

GOVERNMENT OF NEWFOUNDLAND AND LABRADOR

2019-20 Annual Plan



Canada-NL Labour Market Development Agreement (LMDA)

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Labour Market Transfer Agreements Overview

The Government of Canada provides approximately \$3 billion annually in funding to provinces and territories (P/Ts) to deliver a range of training and employment programming for Canadians. The programs and services funded under labour market transfer agreements were designed by P/Ts to meet the needs of a wide variety of clients, including unemployed workers eligible for Employment Insurance (EI), unemployed workers not eligible for EI, low-skilled employed workers, persons with disabilities, older workers and other underrepresented groups.

As the demands of industries and indeed the workplace evolve, so too must the skills that workers bring to their jobs. Newfoundland and Labrador, in partnership with the Government of Canada is taking action through the new generation of labour market transfer agreements to support Canadians in achieving their labour market goals and to support both employers and governments in being more responsive to workers' needs.

In Budget 2017, the Government of Canada announced that it would invest \$1.8 billion over six years (2017-18 to 2022-23) in additional funding under the Labour Market Development Agreements (LMDA), as well as broaden eligibility for EI Part II-funded programs. It also introduced a new Workforce Development Agreement (WDA), supplemented by additional time limited funding of \$900 million over six years (2017-18 to 2022-23).

The increase in funding provided annually to the provinces and territories under the labour market transfer agreements continues to assist Canadians seeking employment opportunities by providing them with more prospects to upgrade their skills, gain experience, start their own business, and plan their careers.

As part of Budget 2018, the Government of Canada announced significant investments to support workers in seasonal industries, including providing up to \$41 million over two years to all P/Ts through LMDAs to provide skills training, wage subsidies and employment supports for workers in seasonal industries.

Note on the Annual Plan

Information on Newfoundland and Labrador's labour market is collected from several sources, including available federal and provincial information on labour market trends, economy and population statistics.

Provincial Labour Market Overview and Conditions

Economic factors continue to impact the province's labour market landscape and persist in influencing the provincial economic outlook:

- Labour Force Survey data has indicated an increase in employment, from 224,100 in 2017 to 225,300 in 2018.
- The unemployment rate has decreased from 14.8 per cent in 2017 to 13.8 per cent in 2018.
- Census 2016 reports a provincial median age of 46.0 versus 41.2 for Canada.

As in the previous year, prospects for economic activity in Newfoundland and Labrador remain modest as the province continues to experience a period of adjustment. The Government of Newfoundland and Labrador has and continues to implement initiatives to reduce spending and support economic growth while taking action to avail of new opportunities for service improvement, program transformation and economic growth.

Labour market transfer agreements are a critical source of funding for skills and employment training, providing essential supports for citizens to build better futures. With a strong focus on skills development in recent Federal Budgets, Newfoundland and Labrador is encouraged by the Federal Government's commitment to increase investments in labour market transfer agreements over the coming years.

The successful application of programming and services under labour market transfer agreements continues to assist in mitigating the effects of economic downturns and has demonstrated positive outcomes and impacts on clients, employers, and communities in Newfoundland and Labrador. The Government of Newfoundland and Labrador has successfully implemented programming and services under labour market transfer agreements, by providing flexible, responsive and innovative programs and services designed to help in training residents to address labour market demands; support displaced workers impacted by labour force adjustments and company closures; and address new and ongoing challenges and opportunities.

Newfoundland and Labrador remains committed to working with the Federal Government to develop innovative solutions to grow the province's economy and address its labour market challenges and opportunities. In partnership with industry, our government has released and commenced implementation of work plans to grow the agriculture, aquaculture, technology, forestry, mining and oil and gas sectors. This work will continue with new sectors in 2019-20.

Labour market transfer agreements will continue to be a critical tool to allow our province to prepare individuals to capitalize on labour market opportunities as the province sets out to:

- Double the oil and gas production in Newfoundland and Labrador;
- Grow the potential of our provinces mineral resources;
- Diversify the forestry sector;
- Increase aquaculture-related employment by 1,100 person-years;
- Grow the technology sector; and,
- Build a sustainable, renewable energy plan focused on creating employment opportunities and further positioning the province as an energy hub through wind, hydro and tidal energy resources.

The Department of Advanced Education, Skills and Labour 2019- 20 Annual Plan

The Department of Advanced Education, Skills and Labour (AESL) 2019-20 Annual Plan outlines priority objectives and strategic investments, which the LMDA will support during the period from April 1, 2019 to March 31, 2020.

Provincial investment priorities for fiscal year 2019-20 include:

- Providing mechanisms to develop a highly educated and skilled workforce;
- Implementing initiatives to support a strong labour supply to meet evolving labour market demands with a focus on under-represented groups;
- Developing and launching a comprehensive human resource plan as identified in the Government of Newfoundland and Labrador's *The Way Forward* policy document to support sector diversification and the development of a productive and knowledge-intensive economy; and
- Developing a responsive and adaptive workforce, through effective employment and skills training programming, with a focus on unemployed and underemployed individuals from under-represented groups (women, persons with disabilities, Indigenous groups, youth, and mature workers).

On November 9, 2016, the Government of Newfoundland Labrador released *The Way Forward: A Vision for Sustainability and Growth in Newfoundland and Labrador*. This vision continues to guide Provincial Government actions to achieve greater efficiency, strengthen the province's economic foundation, enhance services and improve outcomes to promote a healthy and prosperous province. At the beginning of each fiscal year, our Government will announce priority actions to help achieve this vision.

On April 24, 2018, the Government of Newfoundland and Labrador released Phase 3, *The Way Forward: Building for Our Future*, which continues the work carried out under the previous two phases of *The Way Forward* by advancing work to further strengthen our economic foundation and improve public sector efficiency, while improving services and outcomes for Newfoundlanders and Labradorians.

The Labour Market Development Agreements

The LMDA is the single largest federal transfer to P/Ts, representing a total of about \$1.95 billion in funding. This agreement is entirely sourced from the EI premiums paid by employees and employers and provides funding to design and deliver employment and training programs to EI-eligible clients, as well as employment services to all unemployed Canadians.

In 2018-19, through the management of the programs and services funded under EI Part II, or Employment Benefits and Support Measures (EBSMs) (approximately \$130 million in annual program funding), the Department of AESL maximized the opportunities provided by the LMDA.

The new generation of LMDAs:

- Provide improved administrative efficiency;
- Remain the primary responsibility of the P/Ts with respect to the design and delivery of the employment and training programs funded under the Agreement;
- Provide eligible clients access to employment and training programming that addresses critical points along the path to full participation in the labour market;
- Highlight the importance of continuous improvement based on strengthened labour market information, sharing best practices, and fostering innovation;
- Provide transparency and accountability in use of funding and the public reporting of outcomes under this Agreement; and
- Contribute to the development of performance measurement systems to track outcomes and demonstrate results to inform program and policy development.

Canada and Newfoundland and Labrador share a common vision to support the employment and training needs of the Canadian labour market through an integrated, client-centered, 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 by 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 the labour market, and by 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 for timely and effective labour market programming, which contributes to improved productivity and economic growth.

The following principles will guide the agreement:

- Client-centered: Flexibility to meet the needs of unemployed, underemployed and precariously employed individuals and employers using the best available labour market information; and minimize barriers in accessing programs and supports;
- Inclusion: Support underrepresented groups and those further from the labour market;
- Outcomes-focused: Track measurable milestones and targets, and develop ways to measure different forms of progress (e.g., improved employability);
- Flexibility and Responsiveness: Flexibility to address local labour market priorities and respond to emerging issues;

- Innovation: Identify and explore collaborative models for innovation, including continuous sharing of best practices and lessons learned; and
- Engagement: Collaboration and partnership between Federal and P/T governments; engagement with and services through Indigenous partners; consultation and engagement with stakeholders, and coordination to enhance program complementarity.

Newfoundland and Labrador is committed to supporting flexibility in eligible programming under the following areas of focus:

- 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; and
- 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 policies and programs; and support new and innovative approaches to meet the diverse needs of clients, including underrepresented groups.

LMDA Targeted Measures for Newfoundland and Labrador

In 2018, The Government of Canada announced targeted supports for workers in seasonal employment and for workers impacted by trade disputes in the steel and aluminum industries.

Newfoundland and Labrador will be availing of the following targeted LMDA top-ups associated with these measures.

Support for Workers in Seasonal Industries

- As a part of a broader Budget 2018 commitment, the Government of Canada is providing \$230 million to assist workers in seasonal industries. \$41 million over two years (2018-19 and 2019-20) has been made available to all provinces and territories through their LMDAs.
- Under this measure Newfoundland and Labrador's share of the additional LMDA funding for 2018-19 is \$1,630,815.50. The notional LMDA allocation for 2019-20, the second and final year of this measure, is \$1,630,815.50.
- Allocations are in addition to Newfoundland and Labrador's annual base funding. This allocation will be confirmed following federal Treasury Board approval of the 2019-20 Employment Insurance Part II Expenditure Plan.

Support for Workers Affected by the Steel and Aluminum Trade Dispute

- As announced on June 29, 2018, the Government of Canada is also supporting workers who may be affected by the United States' decision to impose tariffs on Canadian steel and aluminum products.
- As part of this commitment, the Government of Canada will invest an additional \$50 million through the LMDAs over the next two years (2018-19 and 2019-20) to enable provinces to provide displaced workers with the training and employment supports they need to successfully transition to new jobs.
- Newfoundland and Labrador's LMDA allocation under this measure for 2018-19 is \$500,000, which was informed by the province's share of direct and indirect employment in the steel and aluminum industries.
- The allocation of additional funding may be reviewed and adjusted for the second year of this measure to reflect actual job losses.

Newfoundland and Labrador will utilize seasonal worker funding to respond to circumstances such as industry closures or downsizing (i.e. fish plant closures) through the provision of LMDA programs such as skills development and wage subsidy supports to assist those impacted in seeking meaningful employment.

Newfoundland and Labrador will also support directly or indirectly impacted steel and aluminum workers through the provision of similar types of supports.

Development and Delivery of Programs

The LMDA, through a diverse array of programs and services, has consistently demonstrated positive outcomes for a wide variety of clients, employers, and communities in Newfoundland and Labrador. Investments made through the LMDA enable the province to capitalize on a variety of economic and advanced educational opportunities and outcomes leading to job creation and growth. Evidence demonstrates that clients develop skills, obtain and maintain employment as a result of their participation in employment and skills training programs.

As per Budget 2016, the definition of “EI Client” has been expanded to include those individuals that have paid EI premiums in at least five of the last 10 years. This is noteworthy as these changes result in an increase in client eligibility for LMDA programs and services, and those seeking employment and training supports through the LMDA.

Newfoundland and Labrador’s program and service delivery models contribute to a stronger economic and labour environment by:

- Ensuring the province has the skilled workforce and highly educated graduates to participate in and contribute to their communities;
- Strengthening the workforce through education, training, financial and social supports;
- Creating and equipping the province’s workforce to meet current and future provincial labour market demands;
- Providing guidance and support to employers to recruit and retain the necessary workforces to grow their businesses;
- Offering guidance and support to residents in order to achieve the greatest benefit from the opportunities that exist in the province;
- Enhancing client case management;
- Supporting residents with career decisions and securing and retaining employment; and
- Providing guidance and support for the development of policy and procedures on employment and training programs.

During fiscal year 2019-20, Newfoundland and Labrador will deliver the following benefits and measures:

- ***Wage Subsidies*** – Newfoundland and Labrador will provide funding to employers to encourage them to hire EI-eligible clients whom they would not normally hire in the absence of a subsidy. This will include the continuation of enhanced supports and services to encourage employers to hire apprentices. Newfoundland and Labrador may also provide related employment supports to eligible individuals, including tools, equipment and short-term training.
- ***Job Creation Partnerships*** – Newfoundland and Labrador will provide financial support, in partnership with employers and/or community organizations, to projects that provide EI-eligible clients with work experience and skills to achieve ongoing labour market attachment.
- ***Self-Employment Assistance*** – Newfoundland and Labrador assists EI-eligible clients in establishing their own businesses and becoming self-employed by providing self-employment services, such as entrepreneurship training, customized coaching, ongoing advice, and client supports.

- ***Skills Development*** – Newfoundland and Labrador will provide a benefit for the education and training of EI-eligible clients so they can obtain the skills necessary for employment. This benefit will include direct financial assistance to EI-eligible clients participating in training, as well as the incremental costs associated with these individuals attending a provincially approved training institution.
- ***Employment Assistance Services*** – The Department of AESL has engaged in a partnership with College of the North Atlantic to expand employment planning services to college campuses across Newfoundland and Labrador. The increase in capacity in services is being funded through federal contributions under the Labour Market Development Agreement and supports a provincial commitment to enhance the college's ability to serve as local and regional economic generators and community hubs. AESL will continue to provide Employment Assistance Services to assist unemployed persons and job seekers in preparing for, attaining and maintaining work. Services may include needs determination, employment counseling, job search training, and provision of market information.
- ***Labour Market Partnerships*** – Newfoundland and Labrador will provide 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. Labour Market Partnerships may be used to provide assistance for employed persons who are facing loss of employment.
- ***Research and Innovation*** – Newfoundland and Labrador will continue to support activities that address policy and program issues or research questions related to strategic priorities; research and/or design projects that are practical and that identify innovative and better ways of helping Newfoundlanders and Labradorians prepare for, find, return to, or maintain sustainable employment. This work is advanced through the Workforce Innovation Center.

LMDA Investment Plan, Accountabilities and Targets

AESL is responsible for administering the LMDA. In 2019-20, Newfoundland and Labrador's notional LMDA base allocation is \$126,700,954 with \$8,937,456 in administrative funding. Newfoundland and Labrador's notional allocation of the additional funding announced in Federal Budget 2017 is \$9,941,402, for a total of \$145,579,812.

Expenditures and program accountabilities for 2019-20 are listed as planned or forthcoming in this document. Finalization of these numbers will coincide with the release of the *EI Monitoring and Assessment Report 2018-19* in March 2020.

Provincial Financial Investment

Planned and historical expenditure trends are outlined below.

Benefits and Measures	Planned Investment and Expenditure									
	2015-16 Expenditure		2016-17 Expenditure		2017-18 Expenditure		2018-19 Forecast Expenditure		2019-20 Planned	
Skills Development	\$92.6	77.0%	\$96.0M	75.3%	\$91.3M	70.4%	\$90.8M	68.2%	\$93.1M	68.2%
Labour Market Partnerships	\$1.0M	0.8%	\$2.7M	2.1%	\$4.5M	3.5%	\$5.2M	3.9%	\$5.0M	3.7%
Wage Subsidies	\$7.4M	6.1%	\$5.9M	4.6%	\$5.8M	4.5%	\$8.4M	6.3%	\$8.4M	6.2%
Self-Employment Assistance	\$5.3M	4.8%	\$6.2M	4.9 %	\$7.4M	5.7%	\$7.6M	5.7%	\$7.5M	5.5%
Job Creation Partnerships	\$8.1M	6.7%	\$9.8M	7.9%	\$8.5M	6.6%	\$10.1M	7.6%	\$10.5M	7.7%
Employment Assistance Services	\$5.3M	4.4%	\$6.3M	5.0%	\$6.8M	5.2%	\$9.5M	7.2%	\$10.6M	7.6%
Research and Innovation	\$0.0M	0%	\$0.0M	0%	\$5.3M	4.1%	\$1.4M	1.1%	\$1.5M	1.1%
Total	\$119.7M		\$127.5M		\$129.6M		\$133M		\$136.6M	

Notes:

Fiscal expenditures for 2018-19 will be confirmed in the LMDA Annual Audit.

2019-20 totals include EI Part II initial allocation of \$126,700,954. Plus an additional allocation in 2019-20 (\$9,941,402). The total does not include administrative costs.

LMDA Top-up amounts for Workers in Seasonal Workers and Steel and Aluminum Workers

- For seasonal workers, Newfoundland and Labrador's share of the additional LMDA funding for 2018-19 is \$1,630,815.50. The notional LMDA allocation for 2019-2020, the second and final year of this measure, is \$1,630,815.50.
- For steel and aluminum workers, Newfoundland and Labrador's share of the additional LMDA funding for 2018-19 is \$500,000, which was informed by the province's share of direct and indirect employment in the steel and aluminum industries.

LMDA Program Accountabilities and Targets

As per Article 8 of the Canada-Newfoundland and Labrador LMDA, annual targets for results indicators are developed based upon historical data, socio-economic and labour market context, local or regional priorities, client characteristics or requirements, and the funds available for the Newfoundland and Labrador Benefits and Measures. Historical and proposed targets are reported below for the three results indicators:

1. Active EI Claimants Accessing Newfoundland and Labrador Employment and Benefit Support Measures (EBSMs)

Number of EI-eligible clients in receipt of Newfoundland and Labrador Benefits who are active EI claimants.

	Active EI Claimants Accessing NL EBSMs				
	2015-16	2016-17	2017-18	2018-19	2019-20 (Proposed)
Targets	9,400	9,200	9,000	9,000	9,000
Actuals	8,941	9,308	11,760	TBD	

2. EI Claimants Returned to Employment

Number of EI-eligible clients and active EI claimants who become employed or self-employed before or after their benefit period ends.

	EI Claimants Returns to Employment				
	2015-16	2016-17	2017-18	2018-19	2019-20 (Proposed)
Targets	5,600	5,600	5,600	4,000	4,000
Actuals	3,331	3,696	TBD	TBD	

3. Savings to the EI Account

Savings to the EI Account as a result of active EI claimants becoming employed before making a full draw on their insurance entitlement.

	Savings to the EI Account				
	2015-16	2016-17	2017-18	2018-19	2019-20 (Proposed)
Targets	\$24.0M	\$24.0M	\$24.0M	\$24.0M	\$24.0M
Actuals	\$22.3M	\$23.2M	\$17.47M	TBD	

Funding Projection

The Federal Government's annual allocations for contributions towards the costs of the NL Benefits and Measures and the one-year projection.

	Annual LMDA Allocations*				
	2015-16	2016-17	2017-18	2018-19	2019-20
Allocation	\$126,780,000	\$130,541,694	\$130,252,894	\$133,058,500	\$136,642,356

*Excludes administrative funding

Stakeholder Engagement

The Government of Newfoundland and Labrador regularly engages with a broad array of general public and client groups to inform policy and budget priorities and to ensure programs and services are effective and relevant. The Department of AESL works to ensure the province has a highly educated and skilled workforce to meet evolving labour market demands. This includes creating and sustaining a collaborative climate which is conducive to economic growth, competitiveness, and prosperity.

The 2019-20 LMDA and WDA annual plans have been informed via ongoing strategic planning and information sharing with key partners as part of normal program and policy development. Key partners include:

- Employers;
- Community Groups;
- Official Language Minority Representatives;
- Indigenous Partners;
- Labour Organizations;
- Business and Industry Associations;
- Educational Institutions (Private and Public);
- Student Groups;
- Municipalities;
- Federal Government Departments; and
- Other Provincial Departments.

Examples of engagement and other related activities that have informed the development of the annual planning process to date include:

- **The Way Forward: A Vision for Sustainability and Growth in Newfoundland and Labrador** – On November 9, 2016, the Government of Newfoundland Labrador released The Way Forward: A vision for sustainability and growth in Newfoundland and Labrador based on input received from stakeholders and residents. In the first six months (November 9, 2016 to May 9, 2017), Government implemented Phase 1 of the vision “Securing Our Footing,” which focused on a variety of actions aimed at reducing spending and supporting economic growth.

On March 27, 2017, the Government of Newfoundland and Labrador released Phase 2, The Way Forward: Realizing Our Potential, which focused on a variety of actions aimed at creating conditions for private sector job creation and economic growth.

On April 24, 2018, the Government of Newfoundland and Labrador released Phase 3, The Way Forward: Building for Our Future, which focuses on a variety of actions aimed at further strengthening our economic foundation, while improving services and outcomes for Newfoundlanders and Labradorians.

Unprecedented partnerships and collaboration with the business sector will continue this year as the Provincial Government partners with the mining, forestry, and community sectors to generate new economic activity and foster job creation. This work will follow the new model of engagement established in previous years with the province’s aquaculture, agriculture, and technology sectors. Much of this work has been coordinated through the Cabinet Committee on Jobs where the government of Newfoundland and Labrador partners with industry in joint decision making aimed

at stimulating new business activity and creating new private sector jobs for residents throughout the province.

- **The Way Forward on Immigration** - Informed during public consultations to gather the input of Newfoundlanders and Labradorians on immigration and to inform the development of the immigration action plan. The five-year action plan outlines provincial actions and supports to collectively attract and retain immigrants with skills needed to build and contribute to the economy.
- **Adult Literacy Plan** – During 2018, the Government of Newfoundland and Labrador held consultations on the development of an Adult Literacy Action Plan. Input from individuals and organizations that have insight and an in-depth knowledge of the impact of adult literacy on learners, communities and the workplace is central to the successful development of a Provincial Adult Literacy Action Plan.
- **Symposium on Impacts of Population Aging and Immigration** - Held in partnership with Memorial University of Newfoundland and the Atlantic Research Group on Economics, Immigration, Aging and Diversity. Brought together key stakeholders to discuss innovative solutions for Newfoundland and Labrador's demographic challenges.
- **Initiatives to Support International Students and Graduates** - Held in partnership with the Association for New Canadians to assist international students and graduates from post-secondary institutions in this province gain meaningful employment in Newfoundland and Labrador.
- **Indigenous Leaders Roundtable** - Provided a new forum through which Indigenous Governments and Organizations can make progress on matters of common interest with the Provincial Government.
- **Provincial Tourism Product Development Plan** - Developed in coordination with industry and substantial stakeholder consultation, to create strategies to foster a strong business environment for private tourism investment and focusing public resources in product development areas that provide the greatest return on investment through increased visitation and spending.
- **Establishment of the Oil and Gas Industry Development Council** - A collaborative industry based approach to assess the long-term vision for the province's oil and gas industry and focus on developing a more sustainable and competitive industry.
- **The Department of Tourism, Culture, Industry and Innovation's (TCII) Business Innovation Agenda** - A long-term action plan to expand the pool and capacity of Newfoundland and Labrador's economic wealth generators – innovation and growth-focused businesses.
- **Workforce Innovation Center (WIC)** - Established to provide a coordinated, central point of access to engage government, career and employment service providers, skills development organizations and stakeholders in the business and community sectors. The WIC's goal is to help research and test new and innovative workforce development models that make direct links to increasing individual employability.

- **Public Engagement Branch** - A unique and innovative Provincial Government entity whose activities include engaging the public in deliberative dialogue about sustainability issues and challenges, supporting collaboration between and among rural stakeholders including governments and facilitating and conducting research that helps inform government policy- and decision-making.
- **Pre-Budget Consultations** - As part of the budget process, the Department of Finance engages with people and organizations throughout Newfoundland and Labrador to help identify government spending priorities, and how to strike a balance between the province's financial situation and the need to deliver programs and services.
- **Premier's Youth Council** - The Premier's Youth Council was created in 2017 as a body of up to 25 young people, aged 16-24, to provide advice to the Premier by bringing a youth perspective to select topics of importance.
- **AESL Strategic Plan** - Provides a framework to strengthen the province's labour supply to take advantage of the many opportunities in a changing economy.
- **Comprehensive Human Resource Plan** - In The Way Forward, Government of Newfoundland and Labrador committed to the development of a Comprehensive Human Resource Plan to support sector diversification and foster a productive and knowledge-intensive economy. The Comprehensive Human Resource Plan grounded in labour market analysis is a key commitment to understand future labour needs and ensure a workforce that is ready to respond to the labour market of the future, including considering the needs of indigenous people, persons with disabilities, youth, older workers, women and newcomers to the province in order to prepare for opportunities. The plan, which is currently under development, has been informed based upon engagement with key stakeholders such as industry, labour, government, and the education sector.
- AESL engages with **Official Language Minority Community Representatives** including Réseau de développement économique et d'employabilité de Terre-Neuve-et-Labrador (RDÉE TNL) and the La Fédération des francophones de Terre-Neuve et du Labrador (FFTNL) around the provision of employment benefits and support measures to Francophone communities. This includes:
 - Providing promotional materials for international trade missions;
 - The Department sponsors and participates in the Bilingual Career Orientation and Entrepreneurship Day hosted by RDÉE TNL bi-annually; and,
 - Collaboration opportunities related to job search and career counselling, including accessibility to materials in French.