

# **Newfoundland and Labrador**

Annual Plan | 2022-23

Canada - Newfoundland and Labrador Workforce  
Development Agreement (WDA)

**Overview:**

- In 2022-23, Newfoundland and Labrador's notional WDA base allocation is \$9,771,095. Newfoundland and Labrador's 2022-23 notional allocation of the additional funding announced in Federal Budget 2017 is \$2,706,675 for a total of \$12,477,770.
- In April 2022, the Federal Government provided flexibilities for provinces and territories to increase the carry forward limit from 5 per cent to 20 per cent in 2022-23. This includes base funding and the additional Budget 2017 temporary investments under the WDAs.
- 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 \$2,495,554. This will bring the total available federal funds in 2022-23 to \$14,973,324.
- As required under the WDA, Newfoundland and Labrador is required to contribute an allocation towards persons with disabilities. For 2022-23, this is projected to be \$5,827,400. As a result, the programming outlined in this document totals \$20,800,724.

## Description of planned WDA programs:

<b>Program: Canada – Newfoundland and Labrador Job Grant</b>	<b>Projected expenditures: \$3,589,000</b>
<b>Brief description of program - Areas of focus:</b> <ul style="list-style-type: none"><li>• This program is designed to increase labour force participation and help develop the skills necessary to find and keep meaningful long-term employment and encourage continued employer involvement in training to ensure skills are aligned to job opportunities.</li><li>• Financial assistance to private and non-profit employers to offset the costs of providing training to new or current employees.</li><li>• These grants to employers will support training programs of up to a year in duration and be delivered by a third party recognized by the province.</li></ul>	
<b>Target Client Groups: Unemployed or Underemployed</b> <ul style="list-style-type: none"><li>• Employers and their employees</li></ul>	
<b>Benefits and expected results:</b> <ul style="list-style-type: none"><li>• Employers hire and train unemployed individuals to fill their job vacancies.</li><li>• Employers use the grant to support expansion of their workforces.</li><li>• The grant supports the creation of permanent, sustainable full-time jobs</li><li>• The grant enables incumbent workers to remain in their current positions, or for incumbent workers to take new positions within the business that offer greater responsibilities and/or rates of pay.</li><li>• Approximately 375 employers will be provided funding to train about 4,000 employees in 2022-23.</li></ul>	

<b>Program: Transitions to Work</b>	<b>Projected expenditures: \$500,000</b>
<b>Brief description of program - Areas of focus:</b> <ul style="list-style-type: none"> <li>• The Transitions to Work program is designed to provide vulnerable individuals, with identified barriers and limited skills and employment experience, the opportunity to participate in employment readiness training and access supports to pursue meaningful employment.</li> <li>• The program involves the delivery of nine weeks of pre-employment supports and services, which includes seven weeks of in-class sessions focused on: <ul style="list-style-type: none"> <li>○ Life skills management;</li> <li>○ Career planning and occupational goal development;</li> <li>○ Job readiness certificate courses, such as First Aid, WHMIS, and Back Injury Prevention; and</li> <li>○ Job search that addresses the job search process, resume writing, and interview preparation.</li> </ul> </li> <li>• Upon completion of the seven weeks in-class, participants become involved in an intensive job search, engaging with local employers while receiving support from a Job Search Coach.</li> </ul>	
<b>Target Client Groups: Unemployed</b> <ul style="list-style-type: none"> <li>• Individuals in receipt of Income Support</li> </ul>	
<b>Benefits and expected results:</b> <ul style="list-style-type: none"> <li>• Individuals in receipt of Income Support are supported as they prepare for the transition to the labour market.</li> <li>• Individuals are provided with the supports they need to obtain entry-level employment.</li> <li>• It is anticipated that approximately 200 individuals will be supported in 2022-23.</li> </ul>	

<b>Program: Labour Market Integration for Newcomers</b>	<b>Projected expenditures: \$754,500</b>
<b>Brief description of program - Areas of focus:</b> <ul style="list-style-type: none"> <li>• 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.</li> <li>• The focus is on supporting innovative approaches to increasing capacity and enhancing services for newcomers to the province.</li> <li>• The program is designed to enable service-providing organizations and communities to develop and/or deliver programs to expedite the attachment of newcomers to the labour market.</li> </ul>	
<b>Target Client Groups:</b> <ul style="list-style-type: none"> <li>• Newcomers, immigrants and refugees</li> </ul>	
<b>Benefits and expected results:</b> <ul style="list-style-type: none"> <li>• Better connections between newcomers and local employment opportunities will be made.</li> <li>• Newfoundland and Labrador employers will be assisted to find skilled labour they need to address workforce shortages through provincial immigration pathways.</li> <li>• Approximately 20 projects will be supported in 2022-23.</li> </ul>	

<b>Program: Student Summer Employment Program</b>	<b>Projected expenditures: \$1,545,000</b>
<b>Brief description of program - Areas of focus:</b> <ul style="list-style-type: none"> <li>• The program provides a subsidy to assist private sector and not-for-profit organizations, which include school districts and municipalities to create summer jobs for high school and post-secondary students entering or returning to studies in the upcoming school year.</li> <li>• Employers can request subsidy for five to twelve weeks, and up to 40 hours per week.</li> <li>• Students benefit by gaining valuable work experience that will facilitate future labour market participation.</li> </ul>	
<b>Target Client Groups:</b> <ul style="list-style-type: none"> <li>• Students</li> </ul>	
<b>Benefits and expected results:</b> <ul style="list-style-type: none"> <li>• Quality work experiences for youth is provided.</li> <li>• Access to the labour market for youth is increased.</li> <li>• Opportunities for youth to develop and improve their skills is provided.</li> <li>• It is anticipated that over 600 students will become employed in 2022-23.</li> </ul>	

<b>Program: Employment and Training Supports</b>	<b>Projected expenditures: \$647,900</b>
<b>Brief description of program</b> <ul style="list-style-type: none"> <li>• This program provides eligible clients with support to participate in pre-employment training that may include personal life skills development, career planning, employment readiness, or job maintenance. As well, the program provides eligible clients with work related supports to assist them with seeking, obtaining or maintaining employment.</li> <li>• Supports may include transportation, monthly stipends, childcare, or items such as specific work clothing, job required tools, and assistance with personal need in preparing for work search or job interview.</li> <li>• Support can also be provided for an educational assessment to 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.</li> </ul>	
<b>Target Client Groups: Unemployed</b> <ul style="list-style-type: none"> <li>• Income Support, Income Support eligible, or unemployed individuals</li> <li>• Low literacy-low skilled</li> <li>• Unrepresented groups, such as Persons with Disabilities, youth, Indigenous population, women, and other subsets that may be identified throughout the fiscal year</li> </ul>	
<b>Benefits and expected results:</b> <ul style="list-style-type: none"> <li>• Individuals are provided with pre-employment training and work supports to seek and maintain employment.</li> <li>• Individuals are provided assessment to identify academic or work place learning difficulties.</li> <li>• Approximately 400 individuals will be supported in 2022-23.</li> </ul>	

<b>Program: Skills Training</b>	<b>Projected expenditures: \$1,059,924</b>
<b>Brief description of program - Areas of focus:</b> <ul style="list-style-type: none"> <li>• Provides financial support for short-term training of less than 12 weeks in duration. This includes supports to attend literacy/academic upgrading and Advanced Level Apprenticeship training.</li> <li>• The program provides assistance to individuals who clearly identify barriers to employment and a willingness to discuss options to remove these barriers.</li> <li>• To be considered for funding individuals have to be engaged in a case management, and have an employment plan developed.</li> </ul>	
<b>Target Client Groups:</b> <ul style="list-style-type: none"> <li>• Unemployed or underemployed</li> <li>• Unrepresented groups, such as Persons with Disabilities, youth, Indigenous population, women, and other subsets that may be identified throughout the fiscal year</li> </ul>	
<b>Benefits and expected results:</b> <ul style="list-style-type: none"> <li>• Participants who do not have required education will have access to training to improve their opportunities for additional education and/or employment.</li> <li>• Individuals will acquire employment skills that will strengthen their labour market attachment.</li> <li>• The labour market participation of Newfoundland and Labrador residents will be enhanced, including low-skilled workers and under-represented groups.</li> <li>• Individuals' ability to find long-term employment opportunities through training and education will be enhanced.</li> <li>• Apprentices will be supported to obtain the formal instruction required for certification in designated trades and to progress in their chosen occupation.</li> <li>• Approximately 400 individuals will be supported in 2022-23.</li> </ul>	



<b>Program: Wage Subsidies</b>	<b>Projected expenditures: \$2,170,000</b>
<b>Brief description of program - Areas of focus:</b> <ul style="list-style-type: none"> <li>• 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.</li> <li>• The JobsNL program supports employer/employee connections that promote sustainable long-term employment or seasonal/short-term employment.</li> <li>• The Apprenticeship Wage Subsidy Program assists apprentices to gain work experience in their skilled trade, and progress to journey person certification by providing a wage subsidy to employers who hire apprentices.</li> <li>• Funding is also provided to Community Coordinators that promote and manage wage subsidy agreements to assist specific client groups.</li> <li>• Eligible individuals may be provided employment supports related to the subsidized position, including tools, equipment, and short-term training.</li> </ul>	
<b>Target Client Groups:</b> <ul style="list-style-type: none"> <li>• Unemployed or underemployed</li> <li>• Unrepresented groups, such as Persons with Disabilities, youth, Indigenous population, women, and other subsets that may be identified throughout the fiscal year</li> </ul>	
<b>Benefits and expected results:</b> <ul style="list-style-type: none"> <li>• Individuals will be provided opportunities to gain work experience and increase workplace skills.</li> <li>• Employers will hire unemployed individuals with minimal work experience whom they would not normally hire in the absence of a subsidy.</li> <li>• It is anticipated that employers will hire approximately 120 individuals in 2022-23.</li> </ul>	

<b>Program: Opening Doors</b>	<b>Projected expenditures: \$1,108,000</b>
<b>Brief description of program</b> <ul style="list-style-type: none"> <li>• The Office of Employment Equity for Persons with Disabilities has a mandate to increase the number of persons with disabilities employed in the public sector through: <ul style="list-style-type: none"> <li>○ The Opening Doors Program comprised of full time, permanent positions designated for persons with disabilities and limited to members of this employment equity group;</li> <li>○ The Student Summer Employment Program provides career-related work experience for post- secondary students with disabilities for their future entry into the labour market; and</li> <li>○ Career support services provide practical job search and career counseling assistance to persons with disabilities registered with the Office.</li> </ul> </li> <li>• This Opening Doors Program is an employment equity initiative that supports the hiring of persons with disabilities through the provision of wage subsidies.</li> </ul>	
<b>Target Client Groups:</b> <ul style="list-style-type: none"> <li>• Persons with disabilities</li> </ul>	
<b>Benefits and expected results:</b> <ul style="list-style-type: none"> <li>• Individuals with disabilities will be provided opportunities to gain work experience and increase workplace skills.</li> <li>• Employers will hire unemployed persons with disabilities whom they would not normally hire in the absence of a subsidy.</li> <li>• Over 80 positions for persons with disabilities will be supported across the province through the Opening Doors Program in 2022-23.</li> <li>• It is anticipated that the Office of Employment Equity for Persons with Disabilities will provide over 250 career and employment counselling sessions with participants.</li> </ul>	

<b>Program: Supported Employment Program</b>	<b>Projected expenditures: \$7,900,100</b>
<b>Brief description of program - Areas of focus:</b> <ul style="list-style-type: none"> <li>• Community Employment Corporations offer supported employment services to adults with intellectual disabilities to allow these individuals to participate in meaningful and integrated employment within their communities.</li> <li>• Supports for individuals are provided to ensure their success in employment and that all duties are performed to the employer's satisfaction.</li> <li>• Supports available range from orientation and work analysis to the full-time support from a job trainer.</li> <li>• The School to Work Transitions program provides high school students with developmental (intellectual) disabilities the support necessary to assist with making the transition from school to work by providing access to after school/summer work opportunities with the assistance of a job trainer.</li> </ul>	
<b>Target Client Groups:</b> <ul style="list-style-type: none"> <li>• Individuals with intellectual disabilities</li> </ul>	
<b>Benefits and expected results:</b> <ul style="list-style-type: none"> <li>• Job Trainers will provide individuals with intellectual disabilities with provision of one on one support in the workplace.</li> <li>• Community Employment Corporations will assist individuals with intellectual disabilities to participate in employment.</li> <li>• In 2022-23, 18 Community Employment Corporations throughout the province will deliver the Supported Employment Program, with projections of over 650 individuals obtaining/maintaining employment. Approximately 75 high school students will also be supported to find employment.</li> </ul>	

<b>Program: Work Related Disability Supports</b>	<b>Projected expenditures: \$30,000</b>
<b>Brief description of program - Areas of focus:</b> <ul style="list-style-type: none"> <li>• This program provide persons with disabilities work related supports to assist with seeking or maintaining employment.</li> <li>• Supports can included workplace accommodations, adaptations, assistive technology devices, and technical equipment to a maximum of \$5,000.</li> </ul>	
<b>Target Client Groups:</b> <ul style="list-style-type: none"> <li>• Employed or unemployed individuals with disabilities</li> </ul>	
<b>Benefits and expected results:</b> <ul style="list-style-type: none"> <li>• Individuals are provided with supports needed to seek and maintain employment.</li> <li>• Approximately 10 individuals will be supported in 2022-23.</li> </ul>	

<b>Program: Grants for High Needs Students</b>	<b>Projected expenditures: \$200,000</b>
<b>Brief description of program - Areas of focus:</b> <ul style="list-style-type: none"> <li>• This program assists individuals to cover education-related costs associated with a permanent disability that exceeds the amount available from the Canada Student Grant for Services and Equipment for Students with Permanent Disabilities.</li> <li>• Students will be automatically assessed for the Grant when applying to Student Financial Services.</li> </ul>	
<b>Target Client Groups:</b> <ul style="list-style-type: none"> <li>• Students with disabilities</li> </ul>	
<b>Benefits and expected results:</b> <ul style="list-style-type: none"> <li>• Students with permanent disabilities are provided with supports required to access and successfully complete post-secondary education.</li> <li>• Students supported in 2022-23 will be based on identified need.</li> </ul>	

<b>Program: Community Partnerships</b>	<b>Projected expenditures: \$1,296,300</b>
<b>Brief description of program</b> <ul style="list-style-type: none"> <li>• Funding provided to community-based organizations to support opportunities for persons with disabilities to prepare for, attain and maintain employment.</li> <li>• This program provides support to community agencies to work with individuals to enhance their employment readiness.</li> </ul>	
<b>Target Client Groups:</b> <ul style="list-style-type: none"> <li>• Unemployed individuals with disabilities</li> </ul>	
<b>Benefits and expected results:</b> <ul style="list-style-type: none"> <li>• An individual's ability to obtain and maintain employment will be increased.</li> <li>• Increased employment of clients in unsubsidized employment or return to school for academic upgrading or skills training.</li> <li>• Increased self-reliance through employment plan success.</li> <li>• In 2022-23, six organizations will be provided funding to assist over 350 persons with disabilities to prepare for, attain, and maintain employment.</li> </ul>	

## **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.

<b>List of stakeholders</b>	
<b>Employers</b>	Employers such as Verafin, Anaconda Mining, DF Barnes Fabrication, Corner Brook Pulp and Paper, Newco Metals, and small to medium sized enterprises
<b>Community Groups</b>	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
<b>Indigenous Partners</b>	Indigenous partners such as Labrador Aboriginal Training Partnership, First Light (St. John's Native Friendship Centre), and Nunatukavut Community Council
<b>Business and Industry Associations</b>	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
<b>Provincial Government Departments</b>	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
<b>Official Language Minority Communities (OLMC) stakeholders</b>	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)
<b>Labour Organizations</b>	Labour organizations such as Newfoundland and Labrador Federation of Labour, Fish, Food and Allied Workers, and International Brotherhood of Electrical Workers

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