

# 2021-2022 ANNUAL REPORT



## Immigration, Population Growth and Skills





## MESSAGE FROM THE MINISTER

I hereby submit the 2021-22 Annual Report for the Department of Immigration, Population Growth and Skills. This report covers the period from April 1, 2021 to March 31, 2022. In keeping with the requirements of a Category One entity under the **Transparency and Accountability Act**, my signature below indicates my accountability for the actual results reported.

During 2021-22, the department worked diligently to fulfil commitments made in the 2021-23 Strategic Plan. Specific achievements include:

- Delivering on-the-ground outreach and immigration support to Ukrainians displaced by the illegal Russian invasion of Ukraine;
- Nominating the highest number of newcomers for permanent residency in the history of Newfoundland and Labrador in 2021;
- Establishing the Ministerial Committee on Anti-Racism and completing a round of extensive consultations with community and faith-based groups, in partnership with the Office of Indigenous Affairs and Reconciliation and the Departments of Education and Justice and Public Safety;
- Expanding the Office of Immigration and Multiculturalism to support the Provincial Government's goal of welcoming 5,100 newcomers by 2026;
- Launching the Job Matching initiative to match employers with full-time, year-round job vacancies with newcomers seeking full-time employment in Newfoundland and Labrador;
- Launching and continuing the Work Remote From Newfoundland and Labrador campaign showcasing the province as an ideal location for working remotely;
- Assisting 374 employers train 4,265 individuals through the Canada-Newfoundland and Labrador Job Grant; and

- Advancing innovation and flexibility in the provincial system for skilled trades training and certification.

I look forward to leveraging community, industry and training provider partnerships as the department continues to work to ensure the province has a skilled and diverse workforce to meet evolving labour market demands.

Respectfully submitted,

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

Hon. Gerry Byrne

Minister of Immigration, Population Growth and Skills

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## Departmental Overview

The Department of Immigration, Population Growth and Skills (IPGS) works to ensure the province has a diverse, highly educated and skilled workforce to meet evolving labour market demands.

This includes creating a climate that is conducive to economic growth, competitiveness, and prosperity. This is achieved through a range of services and supports including:

- Increasing the recruitment and retention of newcomers<sup>1</sup>;
- Promoting diversity and multiculturalism and taking steps to prevent racism in all its forms;
- Helping employers access and retain skilled workers;
- Providing programs and supports for apprenticeship and trades certification; and
- Offering career development and planning services, employment and training supports, and information about the labour market.

## Organizational Structure

The organizational structure of the Department of Immigration, Population Growth and Skills includes three branches:

### 1. Immigration and Population Growth

This branch ensures that immigration and workforce-related policies, programs, services and initiatives are strategically aligned to develop and deploy a highly trained and skilled workforce to meet evolving labour market demands in the province. The

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<sup>1</sup> Newcomers refers to economic immigrants, refugees, and other newcomers to Canada intending to or in the process of permanently settling in Newfoundland and Labrador, as well as international students, international graduates, migrant workers, and asylum seekers.

branch administers immigration programs and assists with newcomer settlement supports; helps employers with international recruitment, retention, and human resource planning; provides workforce policy expertise; supports the Provincial Government's diversity, equity, inclusion and anti-racism efforts; as well as supplying individuals and employers with labour market information and trend analysis on labour market opportunities.

## **2. Employment and Labour Market Development**

This branch administers and delivers client-focused, labour market-related programs designed to assist people in securing training and finding sustainable employment, and in helping employers meet labour supply challenges. The branch is also responsible for programs and supports for apprenticeship and trades certification. The branch works with a large and varied client base, including individuals who may need employment and training supports. Clients receive services by telephone or in-person at one of the 19 Employment Centres across the province. The branch also has responsibility for policy development as it relates to employment and training programs and services.

## **3. Corporate Services and Policy**

This branch is responsible for the department's financial, information, and human resource management. The branch coordinates all corporate policy requirements including legislative reviews; planning and accountability functions; and quality assurance and evaluation functions. The branch also provides advice on privacy matters and facilitates access to information requests.

## **Geographic Overview**

The 20 offices of the department are located in 18 communities throughout Newfoundland and Labrador (see Appendix A for contact information). The province is divided into two regions: eastern and western (including Labrador), with services delivered through Employment Centres. The department's headquarters, which includes



the Office of Immigration and Multiculturalism, are located in the Confederation Building in St. John's.

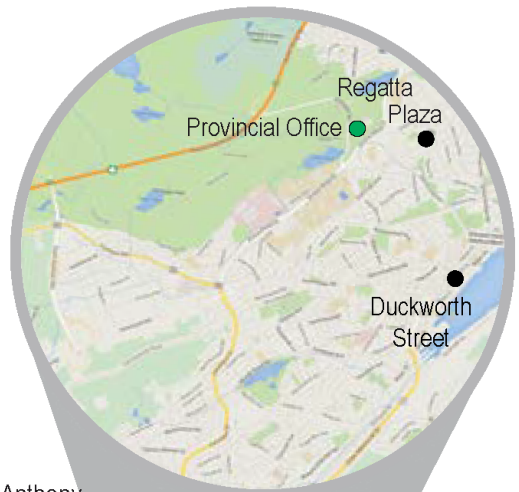
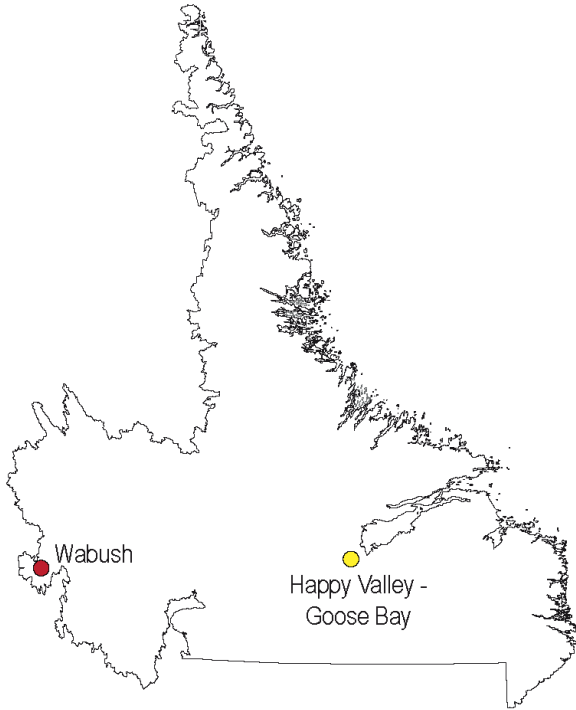
The eastern region includes seven service delivery offices with Employment Centres in the following areas:

- Carbonear
- Clarenville (including Apprenticeship)
- Marystown
- Mount Pearl (including Apprenticeship)
- Dunville
- St. John's - Duckworth Street
- St. John's - Elizabeth Avenue

The western region includes 12 service delivery offices with Employment Centres in the following areas:

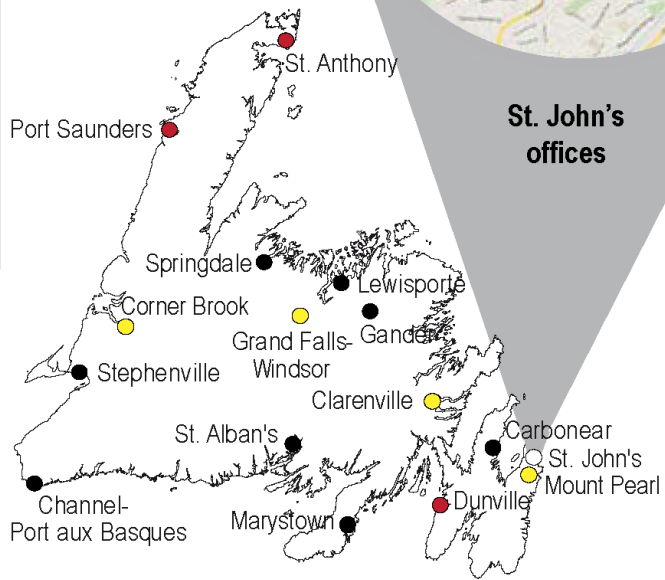
- Channel-Port aux Basques
- Corner Brook (including Apprenticeship)
- Gander
- Grand Falls-Windsor (including Apprenticeship)
- Happy Valley-Goose Bay (including Apprenticeship)
- Lewisporte
- Port Saunders
- Springdale
- St. Alban's
- St. Anthony
- Stephenville
- Wabush

The following map illustrates the 18 communities where offices are located:



**Legend**

- IPGS Employment Centre, co-located with CSSD
- IPGS Administrative Office, Office of Immigration and Multiculturalism
- IPGS Employment Centre and an Apprenticeship office, co-located with CSSD
- IPGS Employment Centre, not co-located with CSSD



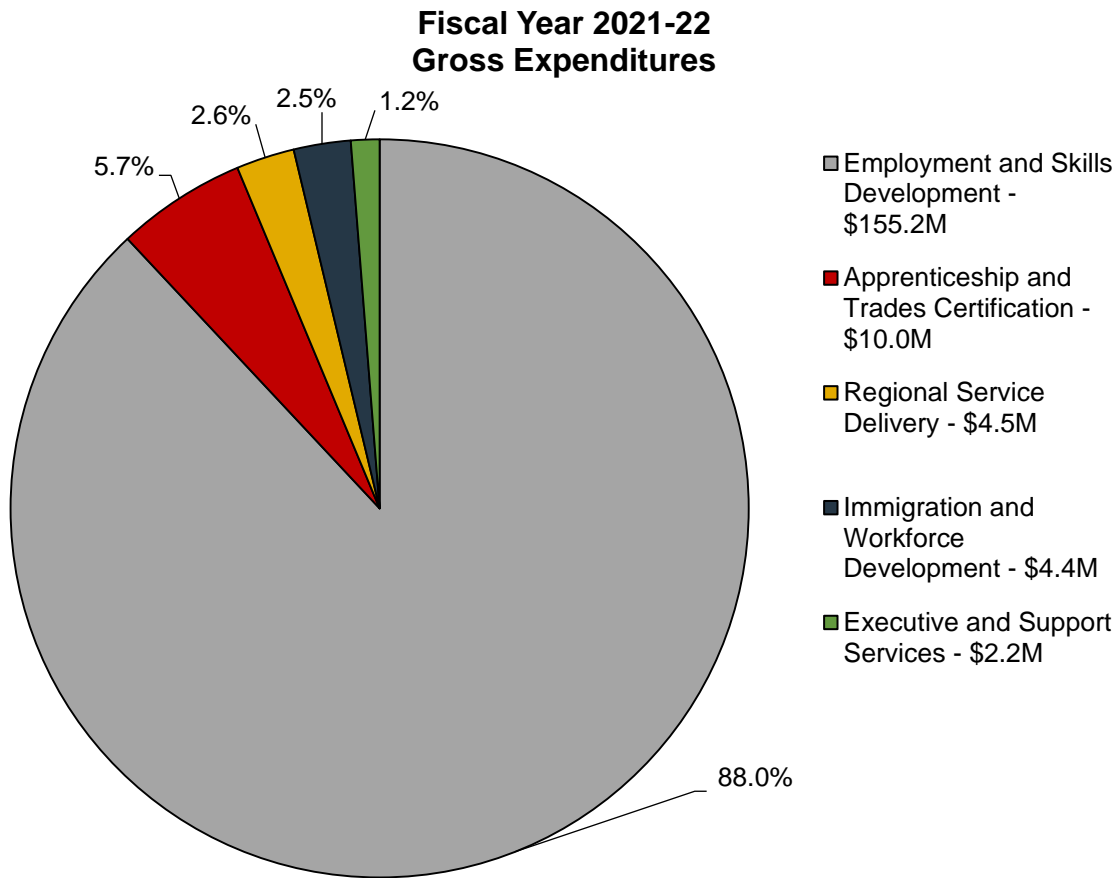
## Staff and Expenditures

As of March 31, 2022, the department's staff complement consisted of 311 employees, of which 237 (76.2 per cent) were female and 74 (23.8 per cent) were male. Of the 311 employees, 272 (87.5 per cent) were permanent, 33 (10.6 per cent) were temporary and 6 (1.9 per cent) were contractual. Over half of the department's employees (161, 51.8 per cent) were located in offices throughout the province, outside the St. John's Census Metropolitan Area (CMA); 150 (48.2 per cent) were located in the St. John's CMA.

The following table shows the number of employees as of March 31, 2022, and associated actual expenditures for 2021-22 by departmental program area:

Departmental Area	Number of Employees	Actual Expenditures
<b>Minister's Office, Executive and Support Services</b>	<b>10</b>	<b>\$998,667</b>
Office of Immigration and Multiculturalism	37	\$3,582,008
Workforce Development Secretariat	9	\$842,288
<b>Immigration and Population Growth Branch Total</b>	<b>46</b>	<b>\$4,424,296</b>
Apprenticeship and Trades Certification	37	\$9,955,621
Employment and Skills Development	15	\$155,156,872
Regional Service Delivery	187	\$4,549,716
<b>Employment and Labour Market Development Branch Total</b>	<b>239</b>	<b>\$169,662,209</b>
Administrative Services (Financial Services, Information Management and Corporate Services)	12	\$829,823
Policy, Strategic Planning and Quality Assurance	4	\$335,886
<b>Corporate Services and Policy Branch Total</b>	<b>16</b>	<b>\$1,165,709</b>
<b>Department Total</b>	<b>311</b>	<b>\$176,250,881</b>

During the 2021-22 fiscal year, the department's gross expenditures were \$176.3 million. The following chart shows the major expenditure categories:



The department's greatest expenditure was in support of providing employment and training benefits under the Labour Market Development Agreement, the Workforce Development Agreement, and other employment and training programs, accounting for \$155.2 million. Apprenticeship and Trades Certification accounted for approximately \$10.0 million, Regional Service Delivery \$4.5 million and Immigration and Workforce Development \$4.4 million. Executive and Support Services, including the Corporate Services and Policy Branch, accounted for the remaining \$2.2 million. A summary of expenditures and related revenue, including the original and amended budget, can be found in the 'Financial Information' section of this report.

## Vision

A province with a diverse and growing population where citizens are educated, skilled, and supported to be gainfully employed.

## Mandate

The mandate for the Department of Immigration, Population Growth and Skills is to:

- work collaboratively with employers and communities to increase immigration and support population growth; and,
- help individuals to obtain the skilled trades, employment and training and financial supports needed to achieve the greatest benefit from current and future economic opportunities in the province.

## Lines of Business

The Department of Immigration, Population Growth and Skills provides a range of programs and services to help grow the population and build a stronger economic foundation. Programs and services are grouped in the following areas:

- **Immigration** – nomination of eligible newcomers for permanent residency, engaging with employers and community stakeholders, delivering multiculturalism awareness activities, and providing recruitment and retention supports.
- **Employment Supports and Career Services** – career counseling, wage subsidies, apprenticeship and trades certification supports, job searches, pre-employment readiness, as well as training and skills development.
- **Population Growth and Workforce Development** – promoting the province as a workforce destination, supporting employers with recruitment, retention and human resource planning, providing workforce policy support, as well as

supplying individuals with labour market information and trend analysis on labour market opportunities.

- **Apprenticeship and Trades Certification** – responsible for apprenticeship training and certification in the province, supporting individuals pursuing a career in skilled trades, and working with institutions delivering skilled trades training.

## Highlights and Partnerships

During 2021-22 the department continued to work with its partners towards the development and delivery of policies, programs and services that support a diverse, highly educated and skilled workforce to meet evolving labour market demands.

Examples of these important joint efforts are as follows:

### Working with Industry

- Funded Trades NL to continue offering Infectious Disease Prevention and Control on Construction Sites training to members. This course provides up-to-date information to help with the prevention and control of infectious diseases in the construction sector. It is offered at no charge and is delivered in various communities throughout Newfoundland and Labrador.
- Partnered with Trades NL to open the Office for Indigenous and Northern Skilled Trades. The Office is located in Labrador and works with Indigenous apprentices to assist them in finding employment opportunities with the ultimate goal of achieving journeyperson certification. The Office maintains a registry of Indigenous tradespersons which includes information such as trade, level of apprenticeship, employment status, resumes, and travel availability.
- Partnered with the Office to Advance Women Apprentices to implement the Advancing Women in Construction Trades Project. This initiative resulted in new materials, workshops, pilot programs and resources related to gender and cultural competence that can be integrated into the province's apprenticeship programming.
- Funded TechConnectNL, an event hosted by Women in Resource Development Corporation that connects girls, women, and gender-diverse individuals to exciting job prospects, dynamic companies, industry leaders, training programs and support in the technology sector. TechConnectNL was held virtually on March 24, 2022.

## Working across the Country

- Collaborated with Immigration, Refugees and Citizenship Canada (IRCC) and the three other Atlantic provinces to establish the Atlantic Immigration Pilot Program as a permanent program. The Atlantic Immigration Program supports employers in Newfoundland and Labrador in hiring newcomers to address labour market demands and enables employers to nominate newcomers for permanent residency. The new permanent program equips participating employers with free intercultural competency training to ensure they have the knowledge and tools to create welcoming spaces for newcomers.
- Engaged in negotiations on a new Canada-Newfoundland and Labrador Immigration Agreement with the Government of Canada, which sets out joint objectives and lays a blueprint for federal-provincial cooperation on immigration. It is anticipated that the proposed new agreement will be finalized in 2022-23.
- Collaborated with IRCC to develop and implement the Economic Mobility Pathways Pilot, which combines refugee resettlement with economic immigration. The initiative has helped multiple candidates connect with employers in the province and obtain gainful employment in the service and health care sectors, ensuring durable solutions to their resettlement needs.
- Worked with federal and provincial colleagues through the Atlantic Workforce Partnership (AWP), Forum of Labour Market Ministers (FLMM) and the Atlantic Apprenticeship Harmonization Project (AAHP) to advance priority focus areas such as labour market information supports, immigration supports, skills and innovations, skilled trades, and employment and training supports, including for underrepresented groups.

## Working with the Public Sector and Community-Based Groups

- Supported the arrival of more than 200 Afghan refugees to the province in fall 2021 through a partnership with provincial departments of Health and Community Services; Education; Children, Seniors and Social Development; as well as the



Newfoundland and Labrador Housing Cooperation; the Newfoundland and Labrador English School District; IRCC; and the Association for New Canadians, the main resettlement service provider in the province.

- Supported the Association for New Canadians in assisting Newfoundlanders and Labradorians with community sponsorship of refugees by funding a Private Sponsorship Coordinator Position. This position is funded by the Newfoundland and Labrador Settlement and Integration Program and helps people navigate the pathway to successful sponsorship.
- Partnered with the Department of Environment and Climate Change and the Department of Industry, Energy and Technology to provide \$974,003 in funding to the College of the North Atlantic (CNA) to support the development of electric vehicle specialized training for journeypersons and first responders. This training will help address the growth of electric vehicles in the province, provide vital skills development for journeypersons, and align with efforts to reduce greenhouse gas emissions and achieve net zero by 2050.
- Partnered with training providers to increase awareness of resources available to advanced-level training apprentices and instructors to support improved level and Red Seal exam pass rates.

## Report on Performance

### Issue 1

The need to attract and retain more newcomers to support sustainable communities, population growth and economic prosperity.

Immigration continues to represent an important opportunity for Newfoundland and Labrador's economic, social and cultural growth. Over 80 per cent of Canada's population growth comes from immigration<sup>2</sup>, mostly through economic pathways which help match international workers with Canadian employers. Due to an increasingly aging population<sup>3</sup>, immigration is essential for the province to achieve sustained population growth. And yet, despite having 1.35<sup>4</sup> per cent of Canada's population, the province welcomes only 0.5<sup>5</sup> per cent of new permanent residents each year. In April 2021, the Provincial Government established a new goal of increasing immigration to 5,100 newcomers annually by 2026. It is therefore vitally important that we continue to use immigration as a mechanism to address skill shortages in the labour market, and support local employers in addressing long-term vacancies.

Welcoming newcomers is just the beginning of a journey that is only complete when new residents realize a sense of belonging to the community and choose to seek their future in the province. Long-term retention is dependent on an immigrant's lived experience with their neighbours and wider community. Availability of social and recreational activities, opportunities for spousal employment and accessibility of culturally appropriate food all influence retention. The way family members are

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<sup>2</sup> [Population projections for Canada \(2018 to 2068\), Provinces and Territories \(2018 to 2043\) \(PDF, 1.16 MB\)](#). Statistics Canada, September 17, 2019.

<sup>3</sup> Statistics Canada. [Table 17-10-0005-01 Population estimates on July 1st, by age and sex](#)

<sup>4</sup> Statistics Canada. [Table 17-10-0009-01 Population estimates, quarterly](#)

<sup>5</sup> [Permanent Residents](#) – Monthly IRCC Updates. Government of Canada.

welcomed to the community, as well as the community’s openness to learn from newcomers and vice versa, also contribute to successful retention.

During the first year of the strategic plan, the department made progress in implementing initiatives to fulfill its performance indicators. The results outlined in the next section provide details on the work completed to meet the 2021-22 strategic plan objective.

## Goal 1

By March 31, 2023 the Department of Immigration, Population Growth and Skills will have worked to advance the attraction and retention of newcomers to the province.

### 2021-22 Objective Results for Goal 1

<b>2021-22 Objective</b>	<b>By March 31, 2022, the department will have undertaken initiatives to attract and retain newcomers.</b>
<b>Indicator 1</b>	<b>Continued efforts to achieve the immigration target.</b>
<b>2021-22 Results</b>	
<p>In April 2021, the Provincial Government established a new goal of welcoming 5,100 newcomers annually by 2026. Achieving this target will help grow our population, address labour market demands and enrich our communities. As the labour market continued to recover from the COVID-19 pandemic throughout 2021, Newfoundland and Labrador welcomed a historic 2,059 newcomers as permanent residents, an increase from the 904 welcomed in 2020 and the 1,850 welcomed in 2019. In 2021, 596 applications for permanent residency were processed through the Newfoundland and Labrador Provincial Nominee Program, an 82 per cent increase over the previous year.</p> <p>Attracting newcomers requires strategically leveraging resources and partnerships to position our province as a choice destination for life and work. Supporting newcomers as they integrate into our communities requires a strong focus on settlement services and collaboration with community organizations that specialize in this area. Examples of the department’s progress in this area are described below.</p>	

<b>2021-22 Objective</b>	<b>By March 31, 2022, the department will have undertaken initiatives to attract and retain newcomers.</b>
<b>Indicator 1</b>	<b>Continued efforts to achieve the immigration target.</b>
<b>2021-22 Results</b>	
<p><b>Expanded the Office of Immigration and Multiculturalism to align with increased focus on attracting and retaining newcomers</b></p> <ul style="list-style-type: none"> <li>In 2021-22, the Office of Immigration and Multiculturalism hired 14 new Immigration Program Development Officers, expanding the team to 23. A new Immigration Assessment Officer position was also added, along with three contractual management positions and one Senior Policy, Planning and Research Analyst position. This expansion significantly increased capacity to assist employers and support newcomers in navigating the immigration system. The strengthened team is better positioned to work with community partners to deliver settlement and integration services and to promote diversity, equity and inclusion.</li> </ul> <p><b>Enhanced accessibility of immigration services for newcomers and employers</b></p> <ul style="list-style-type: none"> <li>In 2021-22, the department began working with the Office of the Chief Information Officer on online processes and improvements to make it easier for newcomers and employers to access immigration services. This included work on the online integration of Priority Skills NL and the Atlantic Immigration Program. Further progress is anticipated in 2022-23.</li> </ul> <p><b>Promoted immigration programs to newcomers</b></p> <ul style="list-style-type: none"> <li>In January and February 2022 the Office of Immigration and Multiculturalism hosted four online information sessions for perspective newcomers on the new Atlantic Immigration Program (AIP).</li> <li>In February and March 2022, the Office of Immigration and Multiculturalism partnered with Memorial University’s School of Graduate Studies to offer free online information sessions on the Provincial Nominee Program and the Atlantic Immigration Program. These sessions targeted international graduate students and alumni interested in applying for permanent residency.</li> <li>Between January and March 2022, a total of eight immigration pathways sessions were hosted for Memorial University international students.</li> </ul>	

<b>2021-22 Objective</b>	<b>By March 31, 2022, the department will have undertaken initiatives to attract and retain newcomers.</b>
<b>Indicator 1</b>	<b>Continued efforts to achieve the immigration target.</b>
<b>2021-22 Results</b>	
<b>Supported newcomers in adapting to their new home and building a sense of belonging in the community</b>	
<ul style="list-style-type: none"> <li>• In 2021-22, the department approved \$2.1 million in funding (from provincial and federal sources) to: <ul style="list-style-type: none"> <li>○ Support foreign qualification recognition of internationally-trained nurses;</li> <li>○ Help international graduates find employment in the province;</li> <li>○ Support newcomer musicians to build their visibility in the sector; and</li> <li>○ Assist organizations serving newcomer women with expanding their services to other areas of the province.</li> </ul> </li> <li>• Funding in the amount of \$27,278 was provided to the Supporting Newcomers in Newfoundland and Labrador project through Memorial University. The project will see intercultural training sessions delivered to the university community, employers and sector groups. The goal is to provide training that will foster a better understanding and appreciation of international students and their unique cultures, leading to improved outcomes for students while they study and after they graduate.</li> <li>• In March 2022, the Office of Immigration and Multiculturalism launched the Ukrainian Family Support Desk to support Newfoundlanders and Labradorians seeking to assist friends and family displaced by conflict in Ukraine. The initiative quickly expanded to include in-person, expedited support for Ukrainians seeking temporary safe-haven and permanent resettlement in the province. Staff traveled to Poland to undertake direct outreach to people fleeing Ukraine. Staff hosted information sessions about immigration programs and support services offered by the province and connected Ukrainians looking for jobs with Newfoundland and Labrador employers. Staff on the ground in the province continued to support those impacted by the Russian invasion of Ukraine by assisting individuals with family reunification and sponsorship through referrals to federal pathways. The Government of Newfoundland and Labrador issued a call for volunteers and local employers who have job opportunities to contact the support desk. This inventory of volunteer supports and employment opportunities aids the ongoing efforts to support Ukrainians seeking to relocate to Newfoundland and Labrador.</li> </ul>	

<b>2021-22 Objective</b>	<b>By March 31, 2022, the department will have undertaken initiatives to attract and retain newcomers.</b>
<b>Indicator 2</b>	<b>Provided immigration supports to employers to satisfy labour requirements.</b>
<b>2021-22 Results</b>	
<p>Newcomers have skills and experiences that can help meet workforce demands. When newcomers are employed in Newfoundland and Labrador, it is good for them, and for our communities and economy as a whole. In 2021-22, the department took the following actions to support employers in navigating immigration programs and support newcomers in obtaining employment opportunities:</p> <p><b>Engaged employers about how immigration can help address workforce needs and supported them in navigating the system</b></p> <ul style="list-style-type: none"> <li>• During 2021-22 the Office of Immigration and Multiculturalism participated in several community career events, including Small Business Week in Bay St. George, the annual Sharing Our Cultures event, and the Association for New Canadians' Career fair for Newcomers.</li> <li>• In January and February 2022, the Office of Immigration and Multiculturalism hosted six online information sessions for employers on the Atlantic Immigration Program in Newfoundland and Labrador. These sessions gave an overview of the program, explained how immigration can help employers address workforce needs, and helped employers understand how to become designated to participate in the program and complete required documents.</li> <li>• Recent expansion of the Office of Immigration and Multiculturalism has enabled five Immigration Program Development Officers to specialize in employer outreach. These officers are responsible for outreach in key provincial sectors: Healthcare/Education; Information Technology; Agriculture, Mining and Aquaculture, Hospitality and Tourism, as well as, Retail/Trades/Construction. Four Atlantic Immigration Program and Provincial Nominee Program information sessions have been hosted by the outreach team to the following employers/associations: Restaurants Canada Membership, techNL employer members, Kent Building Supplies, Seafair Capital Inc., the four Regional Health Authorities, and Rambler Metals and Mining Ltd.</li> <li>• The Office of Immigration and Multiculturalism hosted two virtual job fairs for Seafair Capital Inc. and techNL.</li> </ul>	

<b>2021-22 Objective</b>	<b>By March 31, 2022, the department will have undertaken initiatives to attract and retain newcomers.</b>
<b>Indicator 2</b>	<b>Provided immigration supports to employers to satisfy labour requirements.</b>
<b>2021-22 Results</b>	
<b>Explored opportunities to increase uptake of international graduate pathways</b>	
<ul style="list-style-type: none"> <li>• In December 2021, the department and Memorial University announced funding of \$66,847 for the Retaining Global Talent project, which supports international graduates to find employment in the province and prepare them for the transition to work after graduation. This funding included creation of a Postgraduate Retention Coordinator Position with the School of Graduate Studies.</li> <li>• Funding of \$26,613 supported expansion of Memorial’s award-winning Professional Skills Development Program to include practical work experience for students. The six-week program helps international students develop the skills they need to succeed in the Canadian job market. The addition of a practical work experience component improves employment prospects after graduation and encourages permanent settlement in the province.</li> </ul>	
<b>Worked with Canadian Embassies abroad to promote Newfoundland and Labrador to the host nations’ workforce</b>	
<ul style="list-style-type: none"> <li>• In March 2022, following easing of pandemic restrictions, the department once again commenced international outreach. Beginning on March 17, 2022, a team was deployed to Warsaw, Poland as part of the Ukrainian Family Support Desk. The team worked collaboratively with the Canadian Embassy to establish the province’s outreach efforts.</li> <li>• In July 2021, the Office of Immigration and Multiculturalism hosted a virtual information/recruitment session with the help of the Canadian Embassy in the United Arab Emirates.</li> <li>• During 2021-22, the Office of Immigration and Multiculturalism has also engaged with various Canadian missions abroad to explore hosting virtual and in-person recruitment sessions starting in May 2022.</li> </ul>	
<b>Launched Job Matching to match employers with full-time, year-round job vacancies with newcomers seeking full-time employment in Newfoundland and Labrador</b>	
<ul style="list-style-type: none"> <li>• In September 2021, the department launched the Job Matching Program to strengthen the economy and support population growth. Employers with full-time,</li> </ul>	

<b>2021-22 Objective</b>	<b>By March 31, 2022, the department will have undertaken initiatives to attract and retain newcomers.</b>
<b>Indicator 2</b>	<b>Provided immigration supports to employers to satisfy labour requirements.</b>
<b>2021-22 Results</b>	
<p>year-round vacancies were invited to register for the initiative by providing information on their vacancies. International graduates, spouses of international graduates and open work permit holders living in Canada who are interested in relocating to the province permanently were invited to submit an application. As of March 31, 2022, 213 employers have registered, 397 eligible newcomer applications have been received, and the department is aware of at least eight successful matches. Employers may not have reported all hires made to the department.</p> <p><b>Enhanced public accountability</b></p> <ul style="list-style-type: none"> <li>• In 2021-22, the department listed additional policies and procedures on the website devoted to immigration. This included the Job Vacancy Assessment procedure, positions exempt from labour market testing, job matching, Priority Skills and the new Atlantic Immigration Program.</li> </ul>	



<b>2021-22 Objective</b>	<b>By March 31, 2022, the department will have commenced initiatives to attract and retain newcomers.</b>
<b>Indicator 3</b>	<b>Promoted a greater understanding of diversity and multiculturalism and took steps to eliminate racism in all its forms.</b>
<b>2021-22 Results</b>	
<p>Celebrating diversity, strengthening our sense of community, and fighting racism and discrimination in the province is essential to planning for future growth. In 2021-22, the department made the following progress in these areas:</p>	
<p><b>Established the Ministerial Committee on Anti-Racism</b></p>	
<ul style="list-style-type: none"> <li>• The Ministerial Committee on Anti-Racism was established in July 2021 with a mandate to work towards a diverse, inclusive, and equitable society that is void of racism and discrimination.</li> <li>• The Committee is co-chaired by the Minister of Immigration, Population Growth and Skills; the Minister of Justice and Public Safety; the Minister of Education; and the Minister responsible for Indigenous Affairs and Reconciliation. Meetings occurred regularly throughout the summer and fall of 2021 and the winter of 2022.</li> </ul>	
<p><b>Held public consultations and engagement on anti-racism</b></p>	
<ul style="list-style-type: none"> <li>• The Ministerial Committee on Anti-Racism launched a public engagement and consultation campaign that ran from October 2021 to the end of February 2022. The purpose was to invite members of the public, community and private sectors, labour, academia, and other areas to discuss longstanding and emerging issues related to racism, as well as opportunities to address them.</li> <li>• Engagement strategies included inviting individual and organizational submissions on engageNL.ca, inviting written submissions through email, and conducting virtual and in-person round table discussions with relevant organizations.</li> <li>• During the consultation period, the Committee met with 35 groups, received 87 completed questionnaires and received 16 written submissions. Engagement continues as a core component of the Committee's work.</li> </ul>	
<p><b>Implemented intercultural competency training in partnership with the Centre for Learning and Development</b></p>	
<ul style="list-style-type: none"> <li>• Between April 19 and June 30, 2021, the department partnered with the Social Fabric Institute Inc. to provide intercultural competency workshops to employees of the core public service. The training spans two half-days and is designed to</li> </ul>	

<b>2021-22 Objective</b>	<b>By March 31, 2022, the department will have commenced initiatives to attract and retain newcomers.</b>
<b>Indicator 3</b>	<b>Promoted a greater understanding of diversity and multiculturalism and took steps to eliminate racism in all its forms.</b>
<b>2021-22 Results</b>	
<p>equip employees with the skills to understand, communicate and interact effectively with people across cultures. Nine virtual workshops were delivered, with 125 employees participating. Post workshop, almost 96 per cent of participants agreed that the sessions improved their intercultural competency.</p> <ul style="list-style-type: none"> <li>• In March 2022 the Social Fabric Institute Inc. offered 13 more virtual workshops across 26 half days with 196 employees participating.</li> <li>• In March 2022 the department partnered with the Association for New Canadians to offer an intercultural competency workshop called the Pathway to Cultural Intelligence. This 3.5 hour workshop provides an introduction to the knowledge and skills needed to work effectively with culturally diverse clients, colleagues, and other stakeholders. Fifteen virtual workshops were delivered during March 2022, with 111 employees participating.</li> <li>• In March 2022 the department partnered with the Multicultural Women’s Organization of Newfoundland and Labrador to offer a 1.5 hour intercultural competency workshop called Inter-Cultural Competency Awareness Workshop: What Works and What Does Not Work. This workshop provides an introduction to effective and respectful ways of working across cultures. Three virtual workshops were delivered during March 2022, with 57 employees participating.</li> </ul> <p><b>Funded diversity, equity and inclusion initiatives under the Newfoundland and Labrador Multiculturalism Grant Program</b></p> <ul style="list-style-type: none"> <li>• The Newfoundland and Labrador Multiculturalism Grant Program (NLMGP) helps communities celebrate cultural diversity in Newfoundland and Labrador and offers an opportunity to advance intercultural exchanges and collaboration. Throughout 2021-22, the department communicated with cultural groups to ensure they were aware of and engaged with the application process. In 2021-22, the NLMGP provided \$17,154 in funding to 14 projects and initiatives throughout the province.</li> </ul>	

<b>2021-22 Objective</b>	<b>By March 31, 2022, the department will have commenced initiatives to attract and retain newcomers.</b>
<b>Indicator 3</b>	<b>Promoted a greater understanding of diversity and multiculturalism and took steps to eliminate racism in all its forms.</b>
<b>2021-22 Results</b>	
<p><b>Worked towards using a diversity and inclusion lens for new policies and updating existing policies</b></p> <ul style="list-style-type: none"> <li>• The department ensured that a diversity and inclusion lens was included in ongoing negotiations on the proposed new Canada-Newfoundland and Labrador Immigration Agreement.</li> <li>• The Ministerial Committee on Anti-Racism agreed to undertake a review of provincial programs to ensure they are not posing systemic racism issues for diverse cultural communities and to identify options to address any barriers identified. As a first step, the departments involved have prepared a scope of work and work plan for the consideration of the Ministerial Committee.</li> </ul> <p><b>Enhanced Office of Immigration and Multiculturalism digital presence</b></p> <ul style="list-style-type: none"> <li>• The Office of Immigration and Multiculturalism maintains an active social media presence on Facebook and Twitter. This includes disseminating news and sharing employee testimonials and personal lived experiences.</li> <li>• In January 2022, the department published the 2022 Commemorative Days for Newfoundland and Labrador Communities Calendar on its website. The calendar was developed in consultation with the Department of Canadian Heritage, and includes input from various community groups and organizations in the province.</li> </ul>	

**Looking Forward: 2022-23 Indicators for Issue 1**

**Year 2 Objective:** By March 31, 2023 the department will have furthered initiatives to attract and retain newcomers.

**Indicators of Success:**

1. Furthered efforts to achieve the immigration target.
2. Provided immigration supports to employers to satisfy labour requirements.
3. Promoted a greater understanding of diversity and multiculturalism and took steps to eliminate racism in all its forms.

## Issue 2

The need for a strengthened workforce to respond to emerging labour market demands and economic diversification opportunities.

A productive, knowledge-based economy requires a workforce that is trained and ready for current jobs as well as adaptive to future labour market opportunities. The Provincial Government supports the development of Newfoundlanders and Labradorians to ensure businesses and industry have access to the skilled workers they need to remain competitive and create jobs in a changing economy.

With over 81,000 job openings forecasted from 2021-30, the Provincial Government acknowledges that taking advantage of these opportunities will require individuals who have a strong foundation of education, skills and experience. This requires collaboration among partners (government, industry, labour and education) to provide sustainable employment opportunities that are matched with a skilled workforce. The pursuit of economic diversification and associated private sector growth will also identify new job opportunities. Increasing the skilled labour supply also requires that the Provincial Government support organizations that work with underrepresented groups, including women, persons with disabilities, newcomers, youth, Indigenous peoples and older workers.

Efforts to attract individuals to live and work in Newfoundland and Labrador remains a priority to support employers struggling to find labour, as well as improve the economic competitiveness of the province. Promotion and delivery of services and initiatives aimed at strengthening the workforce must continue to be inclusive and target all residents, including newcomers.

During the first year of the strategic plan, the department made progress in implementing initiatives to fulfill its performance indicators. The results outlined in the next section provide details on the work completed to meet the 2021-22 strategic plan objective.

## Goal 2

By March 31, 2023 the Department of Immigration, Population Growth and Skills will have worked to strengthen the provincial workforce to respond to emerging labour market demands and economic diversification opportunities.

### 2021-22 Objective Results for Goal 2

<b>2021-22 Objective</b>	<b>By March 31, 2022 the department will have undertaken initiatives to strengthen the provincial workforce.</b>
<b>Indicator 1</b>	<b>Advanced initiatives to support labour market responsiveness.</b>
<b>2021-22 Results</b>	
<p>As economic conditions shift, it is essential that the province be prepared to respond to changing labour market demands. In 2021-22, the department advanced the following initiatives in support of this aim:</p> <p><b>Worked with public and private post-secondary and secondary stakeholders to develop responsive labour market programming</b></p> <ul style="list-style-type: none"> <li>• In partnership with the Department of Education, the department supported CNA in 2021-22 in assisting the health workforce needs of the province by providing two additional sections (32 students) of the Personal Care Attendant program; an extra section (16 students) of the Primary Care Paramedicine program; and an added section (16 students) of the Medical Laboratory Assistant program.</li> <li>• The department is providing CNA with more than \$300,000 over three years to support the growth of the mining industry in the province through the development of education and training programs that will help achieve the workforce development priorities of the industry.</li> <li>• In partnership with the Department of Education and CNA, the department is providing \$2.6 million to support the Technology Career Pathways (TCP) program. This program will develop new academic opportunities for students to transition from high school to post-secondary programs in Information Technology. Students who complete the TCP program will receive a micro-credential certificate from CNA, a transferable course credit and a \$2,500 tuition voucher for a post-secondary institution in Newfoundland and Labrador.</li> </ul>	

<b>2021-22 Objective</b>	<b>By March 31, 2022 the department will have undertaken initiatives to strengthen the provincial workforce.</b>
<b>Indicator 1</b>	<b>Advanced initiatives to support labour market responsiveness.</b>
<b>2021-22 Results</b>	
<ul style="list-style-type: none"> <li>• The department has provided approximately \$100,000 to Memorial University to ensure newcomers to western Newfoundland and Labrador are able to complete required English language testing. This funding will enable Memorial University's Grenfell Campus to become a designated Canadian English Language Proficiency Index Program (CELPIP) testing site.</li> <li>• The department has provided funding to CNA to develop and deliver a Digital Fluency micro-credential which will help students advance their computer literacy and learn the basic ways to protect themselves, their data and their devices.</li> </ul> <p><b>Supported regional workforce development activities</b></p> <ul style="list-style-type: none"> <li>• In November 2021, the department established Regional Workforce Development Committees in 10 regions of the province. These committees serve as ongoing planning platforms for localized labour market activities and initiatives. This includes developing and disseminating labour market information; identifying priority areas for training and development; and collaboratively using labour market programs and services, including immigration-related supports.</li> </ul> <p><b>Explored labour market challenges and opportunities for underrepresented groups</b></p> <ul style="list-style-type: none"> <li>• In partnership with the Department of Children, Seniors and Social Development, Stella's Circle and Choices for Youth, the department started to undertake a pilot project aimed at improving self-reliance of 200 Income Support participants. The pilot will provide incentives and supports to encourage increased labour market attachment, which includes an enhanced Job Start Allowance; extended overlap of Income Support benefits and employment earnings; enhanced Earnings Exemption formula; a new Employment Stability Assistance benefit; and new Employment Continuation Bonuses.</li> <li>• In partnership with Supported Employment NL, the department has undertaken a pilot project to provide the supports and services in the creation of new employment opportunities for individuals on the autism spectrum and to provide monitoring and maintenance using a Supportive Employment Delivery Model.</li> </ul>	

<b>2021-22 Objective</b>	<b>By March 31, 2022 the department will have undertaken initiatives to strengthen the provincial workforce.</b>
<b>Indicator 1</b>	<b>Advanced initiatives to support labour market responsiveness.</b>
<b>2021-22 Results</b>	
<ul style="list-style-type: none"> <li>• The department continued to support meaningful, integrated employment opportunities for individuals with an intellectual disability by partnering with Supported Employment NL.</li> <li>• Oceans Advance Inc. is being supported to deliver an ocean careers immersion program for Newfoundland and Labrador youth that will expose them to the world of ocean sciences and technology. With \$458,825 in funding, Oceans Advance Inc. will provide high school students with mentorship and summer internship opportunities in the industry, technology and research sectors.</li> <li>• Newfoundland and Labrador continued to be a participating member of the FLMM Participation of Underrepresented Groups Working Group (PUGWG). This group is co-chaired by Employment and Social Development Canada and British Columbia's Ministry of Advanced Education and Skills Training. It began meeting virtually on November 19, 2021 and continues to meet on a monthly basis with representation from each province and territory.</li> <li>• With financial support from the department, the Newfoundland and Labrador Workforce Innovation Centre held engagement sessions with underrepresented groups during 2021-22, exploring labour market challenges and opportunities, and research projects to support improved employment outcomes.</li> <li>• The department supported the Public Legal Information Association of Newfoundland and Labrador (PLIAN) for an expansion of the PLIAN Legal Rights for Newcomers focusing on developing and distributing employment rights materials and information to newcomers across the province. This expansion will bring focus to challenges newcomers seeking entry to the labour market may face.</li> </ul> <p><b>Developed and distributed relevant, timely, targeted labour market information</b></p> <ul style="list-style-type: none"> <li>• Labour market information (LMI) is any information that assists people in making informed decisions about the labour market. The department continued to develop and distribute LMI to stakeholders, including forecasted provincial labour market demands over the next ten years. This is essential for effective workforce development planning, responsiveness to workforce adjustments, and identifying training and retraining needs. The department maintains key LMI at <a href="http://gov.nl.ca/labourmarketinformation">gov.nl.ca/labourmarketinformation</a>.</li> </ul>	

<b>2021-22 Objective</b>	<b>By March 31, 2022 the department will have undertaken initiatives to strengthen the provincial workforce.</b>
<b>Indicator 2</b>	<b>Promoted the province as a choice destination for life and work.</b>
<b>2021-22 Results</b>	
<p>Promoting Newfoundland and Labrador as an ideal destination in which to settle, work and raise families plays an important role in attracting newcomers, growing our population and addressing labour market needs. The expansion of work remote opportunities has given workers in some industries increased flexibility and mobility to work anywhere. In 2021-22, the department took the following actions to promote the province as a choice destination for life and work:</p> <p><b>Launched a Work Remote Campaign showcasing the province as an ideal destination for working remotely</b></p> <ul style="list-style-type: none"> <li>• On April 17, 2021, the department launched a national campaign to attract remote workers to live here — “Embrace a new normal. Work remote.” The campaign started with a series of colour ads in the Globe and Mail and moved into digital and social media.</li> <li>• In June 2021 a detailed website promoting the province as choice destination for remote work was launched (<a href="http://WorkRemoteNL.ca">WorkRemoteNL.ca</a>), which includes the option to subscribe to a newsletter.</li> <li>• As of March 31, 2022, the campaign generated 96,057,406 ad impressions, 320,502 ad clicks, 306,594 website sessions and 4,135 newsletter subscriptions.</li> </ul> <p><b>Released a Request for Proposals for an Agency of Record to promote Newfoundland and Labrador as a choice destination for people looking to relocate within Canada, including those looking to work remotely</b></p> <ul style="list-style-type: none"> <li>• With the support of the Public Procurement Agency, the department released a Request for Proposals for an Agency of Record in the fall of 2021. As of March 31, 2022, review of submissions was underway with final selection of the successful proponent to be announced later in 2022.</li> </ul>	



<b>2021-22 Objective</b>	<b>By March 31, 2022 the department will have undertaken initiatives to strengthen the provincial workforce.</b>
<b>Indicator 3</b>	<b>Supported industry and community-led workforce development initiatives.</b>
<b>2021-22 Results</b>	
<p>The department maintains relationships with industry and community stakeholders, supporting key initiatives to drive workforce development. Examples of key successes in this area include:</p>	
<p><b>Supported labour market activities, research and projects through the Workforce Innovation Centre</b></p>	
<ul style="list-style-type: none"> <li>• The Newfoundland and Labrador Workforce Innovation Centre (WIC) was established by the Provincial Government in 2017 and is administered by CNA. The WIC provides a coordinated, central point of access to engage government, business, and community partners in the research, testing and sharing of ideas and models of innovation in workforce development that will promote individual employability and attachment to the workforce. Through WIC's two calls for proposals in 2017 and 2018, 20 research and innovation projects were funded. A number of these projects have come to conclusion with final reports and findings prepared and disseminated in 2021-22, available on <a href="http://nlwic.ca">nlwic.ca</a>.</li> <li>• With financial support provided by the department in 2021-22, the WIC continued to engage with organizations such as the Future Skills Centre and Labour Market Information Council to support pan-Canadian workforce innovation and labour market information efforts.</li> </ul>	
<p><b>Supported employers, associations, and organizations in strategies and activities for responding to labour force adjustments and demands</b></p>	
<ul style="list-style-type: none"> <li>• In response to challenges presented by COVID-19, increased financial support and broader eligibility requirements were extended to programs that support employers in hiring students in 2021-22. These programs help prepare students for the workforce and help businesses operate more affordably through grants and wage subsidies. Programs that benefited from increased financial support or broader eligibility requirements included the Student Summer Employment Program Post-Secondary, Student Mentorship Program, Students Supporting Communities Program, and Student Summer Employment Program High School.</li> <li>• The department is supporting Hospitality NL to help rebuild the tourism workforce. With \$1.1 million in funding over three years, project activities will include communications and awareness; skills and knowledge delivery; business support</li> </ul>	

<b>2021-22 Objective</b>	<b>By March 31, 2022 the department will have undertaken initiatives to strengthen the provincial workforce.</b>
<b>Indicator 3</b>	<b>Supported industry and community-led workforce development initiatives.</b>
<b>2021-22 Results</b>	
<p>services; and a workforce development plan to help meet the economic potential of the sector post pandemic. In 2021-22, Hospitality NL engaged 1,270 employers in human resource planning activities, as well as completed an Employer Survey and Industry Perception Survey.</p>	

<b>2021-22 Objective</b>	<b>By March 31, 2022 the department will have undertaken initiatives to strengthen the provincial workforce.</b>
<b>Indicator 4</b>	<b>Worked to connect individuals to the workforce, including those from underrepresented groups.</b>
<b>2021-22 Results</b>	
<p>The department continued to work with its partners to remove barriers to employment by providing targeted supports to individuals to assist them in gaining and maintaining long-term employment. Examples of work undertaken to connect individuals to the workforce include:</p> <p><b>Partnered with community organizations to offer employment supports, connecting individuals with employment barriers to the workforce</b></p> <ul style="list-style-type: none"> <li>• In 2021-22, the department provided funding to 23 organizations to enable them to offer employment assistance services to unemployed persons. These services could include self-serve Employment Resource Centres; needs assessment; development of an employment plan; employment counseling; assistance with job search, resume writing, interview preparation; and referrals to program funding or other services. These organizations included Employment Options, Women in Resource Development Corporation, Nunatukavut Community Council, Stella's Circle Community Services, and 18 Supported Employment agencies.</li> <li>• The department collaborated with 40 community agencies in 2021-22 to deliver supports and initiatives to help individuals to prepare for, attain and maintain employment, and make the transition to a new job. These organizations included the Community Education Network, the Community Sector Council, Evergreen Environmental, Exploits Community Association, Community Business Development Corporations (CBDCs), Newfoundland and Labrador Organization of Women Entrepreneurs (NLOWE), Metro Business Opportunities; Murphy Centre Inc., Smallwood Crescent Community Centre; the John Howard Society of Newfoundland and Labrador, and Vine Place Community Centre.</li> <li>• In 2017, the department initiated a pilot project with the Community Sector Council called Assisting My Potential – Labour Initiative for Youth (AMPLIFY). This initiative aims to create summer employment for youth-at-risk. Building on the success of the pilot, the department supported AMPLIFY to become a year-round program in 2021-22. The initial target to create jobs for 150 youth was exceeded, with 175 jobs created in 2021-22.</li> <li>• The department provides 17 non-profit, youth-serving organizations annual funding under the Service Agreements for Youth and Students program to assist with the design and delivery of programs and services related to furthering</li> </ul>	

<b>2021-22 Objective</b>	<b>By March 31, 2022 the department will have undertaken initiatives to strengthen the provincial workforce.</b>
<b>Indicator 4</b>	<b>Worked to connect individuals to the workforce, including those from underrepresented groups.</b>
<b>2021-22 Results</b>	
<p>education, employment and career development. Approximately 7,000 youth and students are supported each year.</p>	
<p><b>Supported EI claimants with rapid re-employment and employability development</b></p>	
<ul style="list-style-type: none"> <li>• In October 2020 the department implemented a Targeting, Referral and Feedback process to identify Employment Insurance (EI) claimants early in their EI claim, and this process continued in 2021-22. The goal is to identify new claimants who require assistance with rapid re-employment and employability development. Since implementation, over 1,500 EI-claimants have been contacted regarding employment opportunities with local employers and provided with information on employability supports, with 740 occurring in 2021-22.</li> <li>• The Job Creation Partnerships program supports community-based, not-for-profit projects that provide EI-eligible participants the opportunity to gain work experience and improve their employment prospects. In 2021-22, the department enhanced the program by providing increased living allowances to participants. In 2021-22, 138 projects were supported that provided work opportunities for 540 participants.</li> <li>• The Skills Development program assists EI-eligible individuals with training supports to help them obtain the skills they need to connect to work opportunities. As of the end of March 2022, the department assisted students participating in Adult Basic Education (1,109), post-secondary education (2,963 including both long-term and short-term training), and apprentices for advanced-level training (1,142).</li> <li>• The Self-Employment Assistance program provides financial and entrepreneurial assistance to eligible individuals to help them create jobs for themselves by starting a business. As of the end of March 2022, 317 individuals were supported to start their own business, and 17 agencies were supported in assisting individuals with business development, planning and supports.</li> </ul>	
<p><b>Provided support to employers to hire and train workers</b></p>	
<ul style="list-style-type: none"> <li>• In 2021-22, the department continued to deliver a number of wage subsidy programs to support employers in creating employment opportunities for</li> </ul>	

<b>2021-22 Objective</b>	<b>By March 31, 2022 the department will have undertaken initiatives to strengthen the provincial workforce.</b>
<b>Indicator 4</b>	<b>Worked to connect individuals to the workforce, including those from underrepresented groups.</b>
<b>2021-22 Results</b>	
<p>unemployed or under employed individuals, students, recent graduates, apprentices and persons with disabilities. These included:</p> <ul style="list-style-type: none"> <li>• JobsNL – 762 individuals employed;</li> <li>• Apprenticeship Wage Subsidy – 318 individuals employed; and</li> <li>• Employment Enhancement Program – 25 individuals employed.</li> <li>• The Canada – Newfoundland and Labrador Job Grant program provides funding to eligible businesses and organizations to help offset the cost of training for their existing and future employees. By the end of March 2022, the department assisted 374 employers to train 4,265 individuals as part of this program.</li> </ul>	

**Looking Forward: 2022-23 Indicators for Issue 2**

**Year 2 Objective:** By March 31, 2023 the department will have furthered initiatives to strengthen the provincial workforce.

**Indicators of Success:**

1. Furthered initiatives to support labour market responsiveness.
2. Promoted the province as a choice destination for life and work.
3. Supported industry and community-led workforce development initiatives.
4. Advanced work to connect individuals to the workforce, including those from underrepresented groups.

### Issue 3

The need for a more innovative and flexible provincial system for skilled trades training and certification.

Apprenticeship is a proven workforce training strategy to develop new talent in highly skilled occupations, combining paid on-the-job learning with related technical instruction in the classroom. As technology advances, tradespeople need to adapt or risk having their skills become obsolete. At the same time, the Province must ensure that the apprenticeship system is easy to join and navigate to completion.

The demand for highly skilled tradespeople in Newfoundland and Labrador mirrors the cyclical nature of economic activity in the province. Innovative and flexible training methods and service and program delivery are continually being developed to ensure high quality education that meets industry needs during both times of economic expansion and contraction.

Further, the Province must support the mobility of workers through Atlantic and National harmonization initiatives, ensuring Newfoundland and Labrador skilled trades workers can take advantage of opportunities across Canada and abroad.

During the first year of the strategic plan, the department made progress in implementing initiatives to fulfill its performance indicators. The results outlined in the next section provide details on the work completed to meet the 2021-22 strategic plan objective.

### Goal 3

By March 31, 2023 the Department of Immigration, Population Growth and Skills will have worked to advance the innovation and flexibility of the provincial system for skilled trades training and certification.

## 2021-22 Objective Results for Goal 3

<b>2021-22 Objective</b>	<b>By March 31, 2022 the department will have undertaken initiatives to advance innovation and flexibility in the provincial system for skilled trades training and certification.</b>
<b>Indicator 1</b>	<b>Implemented further Atlantic and National apprenticeship harmonization initiatives in high demand occupations.</b>
<b>2021-22 Results</b>	
<p>The department is an active participant in Atlantic and National trade harmonization initiatives. These include the Atlantic Apprenticeship Harmonization Project (AAHP) for the Atlantic provinces and the Canadian Council of Directors of Apprenticeship (CCDA) Harmonization Initiative for jurisdictions across Canada. The goal of these projects is to provide greater consistency in apprenticeship training and certification requirements in the areas of training such as trade hours and trade names. This will help improve labour and apprentice mobility in the Atlantic provinces and across Canada. During 2021-22, the department undertook the following work to implement further Atlantic and National harmonization initiatives in high demand occupations:</p> <p><b>Atlantic Harmonization</b></p> <ul style="list-style-type: none"> <li>• In 2021-22, Newfoundland and Labrador continued to host the AAHP office. AAHP is in the third and final stage of its mandate. The department supported the goals of Phase Three harmonization by participating in the development of curriculum standards and exam question banks for six trades identified for harmonization in this phase: Sheet Metal Worker; Insulator; Refrigeration and Air Conditioning Mechanic; Auto Body and Collision Technician; Powerline Technician; and Machinist.</li> <li>• The majority of harmonization work is complete with most trades implemented or in the final stage of completion. In 2021-22, department staff and the AAHP Office began transitioning to ongoing maintenance of the harmonized trades through a review and update of all policies and procedures and the development of a maintenance schedule for the review of curriculum documents and exam question banks. The AAHP Office also began to update previously Atlantic-harmonized trades that have since been harmonized at the national level. Work includes adjusting training levels and content sequencing.</li> <li>• The department supported all AAHP activities by facilitating more than 20 committee meetings and industry and post-secondary education stakeholder engagements throughout 2021-22.</li> </ul>	

<p><b>2021-22 Objective</b></p>	<p><b>By March 31, 2022 the department will have undertaken initiatives to advance innovation and flexibility in the provincial system for skilled trades training and certification.</b></p>
<p><b>Indicator 1</b></p>	<p><b>Implemented further Atlantic and National apprenticeship harmonization initiatives in high demand occupations.</b></p>

**2021-22 Results**

**National Harmonization**

- The department continued to be involved in activities of the National Harmonization initiative in 2021-22. This initiative, comprised to date of nine phases, aims to align training and improve consistency with the goal of enhancing the mobility of apprentices, supporting an increase in Red Seal completion rates and enabling employers to access a larger pool of apprentices.
- In 2021-22, the department supported the harmonization of the following trades:
  - Phase Seven: Cabinetmaker, Lather, Recreational Vehicle Service Technician, Mobile Crane Operator, Carpenter, Construction Electrician, Industrial Electrician and Metal Fabricator (Fitter). The department supported the final ratification of updated Red Seal Occupational Standards (RSOS) and the development of new Red Seal examinations related to the new standards.
  - Phase Eight: Painter and Decorator and Transport Trailer Technician. The department supported RSOS workshops, RSOS jurisdictional review/validation/weighting and ratification of the new RSOS and harmonized sequencing.
  - Phase Nine: Baker and Floorcovering Installer. The department supported work to begin harmonization including distribution of jurisdictional questionnaires.
- Maintenance activities have begun on previously harmonized trades. In 2021-22, post-implementation surveys were issued for Welder, Automotive Service Technician, Heavy Duty Equipment Technician, Plumber, Steamfitter/Pipefitter, and Truck and Transport Mechanic.



<p><b>2021-22 Objective</b></p>	<p><b>By March 31, 2022 the department will have undertaken initiatives to advance innovation and flexibility in the provincial system for skilled trades training and certification.</b></p>
<p><b>Indicator 2</b></p>	<p><b>Partnered with training providers to assess the ongoing and emerging need for online skilled trades training and service delivery.</b></p>
<p><b>2021-22 Results</b></p>	
<p>Apprenticeship training has to be flexible to adapt to the times and environments in which we live and work. Online learning allows apprentices to stay in their communities and work while participating in required block training. Training flexibility supports industry by promoting availability of skilled workers. In 2021-22, the department made the following progress in assessing the need for online skilled trades training and service delivery:</p> <p><b>Considered opportunities to expand current online training</b></p> <ul style="list-style-type: none"> <li>• Since 2015, the department has invested in the transfer of traditional in-class curriculum to an online format. In 2021-22, the department provided \$3 million to CNA to support completion of this initiative, which resulted in online advanced-level training in 13 trades, including carpenter, plumber and construction electrician.</li> </ul> <p><b>Explored opportunities to develop online refresher training for those unsuccessful in their certification exam</b></p> <ul style="list-style-type: none"> <li>• In 2021-22, the department conducted several meetings with CNA to discuss the concept of using an online format for individual training. Through these collaborative discussions, CNA committed to developing a needs assessment, evaluation plan and implementation strategy for this initiative. The department will continue to work with CNA to identify opportunities in this area.</li> </ul> <p><b>Considered opportunities to supplement level-training with online support modules</b></p> <ul style="list-style-type: none"> <li>• In 2021-22, the department conducted several meetings with CNA to share ideas on a proposed proactive approach to supporting apprentices while in training, prior to challenging a level exam. CNA is developing a proposal to provide individualized modules to be completed concurrently with advanced-level training</li> </ul>	

<b>2021-22 Objective</b>	<b>By March 31, 2022 the department will have undertaken initiatives to advance innovation and flexibility in the provincial system for skilled trades training and certification.</b>
<b>Indicator 2</b>	<b>Partnered with training providers to assess the ongoing and emerging need for online skilled trades training and service delivery.</b>
<b>2021-22 Results</b>	
to enhance an apprentice’s learning experience and improve skill acquisition. The department will continue to work with CNA to identify opportunities in this area.	

**Looking Forward: 2022-23 Indicators for Issue 3**

**Year 2 Objective:** By March 31, 2023 the department will have furthered initiatives to advance innovation and flexibility in the provincial system for skilled trades training and certification.

**Indicators of Success:**

1. Further implemented Atlantic and National apprenticeship harmonization initiatives.
2. Created the Apprenticeship e-toolkit online modules for all apprenticeship stakeholders.
3. Supported training providers in implementing online skilled trades training opportunities.

## Opportunities and Challenges

The first-year implementation of the department's two-year strategic plan presents a number of challenges and opportunities. COVID-19 continued to factor into how the department managed the delivery of services, programs and policies and helped shape priorities going forward. Virtual service delivery continued to be an important tool in 2021-22. Even as the province transitions to living with COVID-19 and resuming in-person activities, it is clear that online availability of programs and services increases accessibility for some stakeholders. In 2022-23, the department will continue to work with our partners to make immigration services, employment supports and apprenticeship training more accessible.

Shifting economic conditions and the resulting uncertainty present challenges for some of the province's industries and the people employed within them. At the same time, these conditions present opportunities to pivot and retrain into growing fields. This requires that the department be agile, adaptive and ready to respond to the needs of our clients and partners.

As the world learns to live with COVID-19, global mobility is on the rise, and the province has set an ambitious goal of welcoming 5,100 newcomers annually by 2026. Attracting and retaining newcomers helps address one of the province's greatest challenges: declining population numbers. Closely related to this are the difficulties employers continue to face in meeting workforce demand. These difficulties present two key opportunities that the department has worked towards in 2021-22 and will continue to work towards in 2022-23.

Near the end of 2021-22, the province and the department responded quickly to the devastating conflict in Ukraine that left millions displaced and in need of support. While mobilizing a swift response presented its challenges, supporting Ukrainians remains an important priority going into 2022-23. Strengthening partnerships to support all newcomers as they integrate into their new communities is a key opportunity for the department now and going forward.

## Financial Information

<b>Summary of Expenditure and Related Revenue for the Year Ended March 31, 2022 (unaudited)</b>				
		<b>Actual Expenditure</b>	<b>Amended Budget</b>	<b>Original Budget</b>
		<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Executive and Support Services</b>				
	Minister's Office	237,338	268,500	268,500
	Executive Support	761,329	1,013,300	1,013,300
	Administrative Support	829,823	1,185,100	1,607,300
	Program Development & Planning	335,886	513,500	513,500
<b>Employment and Skills Development</b>				
	Employment and Training Programs	869,282	1,331,600	1,331,600
	Employment Development Programs	6,146,457	8,263,600	8,263,600
	Labour Market Development Agreement	123,941,253	177,620,900	177,833,300
	Workforce Development Agreement	9,026,427	18,110,900	18,110,900
	Employment Assistance Program for Persons with Disabilities	9,693,741	11,415,100	11,202,700
	Youth and Student Services	5,479,712	6,135,700	6,135,700
	Apprenticeship and Trades Certification	9,955,621	11,400,000	11,400,000
<b>Regional Service Delivery</b>				
	Client Services	4,549,716	5,779,400	5,779,400
<b>Immigration and Workforce Development</b>				
	Office of Immigration and Multiculturalism	3,582,008	3,959,300	3,959,300
	Workforce Development Secretariat	842,288	1,058,700	1,058,700
	<b>Total Gross Expenditures</b>	<b>176,250,881</b>	<b>248,055,600</b>	<b>248,477,800</b>
	<b>Total Revenue</b>	<b>(156,251,359)</b>	<b>(161,321,100)</b>	<b>(161,321,100)</b>
	<b>Total Net Expenditures</b>	<b>19,999,522</b>	<b>86,734,500</b>	<b>87,156,700</b>
<b>Branch Totals</b>				
	Executive and Support Services	2,164,376	2,980,400	3,402,600
	Employment and Skills Development	165,112,493	234,277,800	234,277,800
	Regional Service Delivery	4,549,716	5,779,400	5,779,400
	Immigration and Workforce Development	4,424,296	5,018,000	5,018,000
	<b>Total Department Gross Expenditures</b>	<b>176,250,881</b>	<b>248,055,600</b>	<b>248,477,800</b>

## ANNUAL REPORT 2021-2022

Expenditure and revenue figures are based on public information from the Report on the Program Expenditures and Revenues of the Consolidated Revenue Fund for the year ended March 31, 2022. Audited financial statements are a requirement at the government level and are made public through the Public Accounts process; however, the department is not required to provide a separate audited financial statement.

## Annex A – Contact Information

Further information about the services offered by the department may be obtained from the department's website ([gov.nl.ca/ipgs/](http://gov.nl.ca/ipgs/)) or by contacting the department at Confederation Building, 3rd Floor, West Block, P.O. Box 8700, St. John's, NL, A1B 4J6; Telephone: (709) 729-2480.

To access or inquire on employment and training programs and services, individuals, employer and organizations can:

- Call toll-free 1-800-563-6600;
- E-mail [employmentprograms@gov.nl.ca](mailto:employmentprograms@gov.nl.ca); or
- Visit one of the 19 Employment Centres around the province; locations can be found at [gov.nl.ca/ipgs/files/career-employment-centres.pdf](http://gov.nl.ca/ipgs/files/career-employment-centres.pdf).
- EI-eligible individuals in Corner Brook, Grand Falls-Windsor, St. John's and Mount Pearl can also connect with Employment Options offices found at [employmentnl.ca](http://employmentnl.ca).

Office of Immigration and Multiculturalism staff are available to assist with questions regarding immigration programs and settlement integration supports, as well as multiculturalism and diversity in Newfoundland and Labrador. To access information on immigration and multiculturalism, including information on the Atlantic Immigration Program or the Newfoundland and Labrador Provincial Nominee Program, please call (709) 729-6607 or visit [gov.nl.ca/immigration](http://gov.nl.ca/immigration).

To access Apprenticeship and Trades Certification Services call:

- the Main Office toll-free at 1-877-771-3737;
- St. John's/Mount Pearl (709) 729-2729;
- Clarenville (709) 466-3982;
- Grand Falls-Windsor (709) 292-4215;
- Corner Brook (709) 637-2366;
- Happy Valley-Goose Bay (709) 896-6348;
- or visit [gov.nl.ca/atcd](http://gov.nl.ca/atcd).

For information regarding an access to information request or to inquire about the collection or use of your personal information, please contact the department's Access to Information and Protection of Privacy Coordinator at (709) 729-4276.

## **Annex B – Public Entity**

The Provincial Apprenticeship and Certification Board is a public entity that reports through the Minister and prepares a separate year-end performance report.





