



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

Annual Performance Report
2022-23

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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 2022-23 Canada – Newfoundland and Labrador Workforce Development Agreement (WDA) Annual Performance Report.

The 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 the province 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 2022-23, the province delivered programs for:

- **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 are found in the [Program Investments, Activities and Outcomes](#) section of this report.

2022-23 Annual Plan Summary

The 2022-23 WDA Annual Plan outlined how Newfoundland and Labrador would 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.

Service Delivery

Newfoundland and Labrador has continued to work on enhancing and increasing employment and training supports delivered through digital and virtual technologies hence improving and widening access for individuals wanting to avail of employment, career development and training services. In the winter 2022-23, due to the need for remote and blended service delivery, the department collaborated with the Canadian Career Development Foundation (CCDF) to deliver Remote Service Delivery training to IPGS staff. While remote service delivery requires many of the same skills required to deliver quality services face-to-face, other required knowledge, skills and attitudes are unique to and not familiar to the average career practitioner. By continuing to support online and hybrid service delivery we have been able to increase access to services and reduce barriers for underrepresented groups particularly in regions with rural and isolated communities.

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 during the 2022-23 fiscal year. It summarizes aggregate individual and employer information, while providing program descriptions, investments, activities, and outcomes. The audited financial statement for the 2022-23 fiscal year is included in [Annex 1](#), as per the reporting requirements. Of note, this report represents program information available at the time of compilation.

Program Investments, Activities, and Outcomes

For 2022-23, the Government of Newfoundland and Labrador was provided a funding allocation, as follows:

Base funding	\$9,699,335
Budget 2017 top-up	\$2,686,796
Carry forward from 2022-23	\$2,495,554
Total	\$14,881,685

This section will outline the various 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-Employment Insurance (EI)-eligible individuals, unemployed workers, and persons with disabilities. Details are provided on the myriad of programs supported under WDA. The number of clients who participated in the various programs and services reflect the positive impacts of this funding.

Program	Investment, Activities and Outcomes for 2022-23
<p>Adult Basic Education (ABE) Supports provides eligible clients with support to participate in ABE or General Educational Development (GED) preparation. This program targets Income Support or non-EI- eligible clients with low literacy and skills. Supports may include stipends, transportation, and start-up allowance.</p> <p>Note: 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>Investment and Activities In 2022-23, \$29,544 was expended to support eligible clients to participate in ABE.</p> <p>Outcomes In 2022-23, 413 clients participated and received benefits through ABE Supports. These supports were integral to client participation to work towards obtaining further post-secondary training.</p>

Program	Investment, Activities and Outcomes for 2022-23
<p>Apprentice Wage Subsidy (AWS) Program assists apprentices in gaining work experience in a skilled trade, and progressing to journeyperson certification, by providing a wage subsidy to employers who hire apprentices. The program provides a wage subsidy of 75 per cent, to a maximum of \$14 an hour for all apprentices funded under the program and is paid directly to the employer.</p>	<p>Investment and Activities In 2022-23, \$325,696 was expended under this program activity.</p> <p>Outcomes In 2022-23, 50 employers received funding. This resulted in 50 non-EI-eligible apprentices acquiring work experience towards journeyperson certification.</p>
<p>Apprenticeship Supports provides non-EI-eligible apprentices, who are directed by Newfoundland and Labrador to full-time in-school apprenticeship training, assistance with incremental costs of attending training, such as living allowance, dependent care, and travel costs.</p> <p>The Apprenticeship and Trades Certification Division of the department issues tuition costs directly to training institutions.</p>	<p>Investment and Activities In 2022-23, \$82,598 was expended to provide supports to apprentices participating in the in- class portion of apprenticeship training.</p> <p>Outcomes In 2022-23, 136 apprentices benefitted from this program, enabling them to work toward journeyperson certification.</p>
<p>Student Summer Employment provides funding to support organizations and employers in creating summer employment opportunities for students. Through this program, students benefit by gaining valuable work experience, which will facilitate future labour market participation.</p>	<p>Investment and Activities In 2022-23, \$1,312,388 was provided to help students secure summer employment.</p> <p>Outcomes In 2022-23, 385 unique employers were funded to assist 403 students in summer employment.</p>

Program	Investment, Activities and Outcomes for 2022-23
<p>Educational Assessments identify areas of strength and areas of need with respect to academic and cognitive functioning. They can be used to identify a learning disability, an intellectual disability, or giftedness. An educational assessment can be considered when an individual is experiencing academic or workplace learning difficulties for which there is need to obtain greater understanding of the underlying cause for these difficulties, and to assist with the facilitation of the client employment planning process.</p>	<p>Investments and Activities In 2022-23, \$22,400 was expended under this activity.</p> <p>Outcomes In 2022-23, 11 clients received funding for educational assessments as part of their employment plan development.</p>
<p>The Canada - Newfoundland and Labrador Job Grant 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 of the training cost for existing employees.</p>	<p>Investment and Activities In 2022-23, \$1,709,224 was expended to help employers and organizations provide their employees with training.</p> <p>Outcomes In 2022-23, 204 employers were provided funding through 369 agreements to train 1,962 employees.</p>
<p>Short-term Training 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. Training must be less than 12 weeks in duration, complement the client's employment plan.</p>	<p>Investments and Activities In 2022-23, there was \$72,362 expended to support eligible clients in short-term training.</p> <p>Outcomes In 2022- 23, there were 40 clients who participated in short-term training.</p>

Program	Investment, Activities and Outcomes for 2022-23
<p>Labour Market Integration for Newcomers provides funding to organizations to pilot initiatives that support integration of unemployed newcomers into the workforce. Initiatives are designed to enable service-providing organizations, groups and communities to develop and/or deliver programming that expedites the attachment of newcomers to the labour market, helps them advance to their professional fields, as well as achieve progress in their careers.</p>	<p>Investment and Activities In 2022-23, \$3,366,770 was expended under this activity.</p> <p>Outcomes In 2022-23, to three organizations received support for projects under this program activity. Further information on agreements contracted in 2022-23 is provided in the Program Highlights and Successes - Labour Market Integration of Newcomers Agreements section.</p>
<p>Labour Market Partnerships (LMP) provides funding to support employers, employer or employee associations, community groups and communities in developing and implementing labour market strategies and activities for dealing with labour force adjustments and meeting human resource requirements.</p> <p>Labour Market Partnerships may be used to help employed persons who are facing loss of employment. Proposed activities must focus on an identified labour market issue and be assessed as likely to have a positive impact on the labour market. All activities must involve partnership.</p>	<p>Investment and Activities In 2022-23, \$1,509,116 was expended under this activity.</p> <p>Outcomes In 2022-23, four organizations received support for projects under this program activity. Further information on agreements contracted in 2022-23 is provided in the Program Highlights and Successes - Labour Market Partnerships Agreements section.</p>

Program	Investment, Activities and Outcomes for 2022-23
<p>Linkages 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 yet made a successful transition to the labour force. In 2022-23, this program transitioned into the new Employment Steps for Success program.</p>	<p>Investment and Activities In 2022-23, a total of \$260 was expended under this activity, as carry over from the previous year related to close out of the program.</p> <p>Outcomes In 2022-23, 12 clients engaged in career planning sessions and work experience placements.</p>
<p>Employment Steps for Success is a pilot program intended to provide funding to non-profit community organizations to develop, implement and deliver career planning and/or employment readiness programming.</p>	<p>Investments and Activities In 2022-23, \$1,175,906 was expended to provide career planning and employment readiness programming to clients.</p> <p>Outcomes In 2022-23, 19 organizations were funded to assist 70 clients in career planning sessions and work experience placements.</p>

Program	Investment, Activities and Outcomes for 2022-23
<p>Office to Advance Women Apprentices (OAWA) - Wage Subsidy Community Coordinator receives a contribution to support the costs of a project designed to encourage employers to hire female apprentices by offering a wage subsidy to the employer to hire an apprentice and providing them with work experience to support their progression to become a journeyperson.</p> <p>The program targets female apprentices who are non-EI-eligible.</p>	<p>Investment and Activities In 2022-23, \$88,614 was expended to support the use of wage subsidies for non-EI-eligible females seeking employment in apprenticeship trades.</p> <p>Outcomes In 2022-23, four participants entered into wage subsidy agreements.</p>
<p>Pre-employment Supports 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 levels of literacy or skills. Training may include combinations of in-class and on-the- job segments. Supports may include start up allowance, transportation, stipends and childcare.</p>	<p>Investments and Activities In 2022-23, \$85,682 was expended to provide clients with supports to participate in pre-employment training.</p> <p>Outcomes In 2022-23, 201 clients received financial supports to participate in pre-employment training.</p>

Program	Investment, Activities and Outcomes for 2022-23
<p>Work Supports 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 levels of literacy or skills.</p> <p>Supports include specific work clothing, job-required tools, and assistance with personal needs to prepare for and participate in job search activities or interviews. Various forms of client assessments, such as diagnostic and prior learning assessments, may be paid under this program.</p>	<p>Investments and Activities</p> <p>In 2022-23, \$26,506 was expended to provide work-related supports to clients.</p> <p>Outcomes</p> <p>In 2022-23, 71 clients received work-related supports.</p>
Disability Programs and Agreements	
<p>Community Partnerships provides funding to community organizations to deliver supports and initiatives to help individuals prepare for, attain, and maintain employment, including making the transition to a new job.</p>	<p>Investment and Activities</p> <p>In 2022-23, \$1,251,042 was provided to organizations to support programs and services for persons with disabilities.</p> <p>Outcomes</p> <p>In 2022-23, five organizations were funded to deliver supports to over 600 individuals. Further information on agreements contracted in 2022-23 can be found in the Program Highlights and Successes – Community Partnership Agreements section.</p>

Program	Investment, Activities and Outcomes for 2022-23
<p>School to Work Transitions Program provides high school students with developmental (intellectual) disabilities the support necessary to assist with making the transition from school to work by providing access to after school or summer work opportunities, with the assistance of a job trainer.</p>	<p>Investments and Activities In 2022-23, \$261,836 was invested in the School to Work Transitions program.</p> <p>Outcomes In 2022-23, 46 students were supported in this program.</p>
<p>High Needs Grant for Students with Permanent Disabilities helps cover education-related costs associated with a permanent disability over the amount available from the Canada Student Grant for Services and Equipment for Students with Permanent Disabilities.</p>	<p>Investment and Activities In 2022-23, \$64,598 was invested to support students with permanent disabilities to participate in post-secondary education.</p> <p>Outcomes In 2022-23, four students received grants to support them to participate in post-secondary studies.</p>
<p>Disability Supports to Post Secondary Institutions Program (College of the North Atlantic - CNA) is provided funding 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>Investment and Activities In 2022-23, \$212,400 was provided to CNA to support students with disabilities in post-secondary. The activities included assessment and training interventions for these students.</p> <p>Outcomes In 2022-23, 600 students with disabilities received supported.</p>

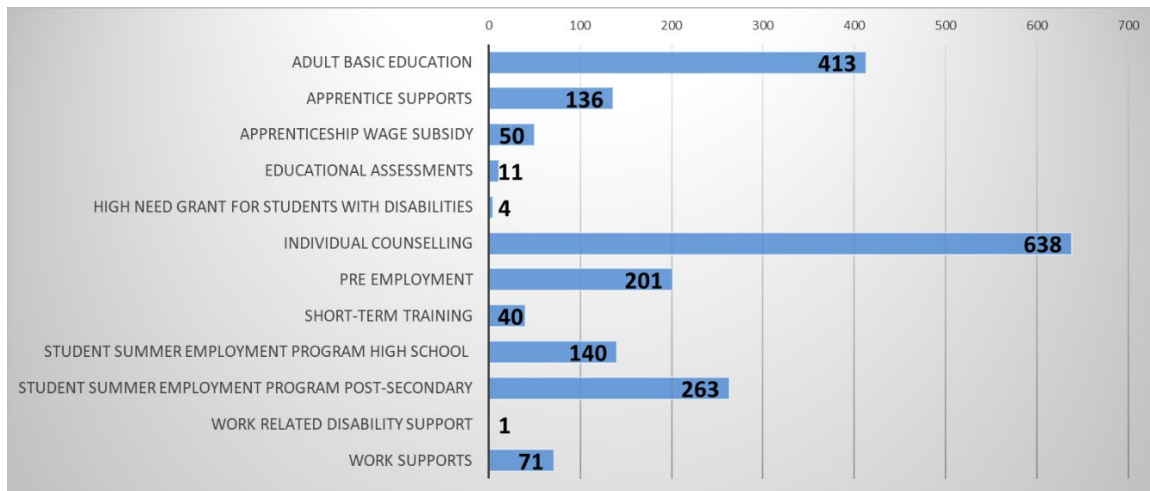
Program	Investment, Activities and Outcomes for 2022-23
<p>Office of Employment Equity for Persons with Disabilities (OEEPD) provides support to the Opening Doors program, which comprises full-time, permanent positions for persons with disabilities in the public sector.</p> <p>Opening Doors provides 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>Investment and Activities</p> <p>In 2022-23, \$1,108,000 was provided to the Office of Employment Equity for Persons with Disabilities.</p> <p>Outcomes</p> <p>In 2022-23, 96 positions for persons with disabilities was supported across the province through the Opening Doors Program. In addition, 186 career and employment counselling sessions were held with participants.</p>
<p>Supported Employment 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.</p> <p>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>Investment and Activities</p> <p>In 2022-23, \$7,657,262 was invested to support individuals with intellectual disabilities in employment, with the assistance of job trainers to help them perform the required duties of the job.</p> <p>Outcomes</p> <p>In 2022-23, 1,262 individuals participated in Supported Employment. Of these, 675 gained employment with the services provided.</p>

Program Highlights and Successes

Individual Client Summary

During 2022-23, 1,968 clients availed directly of programs or services delivered under WDA. This does not include programs and services delivered through community organizations or employers.

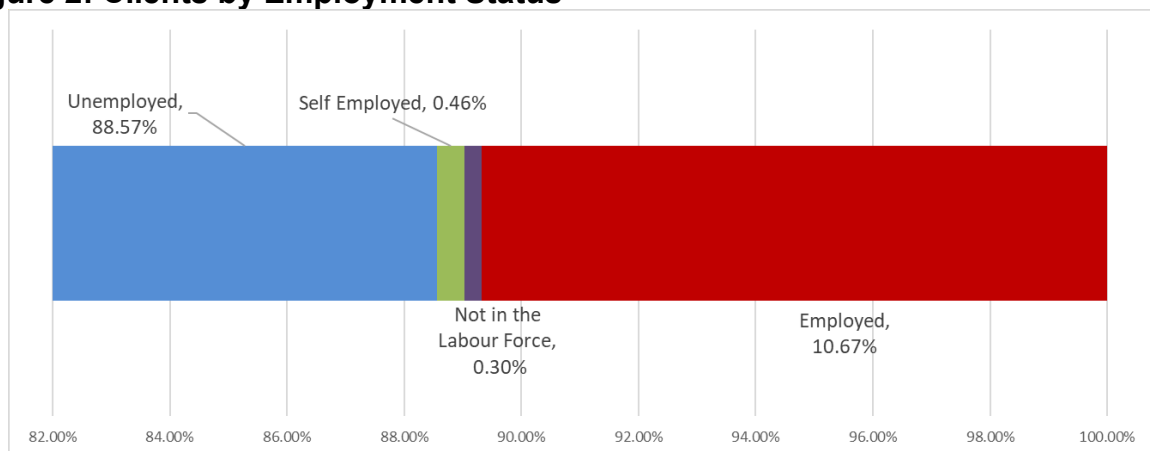
Figure 1: Distribution of Clients by Program



As shown in Figure 1, programs with the highest level of participation included individual counselling (638, or 32.4 per cent of the total), Adult Basic Education (ABE) supports (413, or 21 per cent), Student Summer Employment – Post Secondary program (263, or 13.4 per cent) and pre-employment supports (201, or 10.2 per cent).

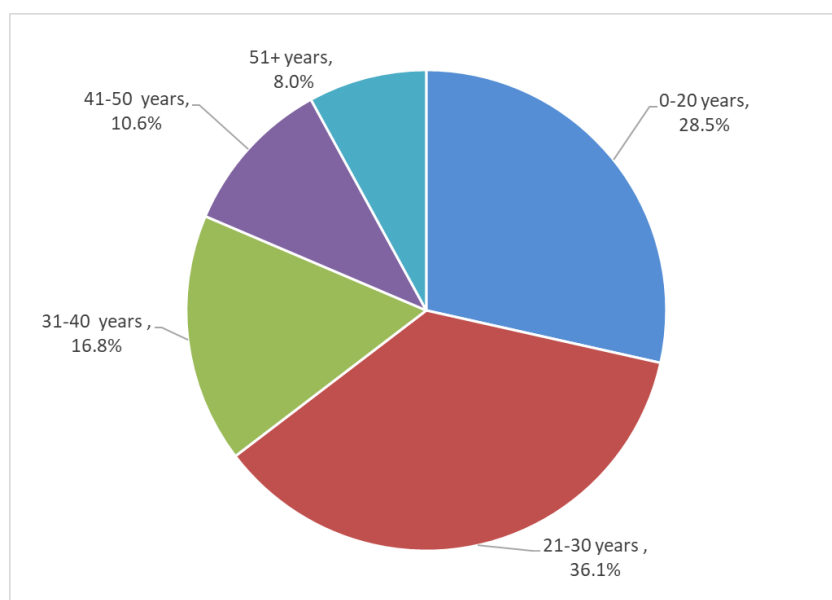
Figure 2 shows the distribution of clients by their pre-intervention employment status. Most clients were unemployed at the time of accessing services (1,743, or 88.6 per cent).

Figure 2: Clients by Employment Status



As outlined in Figure 3, over half of all distinct clients were 30 years of age or below, with 711 being ages 21-30 years (36.1 per cent) and 561 being under 20 years of age (28.5 per cent). Older age groups tended to avail of services less than younger groups, with clients 51 years of age and above being the smallest group with 157 (8 per cent).

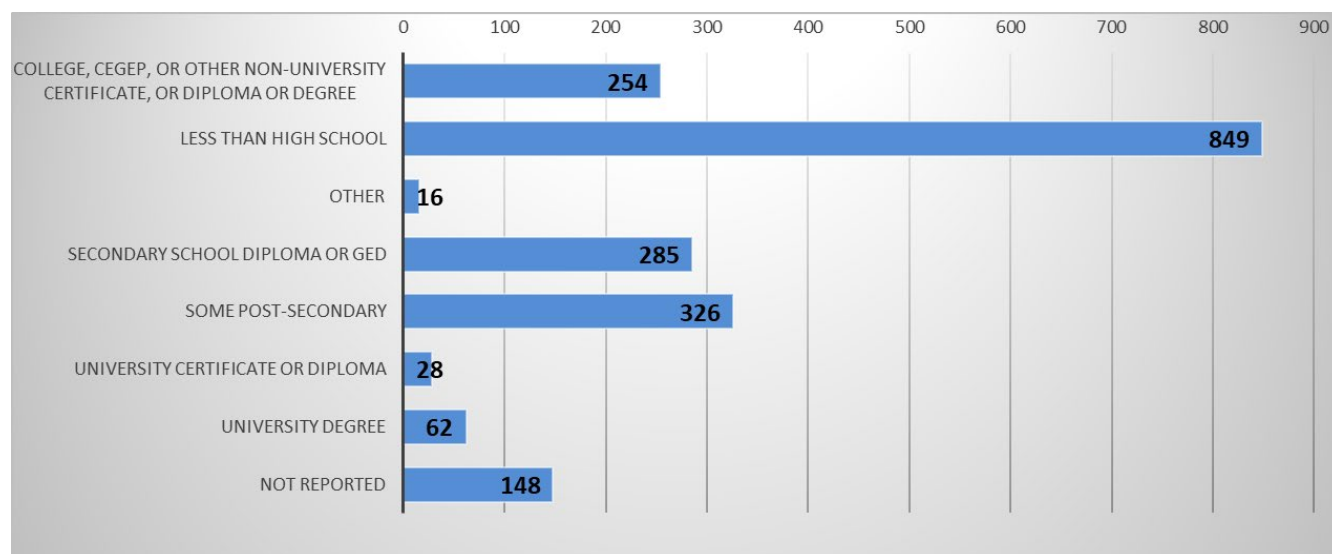
Figure 3: Client by Age Group



As shown in Figure 4, the majority of clients supported under WDA have limited education. There were 849 individuals supported who had less than high school education (43.1 per cent). Most of these individuals were participating in ABE to upgrade their credentials. A further 285 (14.5 per cent) reported a high school credential in the form of a secondary school diploma or the General Educational Development (GED) test as their highest level of educational attainment, which indicates that nearly three quarters of WDA clients have an educational attainment level at or below the high school level.

There were 326 clients (16.6 per cent) who indicated they have obtained some form of college or non-university level of post-secondary education, whereas there were only 62 clients with a university degree (3.2 per cent).

Figure 4: Clients by Education Level



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 an enriching classroom environment. In 2022-23, ASNL was provided \$143,000 to administer the Transitions Program with eight participants. Volunteer opportunities were also provided to allow participants to further develop social and communication 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. In 2022- 23, the Calypso Foundation was provided with \$245,287 for their Work Oriented Rehabilitation Centre (WORC) program, providing employment supports to 21 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 assists individuals with intellectual disabilities to acquire the skills, experience and support necessary to successfully prepare for, enter, and remain in the workforce. In 2022-23, the Vera Perlin Society was provided with \$259,350 for their Work

Oriented Rehabilitation Centre (WORC) program. This is an employment program which provides 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. This funding provided 91 individuals with employment.

Empower – The Disability Resource Centre assists people with disabilities to prepare for, attain, and maintain employment. 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 and employment. In 2022-23, Empower received \$422,744 for the Internship and Adaptive Technology Program to approximately 350 individuals. Training sessions were provided to individuals for adaptive technology solutions and referrals were made for further assessment and training.

Empower – Career Services Program is designed to assist people with disabilities gain 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 their career goals. In 2022-23, \$53,227 was provided to administer the FSA program to approximately 150 individuals. 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.

Newfoundland and Labrador Association for the Deaf (NLAD) works 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 deaf so they can 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 2022-23, NLAD was provided with \$134,843 to enhance employment readiness for approximately 25 deaf individuals.

Labour Market Partnerships Agreements

College of the North Atlantic (CNA) was provided \$974,003 over three years to develop Electric Vehicle Specialized training. This project will develop, pilot and evaluate specialized training to ensure the province's workforce has the skills and training needed to support an increase in electric vehicles in Newfoundland and Labrador. Four specialized training tracks will be developed:

- Training for current Automotive Service Technician Journeypersons to gain an understanding of electric vehicle maintenance.
- Training for electricians to gain skills in installing and maintaining electric vehicle

- charging stations (residential and commercial).
- Training on appropriate disposal methods (recycling) of related materials.
- Electric Vehicle – First Responder Training.

Skills Canada - Newfoundland and Labrador is delivering a Youth Apprenticeship Summer Program (YASP) which will provide grade 10 and 11 students with a seven-week summer placement in an in-demand trade to attain work hours towards apprenticeship, and provides access to professional development, guest speakers, mentoring, peer networking, major project tours, and skills-for-success activities. Participating employers will have access to a wage subsidy, and a grant will be available to support students in purchasing required safety equipment. Skills Canada - Newfoundland and Labrador was approved for \$965,666 over three years to complete this work. Project activities will continue until 2025-26.

Southern Labrador Development Association was approved for \$143,450 over two years (until 2024-25) to complete the Labrador Straits Welcoming Communities Strategy project. This project will address the concerning demographic state of the Labrador Straits and the accompanying labour shortage being faced by area businesses by:

- Assessing community infrastructure with a view to making the community more welcoming, accommodating places for newcomers and visitors
- Engaging with businesses, community partners, and other stakeholders for the purpose of attracting, recruiting, and retaining new Canadians to the Labrador Straits.

Bay of Islands Radio was approved for \$735,950 over three years (until 2025-26) to complete a project to address the economic and social well-being of the region. The project will assist in job creation through information exchange related to the interests of local employers, service providers, not-for-profit community organizations, youth, newcomers, and job seekers. Capacities will be created in program development and in radio station management, including intensified efforts to substantially grow revenue through advertising in order to achieve sustainability.

Labour Market Integration for Newcomers Agreements

Memorial University was provided \$58,587 funding (with \$43,161 disbursed in 2022-23) the Retaining Global Talent. Given the importance of employability in the decisions to settle by international graduate students in NL, the purpose of this project is to provide new supports for these students to establish meaningful careers and social attachments in the province after they have completed their programs. This project supported the integration of over 1,400 highly skilled and trained graduates to NL as well as assessing their post-graduate settlement outcomes.

World Education Network Newfoundland and Labrador was provided \$273,606 in 2022-23 for a two-year Study and Stay NL program (ends in 2024-25). This program aims to support international students by giving students the skills to enter the Canadian workplace successfully, integrate into and grow the local culture in NL, and pursue diverse career and entrepreneurial pathways. This program matches students with mentors

based on their industry and professional needs.

The **Association for New Canadians (ANC)** was provided \$3,047,838 in 2022-23 for a two-year Ukrainian Resettlement project. This project aims to facilitate the labour market attachment and integration of Ukrainian nationals to the province. The project offered comprehensive pre-arrival and post-arrival and employment services to the individuals settling in NL. The project's objective is to enhance the service delivery framework to improve the labour market integration and overall settlement experience for Ukrainian individuals. This initiative reflects the region's commitment to providing support to those affected by global events and enhancing their potential contribution to the local economy.

Canada - Newfoundland and Labrador Job Grant Summary

Service Delivery Information

The goals of the Canada - Newfoundland and Labrador Job Grant (CNLJG) program are to increase labour force participation, 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 2022-23, 204 employers and organizations were funded through 369 agreements to provide training to 1,962 employees.

In 2022-23, there were 298 trainers utilized under the CNLJG program. Private training providers were the most utilized type of trainer (175 or 58.7 per cent), with many considered industry experts, as opposed to registered private training institutions. Other trainers were from universities (100 or 33.6 per cent) and colleges (23 or 7.7 per cent).

As outlined in Figure 5, Most training involved the development of specialized or technical skills (1,059 or 53.9 per cent). This was followed by training in management skills (648 or 33.0 per cent) training in soft skills (177 or 9.0 per cent), and training in essential skills (78 or 4.0 per cent).

Employer Information

In 2022-23, there were 369 approved employers and organizations funded, of which 204 were unique. Of these, 152 (74.5 per cent) were classified as small (having 50 or fewer employees), 47 (23 per cent) were classified as medium (between 51 and 499 employees), and 5 (2.5 per cent) were classified as large employers (500 employees or more).

Of the 369 agreements funded, the most common industry (classified by the North American Industry Classification System, NAICS) was professional, scientific, and technical services, with 74 agreements (20.0 per cent of the total). This was followed by 22 agreements (6.0 per cent) in the religious, grant making, civic, and professional and similar organizations. The top 20 industries funded under CNLJG are provided in Table 1.

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

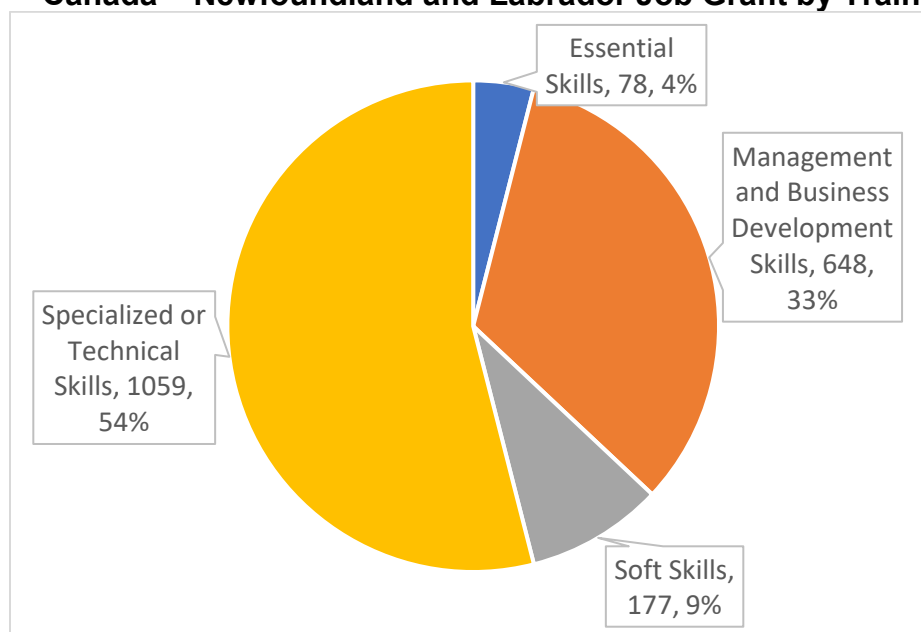


Table 1: Top 20 Industries Funded Under Canada – Newfoundland and Labrador Job Grant

NAICS	Industry	#	%
541	Professional, scientific and technical services	74	20.0%
813	Religious, Grant Making, Civic and Professional and Similar Organizations	22	6.0%
488	Support Activities for Transportation	21	5.7%
624	Social assistance	21	5.7%
621	Ambulatory health care services	18	4.9%
611	Educational Services	17	4.6%
711	Performing arts, spectator sports and related industries	12	3.3%
238	Specialty trade contractors	12	3.3%
441	Motor Vehicles & Parts Dealers	12	3.3%
541	Architectural & Engineering services	11	3.0%
213	Support Activities for Mining and Oil & Gas Extraction	11	3.0%
481	Air Transportation	8	2.2%
483	Water Transportation	8	2.2%
236	Construction Of Buildings	7	1.9%
561	Administrative & Support Services	7	1.9%
115	Support Activities for Crop Production	6	1.6%
811	Repair & maintenance	6	1.6%
713	Amusement, Gambling and Recreation Industries	6	1.6%
551	Management of Companies and Enterprises	5	1.4%
417	Machinery, Equipment and Supplies Merchant Wholesaler	5	1.7%

Canada – Newfoundland and Labrador Job Grant in Action

Barrett and Kin Environmental and Sustainability Limited is a small construction company focused on energy efficiency renovations and renewable energy. Their purpose is to support and enable practical decisions around investments in renewable energy and energy efficiency. In 2022-23, the company received funding to train two employees in Solar Photovoltaic (PV) training, which provided the employees with PV Installer Specialist Certification by the North American Board of Certified Energy Practitioners (NABCEP). This training ensured that staff developed the specialized skills and expertise needed to make the company a market differentiator as a Solar Installer. These skills are globally recognized renewable energy industry designations that increase marketability and credibility. Barrett and Kin Environmental and Sustainability Limited became the first employer in the province to have a certified NABCEP PV Installer Specialist on staff.

Stakeholder Engagement

The department regularly engages with industry, labour, community, and education stakeholders to inform policy and budget priorities and to ensure programs and services are effective and relevant. In addition, consultation occurs regularly with internal and external service delivery staff and management to gain a better understanding of client and employer needs. This provides important insight into current and future government-supported programming.

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

As an initiative under the Workforce Development Plan, WIC established Regional Workforce Development Committees in ten regions of the province. These committees are creating regular opportunities for stakeholders to share information and collaborate on regionally tailored workforce development action plans to address workforce trends and challenges, and to increase regional capacity for planning, partnerships and investments. The department's support of and regular interaction with WIC allows a unique opportunity to gather ground-level intelligence from ongoing WIC-directed projects and workforce related issues and opportunities.

Several key themes have emerged from these 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.

With the shifting nature of work, it is critical that the Provincial Governments' employment and training programs and services continue to evolve. Given that the responses envisioned by Newfoundland and Labrador are as multidimensional as the challenges themselves, continued engagement and collaboration with stakeholders and partners will be instrumental in allowing the province to promote new economic growth as well as address existing and future labour market challenges.

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

Examples of Stakeholders	
Labour Organizations	Newfoundland and Labrador Federation of Labour, Fish, Food and Allied Workers, and International Brotherhood of Electrical Workers
Educational Institutions	Memorial University, Marine Institute, College of the North Atlantic, Newfoundland and Labrador Association of Career Colleges, Association of Building Trades Educational Colleges, and private training institutions
Youth Groups	Premier's Youth Council, Conservation Corps, and St. John's Boys and Girls Club
Municipal Government	Municipalities Newfoundland and Labrador, towns, and local service districts
Federal Government Departments	Employment and Social Development Canada, Atlantic Canada Opportunities Agency, and Agriculture and Agri-Food Canada

Annex 1: Audited Financial Statements



Auditors' Report

Canada-Newfoundland and Labrador Workforce
Development Agreement

March 31, 2023

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Independent auditors' report

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, 2023 ("the statement").

In our opinion, the financial information in the statement for the year ended March 31, 2023 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
August 31, 2023



Chartered Professional Accountants

Canada - Newfoundland and Labrador Workforce Development Agreement
Statement of Revenues and Expenses
Fiscal Year Ending March 31, 2023

SUMMARY

1 REVENUE	Amount	
Annual contribution from Canada under the Canada-Province WDA	9,699,335	
Additional Funding	2,686,796	
Carry forward from previous fiscal year	2,495,554	
Total Revenue		\$14,881,685

2 EXPENSES	Amount	Sub-Total
Program Costs incurred		\$14,102,330
Programming targeting Persons with Disabilities (PWD)		\$4,295,524
Eligible Programming excluding programming for PWDs		\$9,806,806
Supports for Individuals attending Adult Basic Education	29,544	
Supports for individuals attend Apprenticeship training	82,598	
Apprenticeship Wage Subsidy Program	325,696	
Canada-NL Job Grant Funding	1,709,224	
Educational Assessment	22,400	
Labour Market Integration for Newcomers	3,366,770	
Labour Market Partnerships Funding	1,509,116	
Linkages - Individual Supports	260	
Pre-employment Supports	85,682	
Short-term Training	72,362	
Work Supports	26,506	
Employment Steps for Success	1,175,646	
Wage Subsidy Coordinator	88,614	
Student Summer Employment Program - Post Secondary	793,160	
Student Summer Employment Program - High School	519,228	
Eligible Administration Costs (up to 10% of allocation)		\$619,277
Total Expense		\$14,721,607

3 EXCESS AMOUNT OF CONTRIBUTION PAID OR PAYABLE	\$160,078
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4 CARRY FORWARD	Amount
The lesser of i) or ii):	
i) 5% of contribution paid or payable by Canada	619,307
ii) Excess amount of contribution paid or payable by Canada, less PWD debts owed to Canada (not eligible for carry forward)	160,078
Total carry forward amount	\$160,078

5 DEBTS OWED TO CANADA	Amount
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)*	160,078
Less: Carry forward amount	(160,078)
Total debts owed to Canada	\$0

Canada - Newfoundland and Labrador Workforce Development Agreement
Statement of Revenues and Expenses
Fiscal Year Ending March 31, 2023

PROGRAM COSTS FOR PWDs

1	Government Program Costs Incurred for PWDs	Amount	
	From WDA sources	\$4,295,524	
	From Province sources	\$6,259,614	
			\$10,555,138

2	Targeted Program Costs for PWDs	Amount	Sub-Total
	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	-\$106,581	
	Targeted Program Costs for PWDs Original Allocation	\$4,013,950	
	Less: actual investments	\$4,295,524	
	Amount above identified target		\$281,574
	From Province sources		
	Identified Target A amount under the <i>Financial Provision</i> section	\$4,120,531	
	Less: actual investments	\$6,259,614	
	Amount below identified target		\$2,139,083
	Total PWD investments above targets		\$2,420,657

3	Eligible health-related expenses incurred as Program Costs	Amount	Sub-Total
	a) Maximum eligible amount of health-related expenses*	\$2,033,620	
	b) Actual health-related expenses incurred	\$0	
	Eligible health-related expenses (the lesser of a) and b))		\$0
	Total eligible health-related expenses		\$0

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

5	PWD Program Costs Breakdown	Amount	
	Programming targeting Persons with Disabilities (PWD)		
	Supported Employment	7,657,262	
	Grant for High Need Students with Permanent Disabilities	64,598	
	School to Work Transitions	261,836	
	College of the North Atlantic	212,400	
	Community Partnerships	1,251,042	
	Opening Doors	1,108,000	
	Total PWD Program Costs		\$10,555,138