



# **Canada - Newfoundland and Labrador Workforce Development Agreement (WDA)**

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## **Annual Performance Report 2020-2021**

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## Introduction

The Department of Immigration, Population Growth and Skills (IPGS), on behalf of the province of Newfoundland and Labrador, is pleased to present the 2020-2021 Canada – Newfoundland and Labrador Workforce Development Agreement (WDA) Annual Performance Report.

In Budget 2017, the Government of Canada announced a commitment to make labour market transfer agreements simpler and more flexible. One result of this was the signing of the new WDA in March 2018, which consolidated the former Canada – Newfoundland and Labrador Job Fund (CJF), Labour Market Agreement for Persons with Disabilities (LMAPD), and the Targeted Initiative for Older Workers (TIOW) agreements. The new WDA 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. The goal of the agreement is to increase the participation of residents in the labour force and help them develop the skills necessary to find and maintain long-term, meaningful employment.

## Programs and Services

Investments made through the WDA enable Newfoundland and Labrador to capitalize on a variety of economic and advanced educational opportunities and outcomes leading to job creation and growth. The WDA supports Newfoundland and Labrador's continued commitment, program supports, and flexibility in eligible programming as presented in IPGS's investment plans for programs.

Evidence demonstrates that clients develop skills, obtain, and maintain employment because of participation in employment and skills training programs. During 2020-2021, the province delivered the following programs:

- *Training*: Improve levels of literacy, essential and work related skills, and support upskilling for the employed and underemployed.
- *Supports*: Provide continuum of needs-based services to maximize potential impact of training, and continue to support persons with disabilities to enter and stay in the labour market.
- *Employment Partnerships*: Work in partnership with employers and other stakeholders to promote awareness and expand the availability, accessibility, and quality of employment opportunities.
- *Building Knowledge*: Inform priorities with labour market information to better meet skills needs and market demand; enhance the knowledge base to support continuous improvement of labour market policy and programs, and support new and innovative approaches to meet the diverse needs of clients, including underrepresented groups.

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

## **2020-2021 Annual Plan Summary**

As outlined in the 2020-2021 WDA Annual Plan, Newfoundland and Labrador will work with Canada to support the employment and training needs of the Canadian labour market through an integrated, client-centered, and 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 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 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 timely and effective labour market programming, which contributes to improved productivity and economic growth.

## **COVID-19 Pandemic: Implications and Perspectives**

The ongoing impacts and disruptions arising from the COVID-19 pandemic has affected millions of Canadians and their jobs, with some regions, sectors, companies, and workers hit especially hard. While the economic fallout of COVID-19 has affected all areas of Canada, the situation in Newfoundland and Labrador is particularly challenging and distinct.

Prior to the emergence of COVID-19, Newfoundland and Labrador was and continues to face challenges associated with fiscal realities, anticipation of declines in labour force due to an aging population and out-migration, and a labour force that is spread across a large geography.

COVID-19 has affected many key industries in Newfoundland and Labrador, with significant impacts not yet fully understood. These disruptions continue to affect the oil and gas, hospitality, and retail sectors. In some cases, the impacts are compounding existing drivers of change, such as the use of digital technologies and automation. These effects are reshaping the landscape of skills demands with potential far-reaching consequences for workers, employers, and overall labour market.

In order to better understand the long-term impacts of COVID-19, and develop plans for recovery, we must first acknowledge challenges. This includes overall job losses, the ability for individuals to be rehired and therefore re-enter the workforce, job search (effectively connecting people with jobs and employers with people), and the provision of opportunities to inform, retrain, and reskill for maximum relevance and impact as the province seeks to recover.

### **Additional Funding**

On September 24, 2020, the Federal Government introduced legislation to support Canadians through Recovery Benefits and extend access to funds for emergency measures. As part of this announcement, provinces and territories (P/Ts) were provided additional funding and temporary flexibilities under the labour market transfer agreements, as follows:

- Providing close to an additional \$1.5 billion to P/Ts in 2020-2021 through the WDAs;
- Providing P/Ts with the flexibility to spend up to 20 per cent of the additional WDA funding in eligible administrative costs;
- Broadening eligible costs under the LMDAs; and
- Allowing P/Ts to carry forward up to 20 per cent in unspent funds from their total funding allocation from 2020-2021 to 2021-2022 for both the LMDAs and WDAs.

With the additional funding, Newfoundland and Labrador was provided with an additional \$18.9M in funding under the WDA, which was invested to assist in key areas of the labour market. Some examples are as follows:

- **Youth** – due to the COVID-19 pandemic, the College of the North Atlantic and Memorial University were provided \$3 million in funding to assist co-op students who were experiencing difficulty securing the work placements they need to complete their programs.
- **Persons with Disabilities** – despite the challenges of COVID-19, the Transitions for Individuals with Autism pilot helped more than 30 people find meaningful work. As well, the pilot earned the prestigious United Nations Zero Project award for innovative, impactful solutions that remove barriers to employment. With an additional \$3 million in funding through the Canada – Newfoundland and Labrador Workforce Development Agreement to expand the project was able to expand to six additional regions of the province.
- **Income Support** – Two community organizations (Stella's Circle and Choices for Youth) were provided funding to plan for the implementation of an Income Support pilot to increase self-reliance through labour market attachment. The pilot commenced in 2021-2022.
- **Newcomers** – Sharing Our Cultures Incorporated was provided with \$169,274 in funding to support vulnerable newcomer youth with opportunities to acquire

employability skills that will increase their participation in the labour market, as employees or entrepreneurs. Newcomer youth will develop skills in establishing a social enterprise and gaining employment, including financial literacy, writing business plans, testing a business idea, marketing a product, human resource management, communication, operating a business, promotion, and social networking.

- **Technology Sector** – techNL was provided funding \$617,750 in 2020-2021 to implement a two-pronged strategy to address the talent gap in the tech sector. The Tech Talent and Immigration Strategy will provide employment related supports to drive awareness, make connections, and combine efforts of multiple companies in pursuing talent initiatives and immigration. The objectives of the project are to:
  - Help employers “navigate the system” and choose programs to source tech talent.
  - Improve alignment between local and international talent needs with that of the employer.
  - Help communicate and emphasize the pull factors (benefits of NL tech sector) to attract tech talent.
  - Improve retention by developing, supplying and tracking toolkits/best practices for onboarding new international tech talent.
  - Improve settlement and integration services for international tech talent by working with community-based organizations.
  - Facilitate the matching of local skilled labour to jobs in the tech sector.
  - Develop needed talent pipeline through initiatives in the K to 12 system.
- **Technology Sector** – the College of the North Atlantic was provided \$974,003 in funding to support the development of electric vehicle specialized training for journeypersons and first responders. The agreement will result in the development of training modules that have been identified as important to address the growth of electric vehicles in the province. Targeted training includes:
  - Current Automotive Service Technician Journeypersons to gain an understanding of electric vehicle maintenance;
  - Electricians to gain skills in installing and maintaining electric vehicle charging stations (residential and commercial); and
  - First responders where electric vehicles are present.

### **Service Delivery Changes**

Prior to the COVID-19 pandemic, access to employment assistance was traditionally a combination of online, telephone, and in-person delivery structure to access services. However, the primary engagement tool for individuals was in-person services. The pandemic shut down brought forth challenges in program and service delivery with the suspension of in-person access for the public and working from home arrangements for staff. All program delivery models had to be reviewed and revised to accommodate an individual's ability to access a complete, alternative, on-line delivery process for both internal and external stakeholders. The transition included online forms; policy and procedural change; and a virtual approach to case management. Notably, post-secondary

training institutions in Newfoundland and Labrador were nimble to transition to online courses. This permitted many individuals to continue studies towards their employment goals during these unprecedented times.

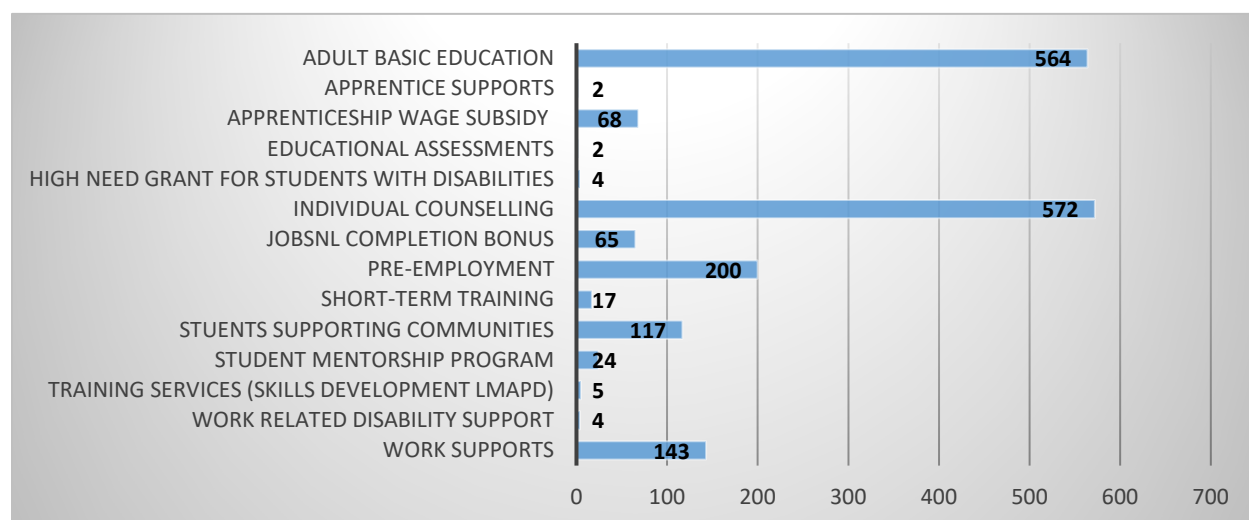
## Purpose and Organization of the Report

This report provides a profile of the clients, employers and organizations who participated in employment and training programs under the WDA for the 2020-2021 fiscal year. It summarizes aggregate individual and employer information, as well as provides program descriptions, investments, activities, and outcomes. A presentation of key terms for WDA 2020-2021 report is contained in the first annex, while the final annex contains the audited financial statement for the WDA 2020-2021 fiscal year, as per the reporting requirements. This report represents program information available at the time of compilation.

## Client Summary

During 2020-2021, 1,787 clients availed of individual programs or services delivered under WDA. Information pertaining to clients accessing programs and services delivered by third party organizations is found in the organization investments, activities, and outcomes section of the report. As per Newfoundland and Labrador's Performance Measurement Implementation Plan, individual-level client data is provided via secure upload and is not included in this report.

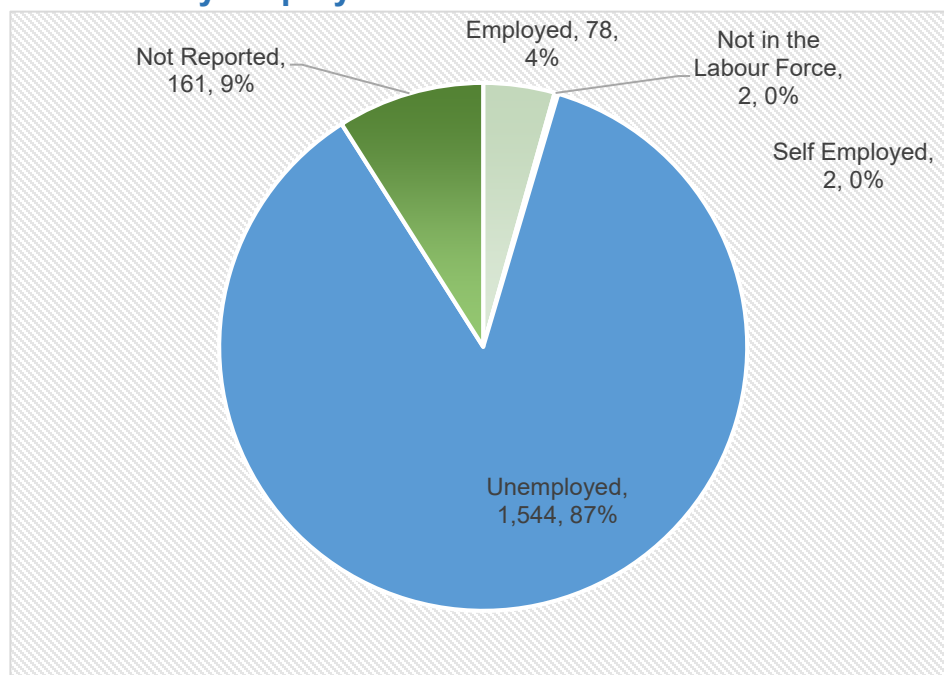
**Figure 1: Distribution of Clients by Program**



As shown in Figure 1, programs with the highest participation included individual counselling (572 or 32.0 per cent), Adult Basic Education (ABE) supports (564 or 31.6 per cent), pre-employment supports (200 or 11.2 per cent) and work supports (157 or 8.8 per cent).

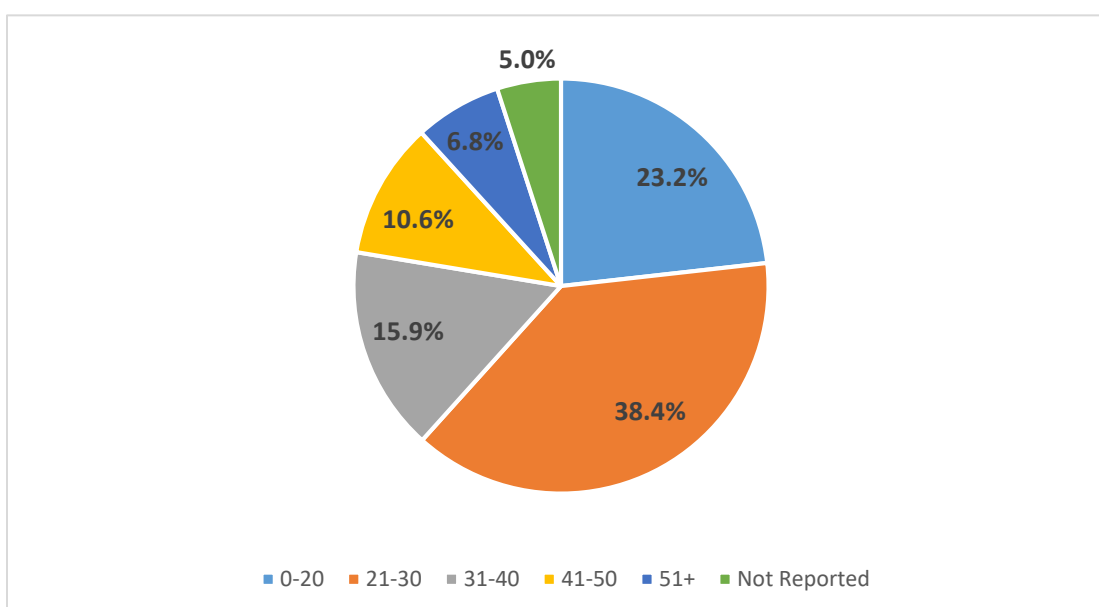
Figure 2 shows distribution of clients by their pre-intervention employment status. The vast majority of clients were unemployed at the time of accessing services (86.4 per cent or 1,544)

**Figure 2: Clients by Employment Status**



Approximately 9.5 per cent of all clients (170) identified as having a disability, while 5.1 per cent (92) identified as Indigenous, and 3.3 per cent (59) identified as being an Immigrant.

**Figure 3: Client by Age Group**

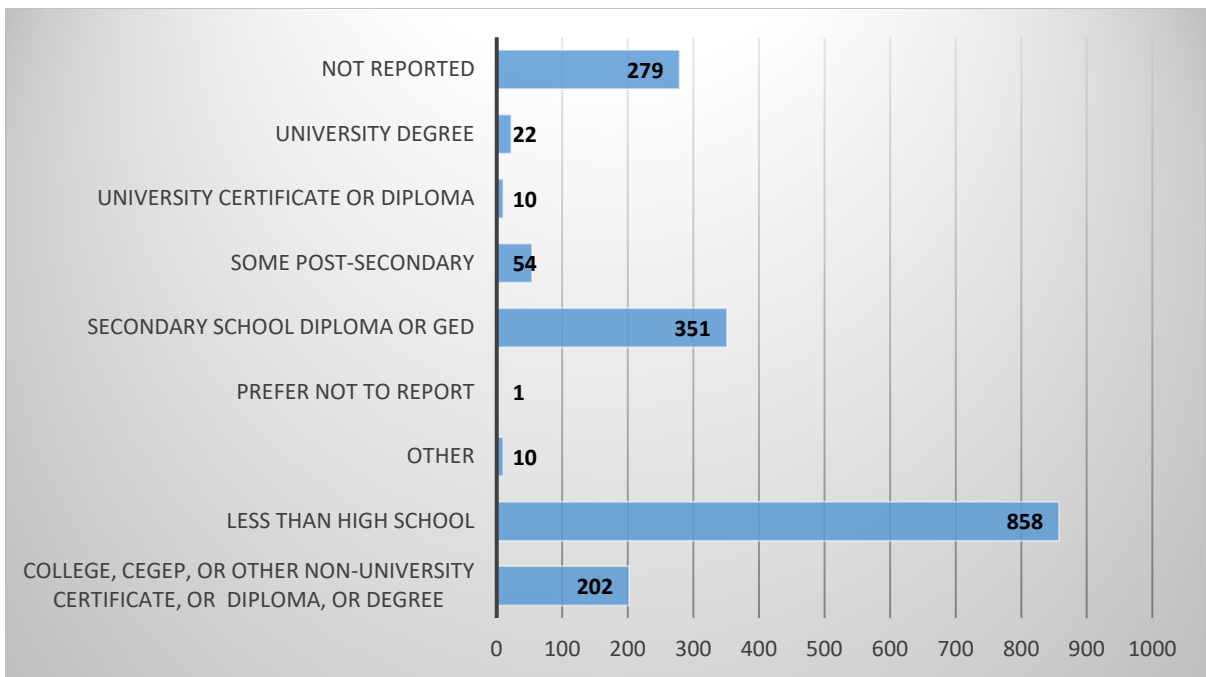




Nearly two-thirds of all distinct clients were aged 30 or lower with 687 being ages 21-30 (38.4 per cent) and 415 being ages 0-20 (23.2 per cent). Older age groups tended to avail of services less, with clients age 51 years and above being the smallest group with 121 (6.8 per cent).

As shown in Figure 4, the majority of clients supported under WDA have limited education. There were 858 individuals supported who had less than high school education (48.0 per cent). Most of these individuals were participating in ABE to upgrade their credentials. A further 351 (19.6 per cent) reported high school credential in the form of a secondary school diploma or GED as their highest level of educational attainment which indicates that over two-thirds of WDA clients have an educational attainment level at or below the high school level.

**Figure 4: Clients by Education Level**



There were 288 clients (16.1 per cent) who indicated that they have obtain some form of college or non-university level of post-secondary education. This group was predominately comprised of apprentices participating in the Apprenticeship Wage Subsidy program.

## Canada - Newfoundland and Labrador Job Grant (CNLJG)

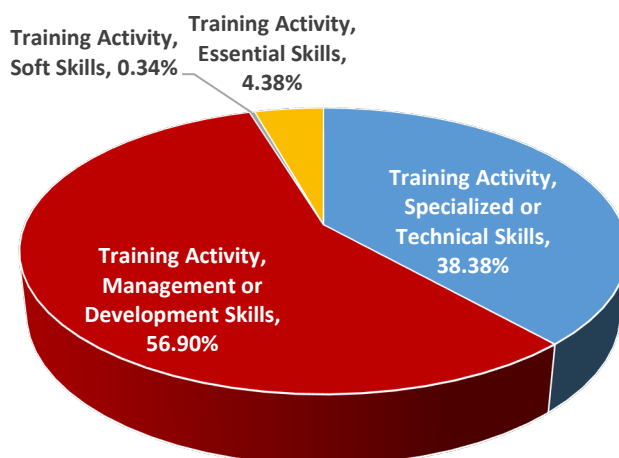
### Service Delivery Information

The goal of the CNLJG program is to increase labour force participation and to help develop the skills necessary to find and maintain meaningful, long-term employment, and to encourage employer involvement in training to ensure that skills are aligned to job opportunities. In 2020-2021, 297 funding agreements with employers or organizations to provide training to 3,404 employees.

Private training providers were the most utilized type of trainer (51.5 per cent) with many of them industry experts as opposed to registered private training institutions, followed by universities (43.8 per cent) and colleges (4.7 per cent). Overall, the average amount per CNLJG agreement was \$12,581.33 with one agreement ranging in funding over \$400,000 for training to more than 280 individuals.

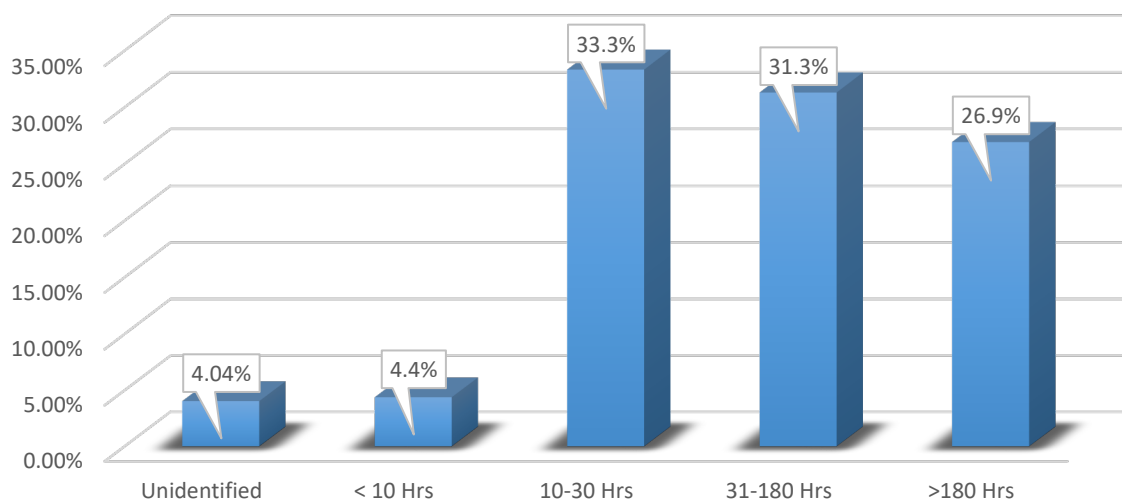
Most of the training activities for participants involved the development of management skills (56.9 per cent). This was followed by training in specialized or technical skills (38.4 per cent). This was followed by training in essential skills (4.4 per cent) while one agreement involved soft skills (0.3 per cent).

**Figure 5: Canada – Newfoundland and Labrador Job Grant by Training Activity**



Ninety-nine CNLJG agreements were for training of 10 to 30 hours (33.3 per cent), 93 agreements were for 30 hours to 180 hours (31.3 per cent), and 80 agreements were for 180+ hours (26.9 per cent). This was followed by 13 agreements of training of less than 10 hours (4.4 per cent) and 12 agreements (4.0 per cent) where the training hours were not identified as shown in Figure 6.

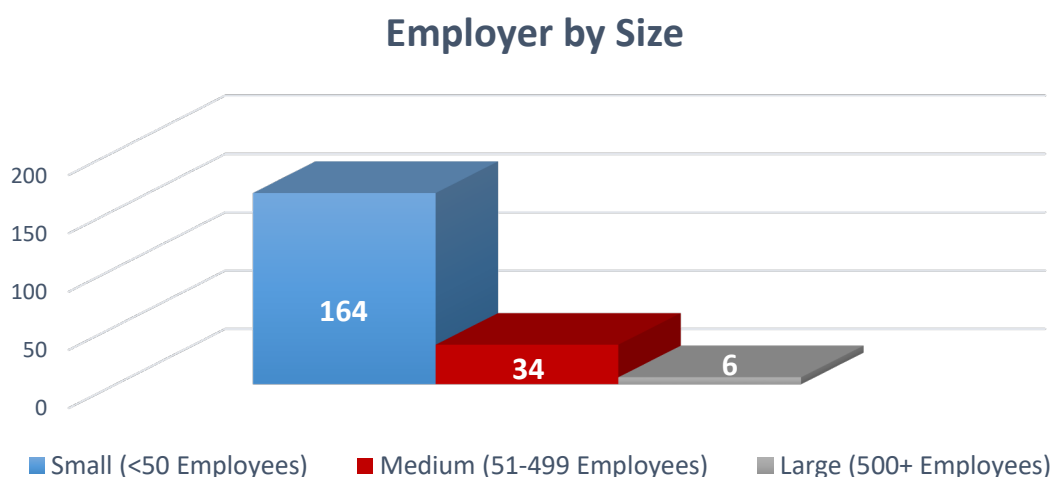
**Figure 6: Canada – Newfoundland and Labrador Job Grant by Duration of Training**



### Employer Information

A total of 204 unique employers or organizations had grant agreements for 2020-2021. Of these employers, 164 (80.4 per cent) were classified as small (having 50 or fewer employees), 34 (16.7 per cent) were classified as medium (between 51 and 499 employees), and six (2.9 per cent) were classified as large employers (500 employees or more).

**Figure 7: Canada – Newfoundland and Labrador Job Grant by Employer Size**



The most common Industry sector (classified by the North American Industry Classification System, 2017 - NAICS) for the 297 agreements was professional, scientific and technical services, with 91 agreements or 30.6 per cent of the total. This was followed by 26 agreements or 8.8 per cent of employers in the religious, grant making, civic, and professional and similar organizations. The top 20 sectors funded under CNLJG are provided in Table 1.

**Table 1: Top 20 Industry Sectors Funded Under Canada – Newfoundland and Labrador Job Grant**

NAICS	Sector	#	%
541	Professional, scientific and technical services	91	30.6
813	Religious, grant-making, civic, and professional and similar organizations	26	8.8
611	Educational Services	15	5.1
238	Specialty Trade Contractors	12	4.0
441	Motor vehicle and parts dealers	11	3.7
213	Support activities for mining and oil and gas extraction	10	3.4
333	Machinery Manufacturing	9	3.0
561	Administrative and support services	8	2.7
212	Mining and Quarrying (except oil & gas)	6	2.0
236	Construction of buildings	6	2.0
339	Miscellaneous manufacturing	6	2.0
517	Telecommunications	6	2.0
621	Ambulatory health care services	6	2.0
111	Crop production	5	1.7
551	Publishing industries (except internet)	5	1.7
211	Oil and gas extraction	4	1.3
445	Food and beverage stores	4	1.3
483	Water Transportation	4	1.3
624	Social assistance	4	1.3
711	Performing arts, spectator sports and related industries	4	1.3

## Program Investments, Activities, and Outcomes

This section will outline the various other programs delivered under WDA, including the level of investment in the programs and measured outcomes. WDA 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 Income Support recipients, non-EI eligible individuals, unemployed workers, and persons with disabilities. This section provides details on the myriad of programs supported under WDA. The

number of clients who participated in the various programs and services reflect the positive impacts this funding has provided to clients in this province. Programs with less than five participants have been omitted from this section.

PROGRAM	INVESTMENT, ACTIVITIES, AND OUTCOMES FOR 2020-2021
<p><b>Adult Basic Education (ABE) Supports</b> provides eligible clients with support to participate in ABE or General Educational Development (GED) preparation.</p> <p>This program targets Income Support or non-EI eligible clients with low literacy and low skills. Supports may include transportation, start-up allowance, and stipends.</p> <p>Please note the tuition for clients under ABE is paid directly by the department to the service provider, and is not part of the supports provided to the individual.</p>	<p><b>Investment and Activities</b> \$421,955 was allocated to support eligible clients to participate in ABE.</p> <p><b>Outcomes</b> 564 clients participated.</p>
<p><b>Apprenticeship Wage Subsidy (AWS)</b> program assists apprentices to gain work experience in their skilled trade, and progress towards journeyperson certification, by providing a wage subsidy to employers who hire apprentices.</p> <p>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>Investment and Activities</b> \$677,641 in funding allowed 68 employers to provide work related experience to apprentices under AWS.</p> <p><b>Outcomes</b> Sixty-eight apprentices were provided work experience in their trade that supported them towards journeyperson certification.</p>
<p><b>The Canada-Newfoundland and Labrador Job Grant (CNLJG)</b> program provides funding to eligible businesses and organizations to help offset the cost of training for existing and new employees.</p> <p>The program provides up to a maximum of \$10,000 per year towards training an existing employee and up to a maximum of \$15,000 for training an unemployed participant as a new hire. The employer contributes at least one-third to the cost of training, with the exception of an unemployed participant.</p>	<p><b>Investment and Activities</b> \$1,706,610 helped 204 unique employers/organizations provide their employees with training.</p> <p><b>Outcomes</b> 3,404 employees benefited.</p>

PROGRAM	INVESTMENT, ACTIVITIES, AND OUTCOMES FOR 2020-2021
<p><b>Employment Assistance Services (EAS)</b> Program 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> \$82,071 was expended on EAS activity.</p> <p><b>Outcomes</b> Two organizations were provided with funding to plan for the implementation of an Income Support Pilot project to increase self-reliance through labour-market attachment.</p>
<p><b>Jobs NL Completion Bonus</b> Pays \$1000 to employees who remain employed for 10 weeks after the end date of the Jobs NL Wage Subsidy Program. The JobsNL Wage Subsidy program is designed to connect employers and employees by providing funding to employers to create sustainable long-term employment or seasonal / short-term employment.</p>	<p><b>Investment and Activities</b> \$65,000 was expended on this program to support 65 employees.</p> <p><b>Outcomes</b> 65 employees received completion bonuses because of remaining employed after their participation in the Jobs NL program.</p>
<p><b>Labour Market Integration for Newcomers</b> program mandate is to help newcomers fully engage in all aspects of Newfoundland and Labrador social, economic, and cultural life. In particular, this program supports Government of Newfoundland and Labrador's commitment in <i>The Way Forward on Immigration in Newfoundland and Labrador</i> to provide support for labour market integration for immigrants and refugees. The focus is on supporting innovative approaches to increasing capacity and enhancing services for newcomers to the province.</p>	<p><b>Investment and Activities</b> \$44,774 was provided to one organization with initiatives related to the labour market integration of newcomers.</p> <p><b>Outcomes</b> The Association for New Canadians was provided with funding to support a Business Diversity Initiative as part of the Atlantic Immigration Pilot.</p>

PROGRAM	INVESTMENT, ACTIVITIES, AND OUTCOMES FOR 2020-2021
<p><b>Labour Market Partnerships (LMP)</b>  program provides funding to organizations to pilot initiatives to support integration of unemployed individuals into the workforce.</p>	<p><b>Investment and Activities</b>  \$6,699,746 was provided to 17 organizations.</p> <p><b>Outcomes</b>  Examples of projects supported:  \$2,000,000 to Memorial University and \$710,000 to support wage subsidies to assist work-term placements for hard to place post-secondary students because of COVID-19.</p> <p>\$1,541,720 to the College of the North Atlantic to support the development of labour market programming.</p> <p>\$617,750 to TechNL to implement a two-pronged strategy to address the talent gap in the tech sector.</p> <p>\$1,677,930 to ten organizations to support the Employment Transitions Pilot Program for Individuals with Autism.</p>
<p><b>Linkages</b> program is a client centered employment initiative, delivered in partnership with community-based organizations, 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>  \$27,859 was provided to provide supports to individuals to assist in removing barriers to participation. This can include funding to cover transportation, stipend, and start-up allowance.</p> <p><b>Outcomes</b>  160 clients received supports to participate in the Linkages program.</p>

PROGRAM	INVESTMENT, ACTIVITIES, AND OUTCOMES FOR 2020-2021
<p><b>Pre-employment Supports</b> 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. This program specifically targets Income Support or non-EI eligible clients who have low literacy or are low skilled.</p> <p>Training may include combinations of in-class and on-the-job segments. Supports may include start up allowance, transportation, stipends and childcare.</p>	<p><b>Investments and Activities</b> \$147,323 was allocated to provide clients with supports to participate in pre-employment training</p> <p><b>Outcomes</b> 200 clients received financial supports to participate in pre-employment training.</p>
<p><b>Short-term Training</b> provides eligible clients with support to participate in job skills related short term training to help them with preparing, obtaining or maintaining employment. This program specifically targets Income Support or non-EI eligible clients who have low literacy or are low skilled.</p> <p>Training must be less than 12 weeks in duration, complement the client's employment plan, and not be eligible under Student Aid.</p>	<p><b>Investments and Activities</b> \$5,784 was allocated to support eligible clients in short-term training.</p> <p><b>Outcomes</b> 17 clients benefitted from short-term training.</p>
<p><b>Students Supporting Communities Program</b> provides a grant to assist private sector, municipalities, and not-for-profit organizations create summer jobs for students to assist with vulnerable populations, particularly related to the social isolation of seniors during COVID-19.</p>	<p><b>Investments and Activities</b> \$179,734 was provided to 72 organizations to assist students with securing summer employment.</p> <p><b>Outcomes</b> 117 students were provided summer employment to assist with vulnerable populations, particularly related to the social isolation of seniors during COVID-19.</p>



PROGRAM	INVESTMENT, ACTIVITIES, AND OUTCOMES FOR 2020-2021
<p><b>Student Mentorship Program</b> provides a wage subsidy to employers to create mentoring opportunities for post-secondary students. Employers match the student with an industry professional in the student's field of interest/ study with the expectation that the student will have learning opportunities to develop their knowledge and skills in their chosen field, learn more about the workplace and importance of work/life balance.</p>	<p><b>Investment and Activities</b> \$45,883 was provided to nine employers to assist post-secondary students with an opportunity for summer employment in their field of study.</p> <p><b>Outcomes</b> 24 post-secondary students were provided summer employment opportunities related to their field of study.</p>
<p><b>Transitions to Work</b> program is designed to provide individuals with barriers to employment, the opportunity to participate in employment readiness training and access supports to obtain employment.</p> <p>The program consists of nine weeks of pre-employment supports and services, including in-class sessions focused on life skills management, career planning, occupational goal development, and job readiness certificates (e.g., First Aid, WHIMIS).</p>	<p><b>Investment and Activities</b> \$447,595 was provided to eight community organizations to deliver Transitions to Work.</p> <p><b>Outcomes</b> 71 clients participated in the Transitions to Work program.</p>
<p><b>Work Supports</b> provides eligible clients with work-related supports to assist them with seeking, obtaining or maintaining employment. This program specifically targets Income Support or non-EI eligible clients who have low literacy or are low skilled.</p> <p>Supports include specific work clothing, job required tools, and assistance with personal needs to prepare and participate in job search activities or job interviews. Various forms of client assessments, such as diagnostic and prior learning assessments may be paid under Work Supports.</p>	<p><b>Investments and Activities</b> \$52,054 in funding provided work related supports to clients.</p> <p><b>Outcomes</b> 143 clients received work-related supports.</p>

PROGRAM	INVESTMENT, ACTIVITIES, AND OUTCOMES FOR 2020-2021
<p><b>Office to Advance Women Apprentices (OAWA) - Wage Subsidy</b> Community Coordinator 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 their progression to become a journey person. The program targets female apprentices who are non-EI eligible.</p>	<p><b>Investment and Activities</b> \$54,000 was provided to support the use of wage subsidies for non-EI eligible females seeking employment in apprenticeship trades.</p> <p><b>Outcomes</b> 11 participants entered into wage subsidy agreements with the OAWA. All secured full-time employment at the end of their agreements.</p>
<b>Disability Programs and Agreements</b>	
<p><b>Disability Supports to Post Secondary Institutions Program (College of the North Atlantic)</b> is provided to support the participation of students with disabilities in education and training programs. CNA offers assessment and training interventions focused on addressing disability-related barriers in post-secondary training environments. Technologies, attendants, and tutors may be provided to enable persons with disabilities to participate in training programs and work terms and to complete post-secondary training.</p>	<p><b>Investment and Activities</b> \$212,400 provided to CNA to support students with disabilities in post-secondary. The activities included assessment and training interventions for these students.</p> <p><b>Outcomes</b> 1,070 students accessed disability services.</p>
<p><b>Community Partnerships</b> provides funding to community organizations to deliver supports and initiatives to help individuals to prepare for, attain, and maintain employment, including making the transition to a new job.</p>	<p><b>Investment and Activities</b> \$1,247,542 was provided to organizations to support programs and services for persons with disabilities.</p> <p><b>Outcomes</b> Further information on agreements contracted in 2020-2021 can be found under <a href="#"><u>Program Highlights and Successes – Community Partnership Agreements.</u></a></p>

PROGRAM	INVESTMENT, ACTIVITIES, AND OUTCOMES FOR 2020-2021
<p><b>Office of Employment Equity for Persons with Disabilities (OEEPD)</b> provides support to the Opening Doors program, which comprises full-time, permanent positions for persons with disabilities throughout government in various areas of the province.</p> <p>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>Investment and Activities</b> \$1,108,800 was provided to the Office of Employment Equity for Persons with Disabilities.</p> <p><b>Outcomes</b> 86 positions for persons with disabilities was supported across the province through the Opening Doors Program.</p> <p>Due to the COVID-19 pandemic, OEEPD was unable to deliver the summer program.</p> <p>104 career and employment counselling sessions were held with participants.</p>
<p><b>School to Work Transitions Program</b> 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.</p>	<p><b>Investments and Activities</b> \$217,000 invested in the School to Work Transitions program.</p> <p><b>Outcomes</b> 47 high school students supported.</p>
<p><b>Supported Employment</b> program is delivered in partnership with community organizations to develop employment opportunities for people who have an intellectual disability. The program provides the necessary support to allow eligible individuals to participate in meaningful integrated employment in the community. Supports range from orientation and work analysis, to full-time support from a job trainer to ensure that the required duties of the job are completed to the satisfaction of the employer.</p>	<p><b>Investment and Activities</b> \$7,827,132 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> 1,362 individuals participated in Supported Employment. Of these, 558 were employed through the program/services provided, while 61 participants were employed without funded supports.</p>

## Stakeholder Engagement

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 Province 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.

Partnerships and collaboration with the business sector will continue this year as the Provincial Government works with a number of sectors to generate new economic activity and foster job creation. Much of this work continues to be coordinated through the Cabinet Committee on Jobs where the government of Newfoundland and Labrador partners with industry in joint decision-making aimed at stimulating new business activity and creating new private sector jobs for residents throughout the province.

The Province's Workforce Innovation Centre is in the process of hosting engagement sessions with underrepresented groups, exploring labour market challenges and opportunities, as well as research projects to support improved employment outcomes. Sessions have been held with a number of organizations, including those representing: Indigenous people, persons with disabilities, youth, older workers, women, and newcomers to the province.

As an initiative under the Workforce Development Plan, the Workforce Innovation Centre is establishing Regional Workforce Development Committees in ten regions of our province. These committees will create regular opportunities for stakeholders to share information and collaborate on regionally tailored labour market action plans to address workforce trends and challenges, and to increase regional capacity for planning, partnerships and investments.

The Department continues to both initiate and participate in engagement activities as part of the advancement of the various phases of The Way Forward, including specific to the Immigration Action Plan, the Adult Literacy Plan, the Workforce Development Plan, through the activities of the Workforce Innovation Centre, as well as through day to day program and service delivery.

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 effects of COVID-19 remain and have impacted many key industries in Newfoundland and Labrador. Disruptions continue to affect the oil and gas, hospitality, and retail sectors. In many cases, the impacts are compounding existing drivers of change, such as the use of digital technologies and automation, resulting in significant growth in sectors such as technology. These effects are reshaping the landscape of skills demands with potential far-reaching consequences for workers, employers, and overall labour market. We have worked with many of these key industries to support the development of skills needed to succeed in today's labour market.

<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>List of stakeholders</b>	
<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>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

## Program Highlights and Successes

### Canada – Newfoundland and Labrador Job Grant Agreements

#### **SmartICE Sea Monitoring and Information Inc.**

SmartICE Sea Ice Monitoring and Information Inc. is a cross-sector social enterprise that works in partnership with academia, industry, government and community. They are developing a near real-time sea-ice monitoring and information sharing system that blends Inuit traditional knowledge with state-of-the-art technology. They applied for funding to have three employees complete a Supervisory Management Skills Program from the Gardiner Centre. The program is an interactive and collaborative learning experience, which brings together supervisors from a variety of organization and sectors. Participants learn practical skills and theory from each instructor, who is a subject matter expert, and participants gain valuable insight from networking and sharing experiences with fellow participants. The program teaches the essential knowledge, skills, abilities, behaviors to enhance supervisory, and management competencies. After completion of the program, the company provided the following feedback:

*I am delighted to say that all three of our initial Canada – Newfoundland Job Grant participants, have secured full-time permanent positions with the company. One participant is now our Finance and Administration lead, and just celebrated her second anniversary. The second participant has become the Manager of Field Operations. The third participant is now the Manager of Nunatsiavut Operations, effective September 2021. All three of these participants got their start with the assistance that they received from the program. Two of the employees completed the supervisory training in June 2021 and one graduated from the Masters Certificate in Project Management in December 2020 - all supported through the Canada Job Grant. We have seen amazing growth in these individuals. The CNLJG has been instrumental to the organizational and our employees and has very much helped SmartICE grow.*

### Community Partnership Agreements

**The Autism Society of Newfoundland and Labrador (ASNL) Transitions Program** provides relevant and effective job skills training to individuals with Autism Spectrum Disorder (ASD) in an environment that is conducive to their unique learning styles and their varying emotional, social, and communication needs. ASNL assists these individuals in finding the “right fit” aligning strengths of individuals with ASD and their interests with the needs of employers to establish sustainable employment. Participants in the Transitions Program undergo formal and informal assessment to develop individualized learning goals to determine interests and abilities as they relate to employment. This program aims to identify the strengths and interests of individual participants and provide a full year of enriching classroom.

In 2020-2021, ASNL was provided \$143,002 to administer the Transitions Program. Seventeen participants took part in the Transitions Program. Volunteer opportunities were also provided to allow participants to further develop social and communicative skills in new situations.

**The Calypso Foundation** assists individuals with intellectual disabilities to acquire the skills, experience and support necessary to successfully prepare for, enter, and remain in the workforce. This program is based on a Supported Employment Model. In 2020-2021, the Calypso Foundation was provided with \$245,287 for their Work Oriented Rehabilitation Centre (WORC). This provided employment supports to 23 clients. In addition to continuing education components, the training provides clients with experience both in community settings and with work placements in business and industry.

**Vera Perlin Society's Work Oriented Rehabilitation Centre (WORC) program** is an employment program to provide opportunities for individuals with a developmental disability to work independently in the business community in St. John's and surrounding areas, including the Button Shop owned and operated by the Vera Perlin Society. In 2020-2021, the Vera Perlin Society was provided with \$259,350 to offer a WORC program for 80 new clients.

**Empower – The Disability Resource Centre** received \$422,744 in 2020-2021 for the Internship and Adaptive Technology Program. This program assists people with disabilities to prepare for, to attain, and to maintain employment. The Internship Program component assists people with disabilities in making employment choices, weighing out risks, and gaining ownership over their personal career development and goal setting. The Adaptive Technology component promotes inclusion for people with disabilities through technology. Program activities are geared towards informing everyone about the benefits of Adaptive Technology, demystifying technology, connecting people with resources, and increasing the technological capacity of people so they can become more active participants in their communities. In 2020-2021, 139 training sessions were provided to individuals for adapted technology solutions. There were 56 referrals made for further assessment and training.

**Empower – The Full Steam Ahead (FSA) Program** is designed to assist people with disabilities to gain an attachment to the labour force. The program operates under the principles of independent living and consumer empowerment. The coordinator provides information, support, and skill-building opportunities as consumers find solutions to disability related barriers that have prevented them from attaining those career goals. In 2020-2021, funds totaling \$53,227 were provided to the FSA program with Empower, the Disability Resource Centre. Activities included pre-employment skills and job search; disability disclosure and disability related accommodations in the workplace; education and training opportunities; entrepreneurial development; and volunteerism. There were 127 individual services provided to clients of the FSA program.



**Newfoundland and Labrador Association for the Deaf** seeks to ensure that deaf clients have full access to career and employment services that enable them to seek, obtain and maintain employment. The association provides enhanced employment readiness for individuals who are culturally deaf so that these clients achieve increased self-reliance. This program focuses exclusively on people with language barriers, who are deaf using American Sign Language (ASL), and are ready to play an active role in the workforce. In 2020-2021, The Newfoundland and Labrador Association for the Deaf (NLAD) was provided with \$141,143 to enhance employment readiness for individuals who are culturally deaf.

### **Labour Market Partnerships Agreements**

**Employment Transitions Pilot Program for Individuals with Autism** provides the supports and services necessary in the creation of new employment opportunities for persons on the Autism Spectrum, while providing ongoing support and assistance in the monitoring and maintenance of individuals in meaningful, paid employment, utilizing a Supportive Employment Service Delivery Model. As part of the Pilot, individuals will learn strategies and skills to become independent and successful in the workplace. Employment Corporations will also work with employers to provide education and build knowledge and strategies to assist individuals in overcoming challenges and barriers. Ten organizations were provided \$1,677,930 to support the Employment Transitions Pilot Program for Individuals with Autism.

**COVID-19 Co-operative Placement Assistance** provides a one-time wage subsidy will cover up to 75 per cent of a co-op student's hourly wage up to a maximum of \$8,000 per student work term. Due to the COVID-19 pandemic, co-op students were experiencing difficulty securing the work placements they need to complete their programs. This subsidy will assist these hard to place post-secondary students in obtaining work-term placements as part of their program requirements. In 2020-2021, 65 students were connected to employer placements, with additional placements anticipated for 2021-2022.

**Tech Talent Strategy**, implemented through techNL, will help address the talent gap in the tech sector. The three-year strategy will create a talent office and provide employment related supports to drive awareness, make connections, and combine efforts of multiple companies in pursuing talent initiatives and immigration. The project will:

- Help employers “navigate the system” and choose programs to source tech talent.
- Improve alignment between local and international talent needs with that of the employer.
- Help communicate and emphasize the pull factors (benefits of NL tech sector) to attract tech talent.
- Improve retention by developing, supplying and tracking toolkits/best practices for onboarding new international tech talent.

- Improve settlement and integration services for international tech talent by working with community-based organizations.
- Facilitate the matching of local skilled labour to jobs in the tech sector.
- Develop needed talent pipeline through initiatives in the K to 12 system.

In 2020-2021, the creation of the Tech Talent Office was initiated. This implementation will set the stage for development and implementation of concerted efforts over the next two years.

**Heritage Foundation of Newfoundland and Labrador** will provide training to build local conservation knowledge and skills, reducing the need to bring in expensive expertise from outside the province. This includes critical aspects of heritage conservation, such as restoring historic masonry and plasterwork, lime-based mortars and historic wooden windows, and millwork.

The training will also help preserve many of the traditional life and work skills once common throughout Newfoundland and Labrador. While some of these skills such as knitting continue to flourish, others are at risk of disappearing and reviving them could present unique cultural and economic opportunities. In 2020-2021, \$177,500 was provided in year one of the two year project.

## Annex 1: Definition and Key Terms

<b>Indigenous peoples:</b>	Includes persons who are First Nations or Inuit.
<b>Certification:</b>	Documented recognition by a governing body that a person has attained occupational proficiency. Examples would be journey person certifications, required occupational safety certifications, professional designations (e.g., CA, CPA).
<b>Credential:</b>	Documented evidence of learning based on completion of a recognized program of study, training, work experience, or prior learning assessment. Examples include degrees, diplomas, certificates (including high school graduation or equivalency), and licenses (e.g., LPN).
<b>Diploma:</b>	Credential/certification from a community college, CEGEP, or school of nursing.
<b>Employed:</b>	<p>Employed persons are those who work at a job or business, that is, who have paid work in the context of an employer-employee relationship (not including self-employment). This includes those who have a job, but are not at work due to factors such as illness or disability, personal or family responsibilities, vacation, labour dispute or other reasons (excluding persons on layoff, between casual jobs, and those with a job to start at a future date). Employment may be permanent or temporary (temporary employment comprises work under a fixed- term contract, in contrast to permanent work where there is no end-date), full-time or part-time.</p> <p><b>Full-time</b> (work hours) includes employed persons who usually worked 30 hours or more per week, at their main or only job.</p> <p><b>Part-time</b> (work hours) includes employed persons who usually worked less than 30 hours per week, at their main or only job.</p>
<b>Employer:</b>	Either an individual employer or an organization that acts on behalf of individual employers (e.g., employer consortia, union halls, industry associations training coordinators, Crown corporations, Indigenous governments as appropriate).
<b>Entry Level:</b>	Basic training required for a participant to obtain an entry level position with the employer.

**Essential Skills:**

Skills needed for work, learning and life (e.g., reading, writing, document use, numeracy, oral communication, thinking, digital technology, working with others, continuous learning).

**High School:**

Includes individuals who have completed their high school diploma or equivalent (e.g., General Educational Development credential) but who do not have any postsecondary education.

## Annex 2: Audited Financial Statements



Auditors' Report

Canada-Newfoundland and Labrador Workforce  
Development Agreement

March 31, 2021

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## Independent auditors' report

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To the Deputy Minister of the Department of Immigration, Population Growth and Skills;

### Opinion

We have audited the accompanying Statement of Revenues and Expenses for the Province of Newfoundland and Labrador for the year ended March 31, 2021 ("the statement").

In our opinion, the financial information in the statement for the year ended March 31, 2021 is prepared, in all material respects, in accordance with the financial reporting provisions in Article 26 of the Canada-Newfoundland and Labrador Workforce Development Agreement ("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

The statement is prepared to assist the Province of Newfoundland and Labrador to meet the requirements of Article 26 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 Immigration, Population Growth and Skills and should not be distributed to parties other than the Province of Newfoundland and Labrador and Employment and Social 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 Article 26 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 14, 2021

Chartered Professional Accountants





**Canada - Newfoundland and Labrador Workforce Development Agreement**  
**Statement of Revenues and Expenses**  
**Fiscal Year Ending March 31, 2021**

**SUMMARY**

<b>1</b>	<b>REVENUE</b>	<b>Amount</b>	
	Annual contribution from Canada under the Canada-Province WDA	12,594,068	
	Additional Funding	18,965,674	
	Carry forward from previous fiscal year	499,649	
	<b>Total Revenue</b>		<b>\$32,059,391</b>

<b>2</b>	<b>EXPENSES</b>	<b>Amount</b>	<b>Sub-Total</b>
	<b>Program Costs incurred</b>		<b>\$19,816,401</b>
	<b>Programming targeting Persons with Disabilities (PWD)</b>		<b>\$9,146,812</b>
	<b>Eligible Programming excluding programming for PWDs</b>		<b>\$10,669,589</b>
	Supports for Individuals attending ABE	421,955	
	Supports for individuals attend Apprenticeship training	335	
	Apprenticeship Wage Subsidy Program (AWOSA & WS-CC)	731,641	
	Canada-NL Job Grant Funding	1,706,610	
	Community Partnerships Funding	447,595	
	Educational Assessment	2,600	
	Employment Assistance Services	82,071	
	JobsNL Completion Bonus	65,000	
	Labour Market Integration for Newcomers	44,774	
	Labour Market Partnerships Funding	6,699,746	
	Employment Enhancement Program	8,625	
	Student Mentorship Program	45,883	
	Linkages - Individual Supports	27,859	
	Pre-employment Supports	147,323	
	Short-term Training	5,784	
	Students Supporting Communities	179,734	
	Work Supports	52,054	
	<b>Administration Costs incurred</b>		
	a) Maximum eligible amount of Administration Costs (10% of budget)	1,259,407	
	b) Actual Administration Costs incurred	1,119,132	
	Eligible Administration Costs (the lesser of a) and b))		<b>\$1,119,132</b>
	<b>Total Expense</b>		<b>\$20,935,533</b>

<b>3</b>	<b>EXCESS AMOUNT OF CONTRIBUTION PAID OR PAYABLE</b>	<b>\$11,123,858</b>
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<b>4</b>	<b>CARRY FORWARD</b>	<b>Amount</b>
	The lesser of i) or ii):	
	i) 60% of contribution paid or payable by Canada	19,235,635
	ii) Excess amount of contribution paid or payable by Canada, less PWD debts owed to Canada (not eligible for carry forward)	11,123,858
	<b>Total carry forward amount</b>	<b>\$11,123,858</b>

<b>5</b>	<b>DEBTS OWED TO CANADA</b>	<b>Amount</b>
	PWD debts owed to Canada (not eligible for carry forward)	-
	Plus: Additional excess amount of contribution (not including unspent contribution amounts for PWD programming from Canada-Province WDA sources)*	-
	Less: Carry forward amount	11,123,858
	<b>Total debts owed to Canada</b>	<b>\$0</b>

\*These amounts are removed to prevent double counting.

**Canada - Newfoundland and Labrador Workforce Development Agreement**  
**Statement of Revenues and Expenses**  
**Fiscal Year Ending March 31, 2021**

**PROGRAM COSTS FOR PWDs**

<b>1</b>	<b>Government Program Costs incurred for PWDs</b>	<b>Amount</b>	
	From WDA sources	\$9,146,812	
	From Province sources	\$4,081,335	
	<b>Total Program Costs incurred for PWDs</b>		<b>\$13,228,147</b>

<b>2</b>	<b>Targeted Program Costs for PWDs</b>	<b>Amount</b>	<b>Sub-Total</b>
	From WDA sources		
	Identified Target A amount under the <i>Financial Provision</i> section	\$4,120,531	
	Identified Target B amount under the <i>Financial Provision</i> section	-\$39,196	
	Targeted Program Costs for PWDs Original Allocation	\$4,081,335	
	Less: actual investments	\$4,081,335	
	Amount below identified target		\$0
	Additional PWD Funding		
	2 year target (\$6,146,170 of additional \$18,970,000)	\$6,146,170	
	Less: actual investments	\$5,065,477	
	Amount below identified target		\$1,080,693
	From Province sources		
	Identified Target A amount under the <i>Financial Provision</i> section	\$4,081,335	
	Less: actual investments	\$4,081,335	
	Amount below identified target		\$0
	<b>Total PWD investments below targets</b>		<b>\$1,080,693</b>

<b>3</b>	<b>Eligible health-related expenses incurred as Program Costs</b>	<b>Amount</b>	<b>Sub-Total</b>
	a) Maximum eligible amount of health-related expenses*	\$2,040,667	
	b) Actual health-related expenses incurred		
	Eligible health-related expenses (the lesser of a) and b))		\$0
	<b>Total eligible health-related expenses</b>		<b>\$0</b>

\*The lesser of 25% of target spending and 25% of actual spending

<b>5</b>	<b>PWD Program Costs Breakdown</b>	<b>Amount</b>	
	<b>Programming targeting Persons with Disabilities (PWD)</b>		
	Community Partnerships Funding	\$1,247,542	
	Grants for High Needs Students	\$40,832	
	Supported Employment	\$7,827,132	
	School To Work Transitions	\$217,000	
	Training Services	\$6,813	
	Work Supports	\$8,695	
	College of the North Atlantic	\$212,400	
	Opening Doors	\$3,667,732	
	<b>Total PWD Program Costs</b>		<b>\$13,228,147</b>