

Newfoundland and Labrador

Annual Plan | 2022-23

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

Overview:

- In 2022-23, Newfoundland and Labrador's LMDA base allocation is \$124,269,729 with \$8,937,456 in administrative funding. Newfoundland and Labrador's 2022-23 allocation of the additional funding announced in Federal Budget 2017 is \$10,806,442 for a total of \$144,013,627.
- In April 2022, the Federal Government provided flexibilities for provinces and territories to carry forward up to 20 per cent in 2022-23. This includes base funding, administrative, and the additional Budget 2017 temporary investments under the LMDAs.
- While all carry forward will be confirmed with the audited financial statements, the province of Newfoundland and Labrador projects utilizing the full 20 per cent carry forward provision, equivalent to \$30,208,230. This will bring the total available federal funds in 2022-23 to \$174,221,857.

Description of planned programs: Employment Benefits and Support Measures

Program: Employment Assistance Services	Projected expenditures: \$13,980,000
Brief description of program - Areas of focus: <ul style="list-style-type: none"> • Through self-directed and assisted employment services, organizations provide a variety of services that support individuals as they prepare to enter or re-enter the workforce or assist them to find a better job. Services may include supported employment centres, provision of labour market information, needs determination, job search assistance, career decision making, job search services, career counselling, and résumé writing assistance, and job maintenance support. • Client who require assisted services will have their employability needs assessed by a Case Manager to develop an employment plan that will identify necessary and appropriate interventions to help them return to the workplace. 	
Target Client Groups: <ul style="list-style-type: none"> • Unemployed and employed Canadians, regardless of Employment Insurance (EI) status 	
Benefits and expected results: <ul style="list-style-type: none"> • Individuals will be enabled to make well-informed career decisions. • Access to advisory and support services will be provided that will enable individuals to prepare for and make employment transitions (e.g., school to work, unemployment to employment). • Individuals will be supported in the career and employment planning process. • Labour market information will be provided to individuals, employers, and community organizations. • Approximately 26 organizations will be supported to provide service to over 15,000 individuals in 2022-23. 	

Program: Skills Development	Projected expenditures: \$89,110,457
Brief description of program - Areas of focus: <ul style="list-style-type: none"> • Skills Development provides financial support to EI eligible individuals who are seeking full-time post- secondary training at a public or private training institution, as well as short-term training of less than 12 weeks in duration. This includes supports to attend Adult Basic Education and Advanced Level Apprenticeship training, as well as funding to public post-secondary institutions. • Skills Development program provides assistance to individuals who clearly identify barriers to employment and a willingness to discuss options to remove these barriers. • To be considered for funding individuals have to be EI eligible, be engaged in a case management, and have an employment plan developed. • Individuals who participate in Skills Development may be required to make a financial contribution towards the cost of their training. 	
Target Client Groups: <ul style="list-style-type: none"> • EI-eligible • Unemployed or underemployed • Unrepresented groups, such as Persons with Disabilities, Youth, Indigenous population, Women, and other subsets that may be identified throughout the fiscal year 	
Benefits and expected results: <ul style="list-style-type: none"> • Participants who do not have required education will have access to training to improve their opportunities for additional education and/or employment. • Individuals will acquire employment skills that will strengthen their labour market attachment. • The labour market participation of Newfoundland and Labrador residents will be enhanced, including low-skilled workers and under-represented groups. • Individuals' ability to find long-term employment opportunities through training and education will be enhanced. • Apprentices will be supported to obtain the formal instruction required for certification in designated trades and to progress in their chosen occupation. • Approximately 5,000 individuals will be supported in 2022-23. 	

Program: Wage Subsidies	Projected expenditures: \$15,400,000
Brief description of program - Areas of focus: <ul style="list-style-type: none"> • Wage subsidy programs are designed to bring employers and employees together by providing funding to employers to create employment opportunities for unemployed or underemployed individuals, recent graduates, apprentices, and persons with disabilities. • The JobsNL program supports employer/employee connections that promote sustainable long-term employment or seasonal/short-term employment. • The Apprenticeship Wage Subsidy Program assists apprentices to gain work experience in their skilled trade, and progress to journeyperson certification by providing a wage subsidy to employers who hire apprentices. • Funding is also provided to Community Coordinator's that promote and manage wage subsidy agreements to assist specific client groups. • Eligible individuals may be provided employment supports related to the subsidized position, including tools, equipment, and short-term training. 	
Target Client Groups: <ul style="list-style-type: none"> • EI-eligible • Unemployed or underemployed • Unrepresented groups, such as Persons with Disabilities, Youth, Indigenous population, Women, and other subsets that may be identified throughout the fiscal year 	
Benefits and expected results: <ul style="list-style-type: none"> • Individuals will be provided opportunities to gain work experience and increase workplace skills. • Employers will hire unemployed individuals with minimal work experience whom they would not normally hire in the absence of a subsidy. • Approximately 700 individuals will be hired by employers in 2022-23. 	

Program: Self-Employment Assistance	Projected expenditures: \$7,100,000
Brief description of program - Areas of focus: <ul style="list-style-type: none"> • Self-Employment Assistance is a program that provides financial and entrepreneurial assistance to eligible individuals to help them create jobs for themselves by starting a business. There are two elements to the program: individuals seeking assistance and coordinating organizations to assist individuals. • Individuals are provided with services, such as entrepreneurship training, customized coaching, ongoing advice, business plan development and client supports. The program will improve their business success prospects and lead to further labour market attachments for themselves and possibly other individuals. • The program provides funding to organizations to assist clients with starting their own business. Self- Employment Assistance coordinating agencies provide entrepreneurial support to EI-eligible individuals to assist in assessing their suitability for the program and providing recommendations for funding. Once approved, the organization continues to assist with business plan development, business implementation, and progression through workshops, coaching, mentoring, and ongoing monitoring. 	
Target Client Groups: <ul style="list-style-type: none"> • For individuals - EI-eligible; Unemployed or underemployed; Unrepresented groups, such as Persons with Disabilities, Youth, Indigenous population, Women, and other subsets that may be identified throughout the fiscal year • For organizations - organizations that meet program criteria to offer business development expertise. 	
Benefits and expected results: <ul style="list-style-type: none"> • Self-employment program participants will receive the training and support they need to launch and operate viable businesses. • Employment opportunities through self-employment will be created to provide an economic benefit that extends beyond the individual and into the larger community. • Agencies will provide individuals with guidance, direction, feedback, support, and monitoring throughout the duration of the program. • Approximately 17 agencies and 450 individuals will be supported in 2022-23. 	

Program: Labour Market Partnerships	Projected expenditures: \$37,206,400
Brief description of program - Areas of focus: <ul style="list-style-type: none"> • This program provides funding to assist and 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. • Funding may be provided to cover overhead costs such as wages and employment costs, research or technical studies, and other related costs and eligible expenses negotiated with program officials. • Businesses, organizations, municipalities, band/tribal councils, public health and educational institutions are eligible to receive funding as sponsors. All activities must involve partnership. • Labour Market Partnerships may be used to provide assistance for employed persons who are facing loss of employment. 	
Target Client Groups: <ul style="list-style-type: none"> • Not applicable 	
Benefits and expected results: <ul style="list-style-type: none"> • Projects will assist in addressing identified labour market issues in the province. • Approximately 60 proposals will be supported in 2022-23. 	

Program: Job Creation Partnerships	Projected expenditures: \$10,500,000
Brief description of program - Areas of focus: <ul style="list-style-type: none"> • The Job Creation Partnerships program provides EI eligible individuals with opportunities to gain work experience that will improve their employment prospects. • The focus is helping insured participants who need work experience to increase their chances of successfully finding ongoing employment. Individuals will maintain or enhance their employability skills, particularly if they have been unemployed for a long period of time, through program projects. As well, participants will gain recent work experience for their resumes. This experience, together with the networking which participants do while on a project, increases their chances of successfully finding ongoing employment. • Financial support is provided, in partnership with employers and/or community organizations, to approved community projects. Support is also provided to participants based on the skill/supervisory level of the position and the prevailing wage rates. • Project activities should benefit both the participant and the community. 	
Target Client Groups: <ul style="list-style-type: none"> • EI-eligible • Unemployed or underemployed • Unrepresented groups, such as Persons with Disabilities, Youth, Indigenous population, Women, and other subsets that may be identified throughout the fiscal year 	
Benefits and expected results: <ul style="list-style-type: none"> • Jobs will be created through projects in partnership with community organizations. • Participants will be provided with opportunities to gain work experience that will improve their employment prospects and to achieve ongoing labour market attachment. • Project activities will benefit both the participant and the community. • Approximately 300 organizations and 1,000 individuals will be supported in 2022-23. 	

Program: Research and Innovation	Projected expenditures: \$925,000
Brief description of program - Areas of focus: <ul style="list-style-type: none"> • Provides funding to support progressive research and leading-edge innovation to identify better ways of helping Newfoundlanders and Labradorians prepare for, find, return to, or maintain sustainable employment and be productive participants in the labour force. • Fosters the development of strategies to enhance productivity, innovation and skills development in order to meet existing and future labour market challenges and demand requirements throughout the province. • The program will support and generate new and innovative research projects, pilots and processes to strengthen our understanding of the provincial labour market, and to assist us in recalibrating existing employment and training services to better align with changing employer demands and needs. 	
Target Client Groups: <ul style="list-style-type: none"> • Not applicable 	
Benefits and expected results: <ul style="list-style-type: none"> • Continued support for activities that address policy and program issues or research questions related to strategic priorities; research and/or design projects that are practical and that identify innovative and better ways of helping Newfoundlanders and Labradorians prepare for, find, return to, or maintain sustainable employment. • Ensure that the design and delivery of labour market programs and services continue to be relevant and responsive to provincial labour market needs. • Opportunities for testing innovative approaches that aim to help Newfoundlanders and Labradorians prepare for, find, return to, or maintain sustainable employment will be provided. 	

Targets for LMDA primary indicators

Active Employment Insurance (EI) claimants served	8,000
Returns to work	3,000
Savings to the EI Operating Account	\$17 million

Consultation Process

The Government of Newfoundland and Labrador is committed to ongoing investment to grow the provincial economy, including sustainable employment opportunities that are matched with a skilled workforce.

The Department of Immigration, Population Growth, and Skills (IPGS) regularly engages with industry, labour, community, and education stakeholders to inform policy and budget priorities and to ensure programs and services are effective and relevant.

In addition, through IPGS' regional employment services offices and affiliated community partners delivering labour market programs to clients and employers, IPGS regularly obtains information from service delivery staff and management to gain a better understanding of client/employer needs. This provides important insight into current and future government supported programming.

The Province's Workforce Innovation Centre (WIC) recently hosted engagement sessions with underrepresented groups, exploring labour market challenges and opportunities, as well as research projects to support improved employment outcomes. Sessions were held with a number of organizations, including those representing: Indigenous people, persons with disabilities, youth, older workers, women, and newcomers to the province. Findings and feedback from these sessions are helping to inform program and policy development for targeted groups.

The Department recently established Regional Workforce Development Committees in ten regions of our province. Coordinated by the WIC, these committees are creating regular opportunities for stakeholders to share information and collaborate on regionally tailored workforce development action plans to address workforce trends and challenges, and to increase regional capacity for planning, partnerships and investments. Our support and regular interaction with the WIC allows a unique opportunity to gather ground level intelligence from ongoing WIC directed projects and workforce related issues and opportunities.

As our economy rebounds, employers are facing acute labour shortages in Newfoundland and Labrador. With the shifting nature of work, it is critical that the Government of Newfoundland and Labrador's employment and training programs and services evolve in tandem. Given that the responses envisioned by Newfoundland and Labrador are as multidimensional as the challenges themselves, continued engagement and collaboration with stakeholders and partners will be instrumental in allowing the province to promote new economic growth as well as address existing, and future, labour market challenges.

List of stakeholders	
Employers	Employers such as Verafin, Anaconda Mining, DF Barnes Fabrication, Corner Brook Pulp and Paper, Newco Metals, and small to medium sized enterprises
Community Groups	Community groups such as Community Sector Council, Vera Perlin, Stella's Circle, Choices for Youth, Heritage Foundation of NL, Sharing our Culture, Association for New Canadians, and Supported Employment Newfoundland and Labrador
Indigenous Partners	Indigenous partners such as Labrador Aboriginal Training Partnership, First Light (St. John's Native Friendship Centre), and Nunatukavut Community Council
Business and Industry Associations	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, Hospitality NL, NL Forestry Industry Association, techNL, Newfoundland and Labrador Federation of Agriculture, Oceans Advance, Canadian Manufacturers and Exporters – Newfoundland and Labrador, Newfoundland Environmental Industry Association, and Newfoundland Aquaculture Industry Association
Provincial Government Departments	Other Provincial Government departments such as Departments of: Education; Fisheries, Forestry and Agriculture; Industry, Energy and Technology; Children, Seniors and Social Development; and Executive Council
Official Language Minority Communities (OLMC) stakeholders	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)
Labour Organizations	Labour organizations such as Newfoundland and Labrador Federation of Labour, Fish, Food and Allied Workers, and International Brotherhood of Electrical Workers

List of stakeholders	
Educational Institutions	Educational institutions 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 private training institutions
Youth Groups	Youth groups such as Premier's Youth Council, Conservation Corps, and St. John's Boys and Girls Club
Municipal Government	Municipalities Newfoundland and Labrador, towns, and local service districts
Federal Government Departments	Employment and Social Development Canada, Atlantic Canada Opportunities Agency, and Agriculture and Agri-Food Canada