attracted to come to Newfoundland and Labrador to live, work, and innovate. The vision is to create a vibrant and self-sustaining technology industry that contributes to the economic diversification that is necessary for the economy of Newfoundland and Labrador to grow.

### **Entry and Retention in the Aquaculture Sector – Social Research and Demonstration Corporation (SRDC) - \$361,616**

Led by SRDC, in partnership with the College of the North Atlantic and the Marine Institute, this two-year project is aimed at developing and delivering an innovative training model for entry-level occupations in the aquaculture industry. The project has been ongoing through COVID-19 and findings are due to be reported in 2020-2021.

In order to meet the increasing labour demand, the Aquaculture sector is needing to draw on a labour pool that is either more distant from the aquaculture labour market with gaps in essential skills, or who have been displaced from other sectors and lack core transferable skills.

This project is aimed at developing and implementing a sector-specific model of essential skills training for the unemployed that is aligned and integrated with technical training and occupational requirements of the aquaculture sector. The goal is for this training to lead to positive employment outcomes and job retention within the aquaculture sector.

### **Bridging the Divide - Association of New Canadians (ANC) - \$292,680**

In partnership with Memorial University's Grenfell Campus, this three-year project is aimed at developing and implementing a program to connect refugees to employment opportunities in the province's agriculture sector.

This project is aimed at addressing a number of challenges in the agriculture sector in Newfoundland and Labrador including the shortage of skilled farm labour and the knowledge gap in the production of secondary products within this industry. It is aimed at addressing the need for a farm-training program that places and integrates refugees with suitable farm labour skills into the province's agriculture industry. In so doing, the low participation rate of refugees in the provincial labour force will be improved and refugees knowledgeable in the production of secondary products will help fill this gap and diversify the agriculture sector.

Further, Bridging the Divide will help ensure that refugee families have the support needed to stay in the community, work, and support their families.

This project began in January 2018 and was initially scheduled to end in June 2020. A project extension was granted to include work placements in the summer of 2020. A final report is expected in 2020-2021.

**Evaluating the Short and Long Term Impacts of the Employment Assistance Services and Career Development Programming offered by the Women in Resource Development Corporation (WRDC) - \$230,650**

From June 2018 to June 2020, this project evaluated the short and long-term impacts of WRDC's Employment Assistance Services and Career Development Programming. Research was led by WRDC in partnership with the College of the North Atlantic (CNA).

WRDC's employment assistance services and career development programming have been implemented for 20 years. These services are aimed at:

- Enhancing essential skills such as literacy and technological abilities;
- Increasing employability in trades and technology; and
- Decreasing barriers for women who want to work in trades or technology.

This project builds upon research completed in previous years and new research through telephone and online surveys, focus groups, and interviews throughout Newfoundland and Labrador. The sample for the project includes clients from 1999 to 2017.

Findings will be reported in 2020-2021.

**Pathways to Work – Social Research and Demonstration Corporation (SRDC) – \$129,220**

This two-year project led by SRDC, in consultation with the Nunatsiavut Government, is aimed at co-designing improved employment pathways for Inuit youth in Nunatsiavut, with research being conducted within the rural and remote communities of Labrador.

This project was designed to address two existing challenges to Inuit youth employment in Labrador:

- A lack of awareness among employers, community stakeholders, and youth about effective practices to enhance youth employment and how these could be adapted locally; and
- A lack of alignment between youth's skills and assets and the available services, resources, and opportunities in the community.



Further, this project was intended to better understand the assets and gaps in youth employment in Nunatsiavut, Labrador. Throughout the project, SRDC worked with partners and local stakeholders to create a replicable prototype for aligning the skills of local youth with available funding and job opportunities.

This project began in April 2018 and ended in December 2019. However, due to COVID-19 impacts, the final findings and report were delayed. SRDC provided the following highlights to WIC:

- There were a larger than expected number of youth interested in participating in the research project;
- Partnerships are vital to both the content and process of co-design;
- Flexibility is key to ensuring co-design remains responsive and relevant;
- Youth must be engaged at each stage of the process;
- Education and training barriers exist for youth in remote contexts; and
- A digital map of employment pathways for Inuit youth will be developed based on the findings of this project.

The following are early SRDC recommendations:

- Overall, acknowledge that youth in Nain face multiple obstacles with courage and perseverance;
- At the program and community levels, provide information about employment, education, and training that is relatable and relevant. Reduce barriers to entry into these programs aimed at youth. Expose youth early and often to various types of career paths and options; and
- At the regional level, align labour market supply and training with demand. Examine supports related to financial barriers in education and training, and make these known to youth.

Researchers will be presenting findings in November 2020.

**Evidence for Community Employment Services – Collective Interchange Cooperative (CIC) and Canadian Career Development Foundation (CCDF) - \$314,732**

Led by CIC, in partnership with CCDF, this three-year project is being implemented across employment support agencies within the Avalon Region of Newfoundland and Labrador.

This project aims to answer two research questions:

1. What employment support interventions will produce results given clients existing strengths and weaknesses?

2. How can the data collected be used to create system efficiencies and ensure that services meet the client's needs and result in the outcomes that are beneficial to clients and funders?

Through a survey of career practitioners, it was determined that an enhancement of the Performance Recording Instrument for Meaningful Evaluation (PRIME) interactive software will enable employment service providers a mapping of tailored interventions and outcomes. The PRIME 2.0 system will enable meaningful recording and reporting of progress in vital client centered characteristics, which will support the evaluation of client progress and interventions.

This project began in June 2018 and is on schedule to be completed in November 2020. The PRIME 2.0 is being developed, tested, and piloted by career practitioners with promising feedback. As well, PRIME 2.0 is poised to be adopted by other provinces, including British Columbia, Saskatchewan, Manitoba, and parts of Ontario.

#### **Assessing Alternative Academic Readiness Programs – College of the North Atlantic - \$756,886**

Beginning in February 2019, this three-year project will research alternative admissions and academic readiness assessment processes. It will provide pathways and tools for indigenous students that are reliable, valid, culturally sensitive, and appropriate. The research will occur in College of the North Atlantic campuses across Newfoundland and Labrador.

#### **Exploring the Use and Impact of Mobile Technology in a Work-Based Program for Adults Who Face Barriers to Employment – Stella's Circle - \$687,269**

Led by Stella's Circle, in partnership with Bluedrop Learning Network and various commercial cleaning sites served by the Stella's Circle Clean Start program, this work-based project will explore the use and impact of mobile technology for adults who face multiple employment barriers. Goss Gilroy have also been engaged as research advisors. This project began in March 2019 and is on schedule to be completed by February 2022.

This project seeks to enhance the education and skills of individuals who have been traditionally difficult to employ by encouraging and increasing digital literacy. Research will aim to explain the impacts of integrating mobile learning and technology into work based employment programming. It is anticipated that the results will determine if this will increase job satisfaction and long-term attachment to the labour market.

A baseline survey of Clean Start workers had been conducted. This survey identified the need for mobile tools that would work for those with low literacy and which would address employment barriers.

Through consultation, Stella's Circle learned that the original singular mobile app concept was limiting. After further exploration and analysis, Google Suite and a Google landing page, specifically configured for Clean Start workers/research participants, has been integrated into the app. Most importantly, this change will allow the research participants to develop skills using Google applications that can be used beyond the research project, in the labour market and daily living.

Stella's Circle are currently in the development phase of the project with the digital tools expected to be ready for use by fall 2020.

### **Improving Psychological Health and Safety in Health Care Workers through Technology Based Support: Project Plan – Eastern Health - \$443,000**

Eastern Health, in partnership with IBM, is undertaking a pilot project to test ways to improve mental health and safety through technology-based support. The project will help determine if technology based support increases employee knowledge and uptake of psychological support services. It is anticipated that this will also improve employee wellness factors and organizational healthy workplace indicators. This three-year project will involve the development, implementation, and evaluation of application based technology. This will incorporate internal and external supports to the organization, as well as a built in peer “chat” function that will allow employees to gain timely and appropriate support and information about services and supports available to them.

To date, the Employee Virtual Assistant (EVA) software was developed and launched prior to the COVID pandemic. As a first test, EVA assessed the impacts of the virus on Eastern Health workers. There is significant interest in early adoption of the tool beyond Eastern Health to other Health Boards in the province.

### **Forest-Based Bio-Economy in Newfoundland – NL Forest Industry Association - \$334,017**

This three-year project, led by the NL Forest Industry Association (NLFIA), is aimed at exploring knowledge-based production and the use of biological resources to provide products, processes, and services across all sectors of the provincial economy.

This project seeks to explore opportunities in the forest sector's new bio-economy and match them with new skills training required by industry partners. Bio-economy development offers an opportunity to attract, and therefore increase, the participation of underrepresented groups in the forest sector, specifically women, youth, and indigenous peoples.

This project began in February 2019 and scheduled to end in March 2022.

**Going the Distance: Equipping Rural Newfoundlanders and Labradorians with the Abilities and Skills to Succeed in Online Learning – Laubach Literary Council - \$287,131**

Beginning in February 2019, this three-year project will assist rural Newfoundlanders and Labradorians with low literacy to acquire the skills needed to succeed in online learning. The purpose of this project is to help learners improve technology and writing skills to assist furthering education and increasing employability skills.

The research will be led by Newfoundland and Labrador Laubach Literacy Council Inc. and will be conducted in locations in rural Newfoundland and Labrador.

**Enhancing the Women in Science, Engineering, Trades, and Technology Leadership Program in Newfoundland and Labrador - \$280,851**

Initiated in March 2019 and led by Women in Science, Engineering, Trades and Technology (WinSETT), this 30-month project will make enhancements to the Leadership Program. This program is aimed at recruiting, retaining, and advancing women in science, engineering, trades, and technology fields.

The Leadership Program has been delivered for eight years in Newfoundland and Labrador (2010-2018), through a partnership with Women in Science and Engineering (WISE NL), as well as employer and university sponsorships. It has delivered 30 interactive leadership workshops during this time and approximately 400 women from different workplaces have participated in the program.

This project will focus on the low number of women being retained, supported, and promoted in science, engineering, trades, and technology fields, with a goal to increase the presence of women in underrepresented areas of the labour force.

**Employer Perceptions to Hiring Newcomers and International Students in NL – Memorial University - \$238,932**

From March 2019 to June 2022, Memorial University of Newfoundland's Faculty of Humanities and Social Sciences is leading a three-year research project, designed to investigate the attitudes of employers in the province toward hiring newcomers, temporary foreign workers, and international students. This project will analyze the data from a longitudinal survey of employers in order to provide a better understanding of the employment conditions of newcomers and international students in Newfoundland and Labrador. It is the intent of this project to inform governments, settlement agencies, and employer councils on what can be done to improve the integration and retention of these individuals.

**Workforce Innovation through Social Enterprise – Community Education Network Southwestern NL- \$248,535**

Beginning in October 2019, the goal of this three-year project is to encourage and support social enterprise growth in Newfoundland and Labrador. Social enterprises will be presented as an innovative tool for addressing workforce challenges, supporting rural sustainability, encouraging small business enterprise, and building a stronger economic foundation for the future. This goal will be accomplished through collaborative partnerships and stakeholder engagement; applied research; piloting and evaluation; data analysis and documentation; as well as knowledge mobilization and dissemination of information and practical tools and resources.

**Enhancing Employability through Soft Skills Development – Academy Canada - \$227,221**

From October 2019 until July 2022, this project will help determine the soft skills gaps within the province's labour supply. It will evaluate the effectiveness of an individual's participation in a series of soft skills development workshops designed to increase their employability. This project will make efforts to increase the work-ready labour supply by providing individuals with the training needed to become valuable and productive members of the province's workforce.

**Applied Research on Supportive Training, Social Enterprise and Employment First Practices for the Future of NL – Choices for Youth (CYF) - \$616,866**

This project will analyze options for education, training, and employment and will combine an employment first approach with social enterprise development. This research will aim to provide a stronger understanding of how to improve economic and social conditions for marginalized youth and emerging adults in the province. An understanding will be gained of how the changing nature of work and the rapid social changes experienced, influence educational and labour market engagement.

This applied research project will test the strength of the CFY Employment First approach in St. John's and three other rural locations through the modernization of traditional labour market development training options that are built specifically for youth. The program design will provide supportive employment opportunities through social enterprise, as well as measure the impact of individualized case management on labour force attachment in both supportive and competitive employment environments.

Choices for Youth will lead this research from October 2019 to April 2022.

### **A Community-Minded Social Enterprise: An Inquiry for Viability – Corner Brook Status of Women Council - \$74,525**

Led by the Corner Brook Status of Women Council, with the cooperation of Vine Place Community Centre, this 16-month project is designed to explore the conditions required to ensure the success of a social enterprise in Crestview, Corner Brook. This area is composed mainly of individuals and families living in subsidized housing provided by Newfoundland and Labrador Housing Corporation (NLHC).

The proponent has put forward a proposal to NLHC to repurpose one of the vacant buildings in the area. It will include supportive housing units, as well as space for a social enterprise. The research will consider:

- Types of business that may be supported by local residents;
- Difficulties in establishing the business and longer-term viability;
- Types of employment that may be generated;
- Employability skills that will be required to employ local individuals; and
- Addressing employment barriers to ensure the success.

This project will end in February 2021.

### **YMCA Employment Services – YES! - \$824,493**

This project, led by the YMCA of Western Newfoundland in Corner Brook, will explore best practices in the delivery of employment programs, services, and supports for at-risk-youth and young adults. The primary research objective is to determine what employment supports are needed to address the identified gaps and barriers to employment of this population in the Corner Brook - Bay of Islands area. As part of this research, there will be an evaluation of the project to develop best practices for the delivery of employment services using the YMCA's YES! Drop-in Employment Services, Job Connect, and Brighter Futures Employment Programs.

The project began on October 2019 and will run until September 2021.

### **Research on Barriers and Opportunities to Workforce Participation for Older (Experienced) Workers – St. John's Board of Trade - \$229,705**

As the provincial workforce is shrinking and aging, this project will explore barriers that currently exist for older workers that want to remain in the workforce. It will examine potential contributions to the labour market and gain an understanding of employer attitudes towards older workers. Recommendations will be developed to remove barriers and increase older worker participation in the workforce.

This research is being led by St. John's Board of Trade and operating throughout all areas of Newfoundland and Labrador. The project began in October 2019 and will end in October 2021.

## **Incorporation of Best Practices into Programming**

### **Research and Innovation**

Although most of the projects funded through WIC are still ongoing, it is anticipated the findings from research projects will inform innovative models and best practices for labour market programs and services. Examples of promising practices include:

- The enhancement of PRIME 2.0 is currently being piloted by community agencies in the Avalon Region. This learning may be applied to various career and employment services contexts from community services, post-secondary, to government service delivery. Because of the research completed to date, many of the agencies will continue to use the PRIME 2.0 after the project is completed and it is anticipated the software will be expanded to other jurisdictions.
- The Employee Virtual Assistant (EVA) software has demonstrated significance in assessing the impacts of the coronavirus on Eastern Health workers. Discussions are occurring on adoption of EVA beyond Eastern Health to other Health Boards in the province.

## **Employment Benefits and Support Measures in Action**

### **Highlights of the Skills Development Employment Benefit**

#### **Client Profile: "Susan"**

Susan was 56 years old when she requested assistance with job search and career planning. Upon assessment, it was determined that she had multiple barriers to employment. Susan had a grade eight education and was unable to secure full-time sustainable employment. She began the employment planning process and enrolled in an Adult Basic Education (ABE) program, with a goal to obtain a career in the medical profession. Although the ABE program presented many challenges for this adult learner, she progressed and successfully graduated.

In January of 2020, at the age of 61, Susan successfully completed the Fast Track Acupuncture Diploma Program at the Canadian College of Acupuncture and Traditional Chinese Medicine, in Bedford Nova Scotia. She graduated with Honours and has had several job offers upon graduation. Susan started her own practice in January 2020.

In a follow up note to her Case Manager, she wrote:

*Thank you so much for everything you have done for me. I am going to have an amazing career and love helping others on their journey to*

*wellness. You know you are doing well in this field when you receive referrals from other patients. Thank you again for believing in me and giving me this fabulous opportunity to learn and succeed in a whole new career.*

### **Client Profile: “Carol”**

Carol was 45 years old when she requested assistance in securing employment. She had a history of low paying positions and found it difficult to compete for jobs in today’s labour market. Carol had a learning disability, had not graduated high school, and reported that she faced many challenges in the regular school system and had dropped out. Her short-term goal was to successfully complete her high school education, and later complete a Personal Care Attendant or Practical Nursing program.

Carol’s Case Manager worked collaboratively with her to get an educational assessment completed. This assessment recommended supportive services, such as tutoring, to assist her to be successful in completing her ABE program - in less weeks than recommended by the educational institution!

Carol went on to complete a Personal Care Attendant program, which resulted in full-time employment with Western Health.

## **Employer Based Training**

### **Employers who have improved their capacity of the workforce**

As part of the expanded eligibility included in the amendment to the Canada-Newfoundland and Labrador LMMA signed in 2018, Newfoundland and Labrador has increased flexibility to support employer-sponsored training under Labour Market Partnerships. In 2019-2020, two employers availed of this programming:

- **Labrador Gem Seafood Incorporated** had 40 fish plant workers in Ramea trained in sea urchin processing, with the assistance of a consultant from Japan. Employees received an introduction to the process flow for this specialized production, followed by provision of various tools used to generate the best quality product and actual processing. Employees were given work assignments and the instructors monitored to determine their effectiveness in each role. A daily performance sheet was used to evaluate progress in the position. At the end of the training, a report was issued for each employee and management decided on the most effective positioning for each person in the process flow. This training will help extend the operating season for this seafood processing facility, thereby, decreasing the employee’s reliance on Employment Insurance benefits.
- **Dallas Mercer Consulting Inc. (DMC)** supports hundreds of employers across Canada by managing workers’ compensation and sick leave claims. Due to a skills shortage in the field of expertise, DMC is implementing a coaching and shadowing



program. DMC anticipates it will take 12 months for an inexperienced new employee to be fully trained and productive as a DMC Disability Manager, with continued coaching as needed.

During this training process, trainees will be exposed to different approaches to manage sick leave and WorkplaceNL cases, as well as collaborating on unique or challenging cases through reviews. Classroom time will be required to learn and study all provincial legislation as it relates to workers' compensation, policies, procedures, as well as case studies to understand application.

Each trainee will get experiential learning to:

- Review of Workers' Compensation Monthly Cost Statements;
- Understand how to develop relationships with and the value of client interaction;
- Learn how to interact with workers and obtain answers to questions; and
- Understand what to look for when doing a case review and where to focus attention to obtain desired outcome.

This training began January 2020 and ends December 2020.

## **Annex1: Audited Financial Statement**



**Grant Thornton**

**Auditors' Report**

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

**March 31, 2020**

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## Independent auditor's report on compliance with an agreement

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To the Deputy Minister of the Department of Advanced Education, Skills and Labour

We have undertaken a reasonable assurance engagement of Province of Newfoundland and Labrador's compliance as at March 31, 2020 with the criteria established by Article 18.1(b) of the Canada-Newfoundland and Labrador Labour Market Development Agreement dated September 4, 2008 (the "Agreement") and the interpretation of such agreement as set out in Note 1.

### Management's responsibility

Management is responsible for the Province of Newfoundland and Labrador's compliance with the specified requirements of the Agreement. Management is also responsible for such internal control as management determines necessary to enable compliance with the specified requirements.

### Auditor's responsibility

Our responsibility is to express a reasonable assurance opinion on the Province of Newfoundland and Labrador's compliance based on the evidence we have obtained. We conducted our reasonable assurance engagement in accordance with Canadian Standard on Assurance Engagements 3531, Direct Engagements to Report on Compliance. This standard requires that we plan and perform this engagement to obtain reasonable assurance about whether the entity complied with the specified requirements, in all significant respects.

Reasonable assurance is a high level of assurance, but is not a guarantee that an engagement conducted in accordance with this standard will always detect a significant instance of non-compliance with specified requirements when it exists. Instances of non-compliance can arise from fraud or error and are considered significant if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users of our report. A reasonable assurance compliance reporting engagement involves performing procedures to obtain evidence about the entity's compliance with the specified requirements. The nature, timing and extent of procedures selected depends on our professional judgment, including an assessment of the risks of significant non-compliance, whether due to fraud or error.

We believe the evidence we obtained is sufficient and appropriate to provide a basis for our opinion.

**Our Independence and Quality Control**

We have complied with the relevant rules of professional conduct/code of ethics applicable to the practice of public accounting and related to assurance engagements, issued by various professional accounting bodies, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

The firm applies Canadian Standard on Quality Control, *Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance Engagements* and, accordingly, maintains a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

**Opinion**

In our opinion, the Province of Newfoundland and Labrador complied with the specified requirements established in Articles 18.1(b) of the Agreement during the period April 1, 2019, to March 31, 2020, in all significant respects.

We do not provide a legal opinion on the Province of Newfoundland and Labrador's compliance with the specified requirements.

St. John's, Canada  
September 30, 2020



Chartered Professional Accountants

## Independent auditors' report

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To the Deputy Minister of the Department of Advanced Education, Skills and Labour;

### Opinion

We have audited the accompanying Statement of Operations of Benefits and Measures and Administration Costs for the Province of Newfoundland and Labrador for the year ended March 31, 2020 ("the statement").

In our opinion, the financial information in the statement for the year ended March 31, 2020 is prepared, in all material respects, in accordance with the financial reporting provisions in Articles 18.1(a)-(b) of the Canada-Newfoundland and Labrador Labour Market Development Agreement dated September 4, 2008 ("the Agreement").

### Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Statement section of our report. We are independent of the Agreement in accordance with the ethical requirements that are relevant to our audit of the statement in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Basis of accounting and restriction on distribution

We draw attention to Note 1 to the statement, which describes the basis of accounting. The statement is prepared to assist the Province of Newfoundland and Labrador to meet the requirements of Articles 18.1(a)-(b) of the Agreement. As a result, the statement may not be suitable for another purpose. Our report is intended solely for the Province of Newfoundland and Labrador and the Department of Advanced Education, Skills and Labour and should not be distributed to parties other than the Province of Newfoundland and Labrador and Labour and Human Resources and Skills Development Canada. Our opinion is not modified in respect of this matter.

### Management's responsibility

Management is responsible for the preparation of the statement in accordance with the financial reporting provisions in Articles 18.1(a)-(b) of the Agreement, and for such internal control as management determines is necessary to enable the preparation of the statement that is free from material misstatement, whether due to fraud or error.

**Auditor's responsibilities for the Audit of the Statement**

Our objectives are to obtain reasonable assurance about whether the statement is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this statement.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the statement, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Agreement's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates, if any, and related disclosures made by management.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



St. John's, Canada

September 30, 2020

Chartered Professional Accountants

Canada - Newfoundland and Labrador Labour Market Development Agreement			
Statement of Operations			
Fiscal Year Ending March 31, 2020			
1	CONTRIBUTIONS FROM CANADA	Contribution	Total
	<b>Base contribution from the EI Operating Account</b>		
	Base Contribution toward cost of benefits and measure (Program)	\$ 126,700,954	
	Base Contribution toward administration cost (Administration)*	\$ 8,937,466	
	<b>Contributions to costs of benefits and measures outside of base LMDA allocation</b>		
	Budget 2017 Additional Allocation (Program)	\$ 9,941,402	
	Additional Targeted Funding to support Steel & Aluminum Workers (Program)	\$ 500,000	
	Additional Targeted Funding to support Seasonal Workers (Program)	\$ 1,630,816	
	<b>TOTAL CONTRIBUTIONS FROM CANADA TOWARDS PROGRAM COSTS</b>		\$ 138,773,172
	<b>TOTAL CONTRIBUTIONS FROM CANADA TOWARDS ADMINISTRATION COSTS</b>		\$ 8,937,466
2	PROGRAM EXPENDITURES - EMPLOYMENT BENEFITS AND SUPPORT MEASURES	Expenditure	Sub-total
	<b>EMPLOYMENT BENEFITS</b>		
	* Skills Development Regular (SD-R)	\$ 77,732,300	
	<i>[Skills Development &amp; Contribution Agreements]</i>		
	Occupational skills training	\$ 76,613,758	
	Programming**	\$ 21,889,758	
	Financial Assistance (EI Part II)**	\$ 63,724,000	
	Short-Term Training	\$ -	
	Programming**	\$ -	
	Financial Assistance (EI Part II)**	\$ -	
	Literacy, essential skills, language training and adult basic education	\$ 2,054,609	
	Programming**	\$ -	
	Financial Assistance (EI Part II)**	\$ 2,054,609	
	Other skills development activities***	\$ 63,933	
	Programming**	\$ -	
	Financial Assistance (EI Part II)** (EDAS - Assessments)	\$ 63,933	
	* Skills Development Apprentice (SD-A)	\$ 6,902,031	
	<i>[Skills Development - Apprenticeship]</i>		
	Programming**	\$ 5,173,894	
	Financial Assistance (EI Part II)**	\$ 1,728,137	
	* Targeted Wage Subsidies (TWS)	\$ 7,745,941	
	<i>[Targeted Wage Subsidies]</i>		
	Programming**	\$ 7,639,503	
	Financial Assistance (EI Part II)**	\$ 106,438	
	* Self-Employment (SE)	\$ 7,450,557	
	<i>[Self-Employment Assistance]</i>		
	Programming**	\$ 2,154,968	
	Financial Assistance (EI Part II)**	\$ 5,295,590	
	* Job Creation Partnerships (JCP)	\$ 11,390,027	
	<i>[Job Creation Partnerships]</i>		
	Programming**	\$ 2,850,725	
	Financial Assistance (EI Part II)**	\$ 8,539,302	
	* Targeted Earnings Supplements (TES)	\$ -	
	<i>[Provincial/Territorial equivalent none for TES programming]</i>		
	<b>TOTAL EMPLOYMENT BENEFITS EXPENDITURES</b>		\$ 111,220,856
	<b>SUPPORT MEASURES</b>		
	* Employment Assistance Services (EAS)	\$ 12,612,437	
	<i>[Employment Assistance Services]</i>		
	Job search assistance	\$ -	
	Counselling/Case management	\$ -	
	Unassisted services (e.g., self-serve employment resources)	\$ -	
	Other	\$ 12,612,437	
	* Labour Market Partnerships (LMP)	\$ 8,447,192	
	<i>[Labour Market Partnerships]</i>		
	Projects/strategies in support of human resources planning and dealing with labour market adjustments	\$ -	
	Employer-sponsored training	\$ 8,447,192	
	* Research & Innovation (R&I)	\$ 4,030,305	
	<i>[Research and Innovation]</i>		
	<b>TOTAL SUPPORT MEASURES</b>		\$ 25,089,934
	<b>OVERPAYMENTS RECOVERED FROM INDIVIDUALS</b>		\$ 725,566
	<b>TOTAL PROGRAM EXPENDITURES</b>		\$ 136,584,224
3	BALANCE AT YEAR END (Program)****		\$ 3,188,947
4	ADMINISTRATION EXPENDITURES		
	* Salary expenses		
	Direct service delivery	\$ 7,813,790	
	Other (e.g. Policy and Program Development, Management, Support Services, etc.)	\$ 101,851	
	<b>TOTAL SALARY EXPENDITURES</b>		\$ 7,915,641
	* Non-salary expenses (excluding accommodations)	\$ 109,140	
	* Expenses towards accommodations	\$ 854,900	
	<b>TOTAL NON-SALARY</b>		\$ 964,040
	<b>TOTAL ADMINISTRATION EXPENSES</b>		\$ 8,879,681
5	BALANCE AT YEAR END (Administration)****		\$ 57,775

\* Any additional amount used towards administration costs, as set out in the Budget 2017 LMDA Amendment, would not be identified under the administration contribution section. Administration allocation provided by Canada should be reported. If flexibility is used, it is to be reflected as a deficit under the administration expenditure section, and a surplus in the program expenditure section. Amount of program funding eligible for use towards administration costs and amount actually used towards administration costs must be indicated in the footnotes to the Audited Financial Statement.

\*\* Definitions to be developed. Provinces and Territories will be consulted.

\*\*\* Please include a list of all programming included in the "other" category in the footnotes of the financial statement

\*\*\*\*Any balance at year end must be refunded to Employment and Social Development Canada

This audited financial statement was prepared and certified in accordance with the requirements set out in the Canada-[PT] Labour Market Development Agreement.



	OVERPAYMENTS RECOVERED FROM INDIVIDUALS	Sub-total	Total
<b>EMPLOYMENT BENEFITS</b>			
▪ Skills Development Regular (SD-R) <i>[Skills Development &amp; Contribution Agreements]</i>	\$ 726,566		
▪ Skills Development Apprentice (SD-A) <i>[Skills Development - Apprenticeship]</i>	\$ -		
▪ Targeted Wage Subsidies (TWS) <i>[Targeted Wage Subsidies]</i>	\$ -		
▪ Self-Employment (SE) <i>[Self-Employment Assistance]</i>	\$ -		
▪ Job Creation Partnerships (JCP) <i>[Job Creation Partnerships]</i>	\$ -		
▪ Targeted Earnings Supplements (TES) <i>[Provincial/Territorial equivalent name for TES programming]</i>	\$ -		
<b>TOTAL EMPLOYMENT BENEFITS EXPENDITURES</b>		\$ 726,566	
<b>SUPPORT MEASURES</b>			
▪ Employment Assistance Services (EAS) <i>[Employment Assistance Services]</i>	\$ -		
▪ Labour Market Partnerships (LMP) <i>[Labour Market Partnership]</i>	\$ -		
▪ Research & Innovation (R&I) <i>[Research and Innovation]</i>	\$ -		
<b>TOTAL SUPPORT MEASURES</b>		\$ -	
<b>TOTAL OVERPAYMENTS RECOVERED FROM INDIVIDUALS</b>		\$	726,566

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## Canada-Newfoundland and Labrador Labour Market Development Agreement

### Notes to the Auditor's Report

Year Ended March 31, 2020

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#### **Note 1 – Basis of Accounting**

The expenses for the Benefits and Measures as well as Administration costs have been incurred based on an accrual basis of accounting.

Each of the Benefits and Measures are defined in Annex 1 of the Agreement.

Administration costs are defined as the costs of administration incurred by the Province of Newfoundland and Labrador in providing the Benefits and Measures, which includes employee salaries, professional fees and rent. Rent is allocated to administration costs on a prorated basis of employees providing the Benefit and Measures in the respective regional offices.

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## Annex 2: Aggregate Information on Employer Programs

During the fiscal year 2019-2020, 407 employers availed of programs delivered by the province. Please note that employers that received wage subsidies to hire individuals are not reported as part of this employer aggregate information.

**Table 1: Employer by Type of Organization**

<b>Employer by Type</b>				
<b>Program</b>	<b>Not for Profit</b>	<b>Private - For Profit</b>	<b>Public</b>	<b>Grand Total</b>
Job Creation Partnerships	255	0	80	335
Labour Market Integration for Newcomers	12	0	1	13
Labour Market Partnerships	31	0	7	38
Research and Innovation	0	1	1	2
Self-Employment Assistance	17	0	0	17
Wage Subsidy - Community Coordinator	2	0	0	2
<b>Grand Total</b>	<b>317</b>	<b>1</b>	<b>89</b>	<b>407</b>

**Table 2: Employer by Size of Business**

<b>Employer by Size</b>				
<b>Program</b>	<b>Small</b>	<b>Medium</b>	<b>Large</b>	<b>Grand Total</b>
Job Creation Partnerships	334	0	1	335
Labour Market Integration for Newcomers	12	1	0	13
Labour Market Partnerships	25	1	12	38
Research and Innovation	0	1	1	2
Self-Employment Assistance	17	0	0	17
Wage Subsidy - Community Coordinator	2	0	0	2
<b>Grand Total</b>	<b>390</b>	<b>3</b>	<b>14</b>	<b>407</b>

**Table 3: Employers by North American Industry Classification System (NAICS)**

NAICS	Job Creation Partnerships	Labour Market Integration for Newcomers (Project)	Labour Market Partnerships	Research and Innovation	Self-Employment Assistance	Wage Subsidy - Community Coordinator	Grand Total
Aboriginal public administration 914	7	0	0	0	0	0	7
Administrative and support services 561	1	0	1	0	0	0	2
Amusement, gambling and recreation industries 713	8	0	0	0	0	0	8
Crop production 111	0	1	0	0	0	0	1
Educational services 611	1	2	13	2	0	0	18
Food Manufacturing 311	0	0	1	0	0	0	1
Food services and drinking places 722	1	0	0	0	0	0	1
Heavy and civil engineering construction 237	1	0	0	0	0	0	1
Heritage institutions 712	28	0	0	0	0	0	28
Local, municipal and regional public administration 913	94	0	0	0	0	0	94
Administration of Housing Programs, Urban Planning and Community Development 924	4	0	0	0	0	0	4
Nursing and residential care facilities 623	1	0	0	0	0	0	1
Oil and gas extraction 211	0	0	1	0	0	0	1
Other information services 519	0	0	1	0	0	0	1
Performing arts, spectator sports and related industries 711	5	0	0	0	0	0	5
Personal and laundry services 812	1	0	0	0	0	0	1
Professional, scientific and technical services 541	0	0	1	0	2	0	3
Religious, grant-making, civic, and professional and similar organizations 813	182	10	19	0	15	2	228
Social assistance 624	1	0	0	0	0	0	1
Transit and ground passenger transportation 485	0	0	1	0	0	0	1
<b>Grand Total</b>	<b>335</b>	<b>13</b>	<b>38</b>	<b>2</b>	<b>17</b>	<b>2</b>	<b>407</b>