

Government of Newfoundland and Labrador

2015-16 Annual Plan

Canada-NL Job Fund Agreement (JFA)

**Canada-NL Labour Market Development
Agreement (LMDA)**

**Canada-NL Labour Market Development
Agreement for Persons with Disabilities
(LMAPD)**

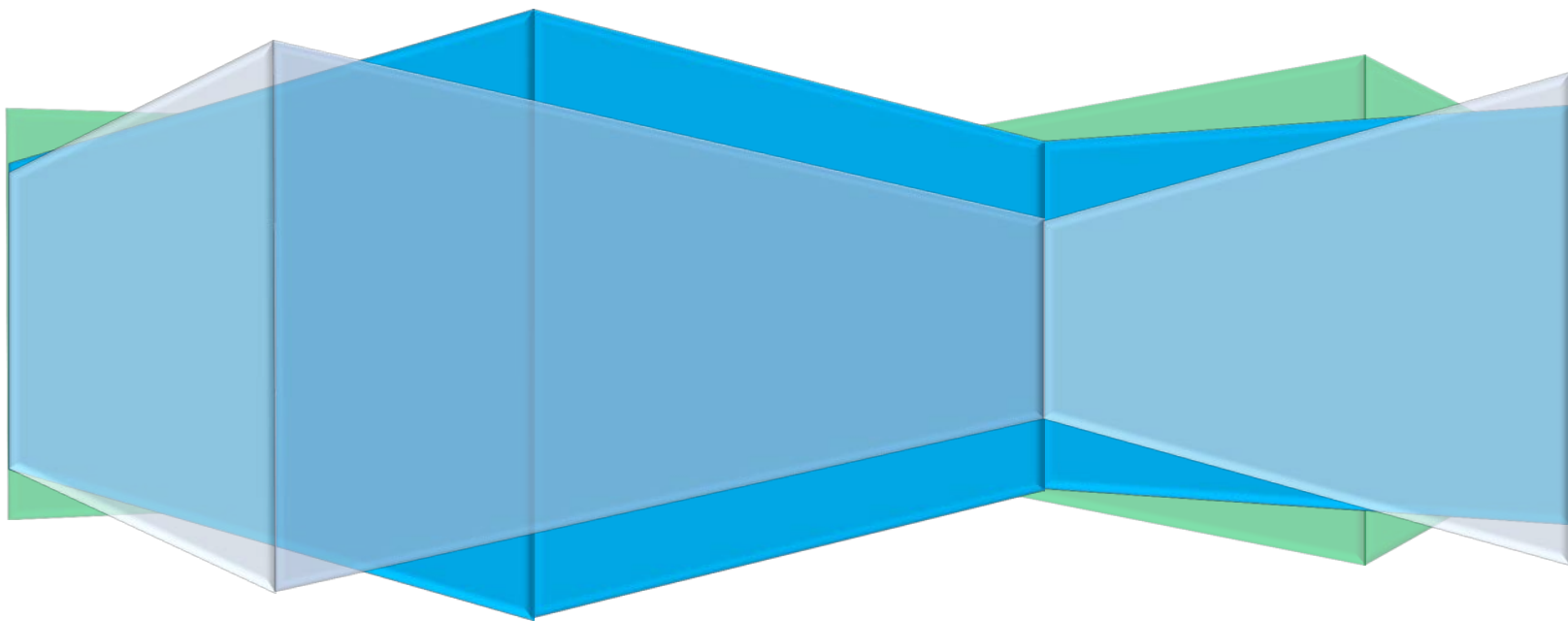


Table of Contents

About the 2015-16 Annual Plan	3
Note on the Annual Plan	3
Glossary of Abbreviations	3
Overview	4
Canada – Newfoundland and Labrador Labour Market Development Agreement (LMDA)	4
Labour Market Development Agreement for Persons with Disabilities (LMAPD).....	4
Canada-Newfoundland and Labrador Job Fund Agreement (JFA).....	5
Provincial Labour Market Landscape	6
Population Challenges.....	6
Untapped Labour Sources.....	7
Tightening Labour Market Conditions	7
Newfoundland and Labrador Labour Market Priorities	8
1. Ensuring programming is flexible and responsive to local labour markets	8
2. Increase participation and labour force attachment among unemployed and low-skilled employed individuals	8
3. Improve employment outcomes of under-represented groups	9
4. Enhance recruitment, retention and development of a skilled workforce to improve competitiveness	10
5. Strengthen human resource development and planning capacity among employers & partners	10
LMDA Investment Plan, Accountabilities and Targets	11
Financial Investment.....	11
LMDA Program Accountabilities and Targets	12
1. Active EI Claimants Accessing NL Employment and Benefit Support Measures	12
2. EI Claimants Returned to Employment.....	12
3. Savings to the EI Account.....	12
Funding Projection.....	13
LMAPD Investment Plan	14
Program Expenditure Summary.....	14
Provincial Financial Summary	19
Canada-Newfoundland and Labrador Job Fund Investment Plan	19
Program Investment Summary	20
Appendix A: Stakeholder Engagement	21

About the 2015-16 Annual Plan

The 2015-16 Annual Plan outlines Newfoundland and Labrador's priority objectives and strategic investments for the Canada-Newfoundland and Labrador Labour Market Development Agreement (LMDA), Canada-Newfoundland and Labrador Labour Market Agreement for Persons with Disabilities (LMAPD), and the Canada-Newfoundland and Labrador Job Fund Agreement (JFA), covering the period April 1, 2015 to March 31, 2016. This annual plan provides information related to Newfoundland and Labrador, including labour market priorities, investments and accountabilities.

The 2015-16 Annual Plan represents the second year that the LMDA, LMAPD and the JFA annual plans have been combined by the Department of Advanced Education and Skills. The creation of a joint plan supports Departmental efforts to integrate labour market policies, programs and services in the province and effectively assess priorities in the face of any labour market changes that are occurring.

Note on the Annual Plan

Information on Newfoundland and Labrador's labour market was collected from several sources, including available federal and provincial information on labour market trends, economy and population statistics. Since fall 2013, the Government of Newfoundland and Labrador has held labour market and workforce development consultations with participation from employers, labour and industry organizations, education and training providers, community groups and other stakeholders. These consultations, along with ongoing communication with stakeholders, and the directions outlined in *Live Here, Work Here, Belong Here: A Population Growth Strategy for Newfoundland and Labrador, 2015-2025*, have informed this Annual Plan.

Glossary of Abbreviations

LMDA – Labour Market Development Agreement

LMAPD – Labour Market Agreement for Persons with Disabilities

JFA – Job Fund Agreement

AES – Department of Advanced Education and Skills

HCS – Department of Health and Community Services

EI – Employment Insurance

Overview

Canada – Newfoundland and Labrador Labour Market Development Agreement (LMDA)

\$127 million to deliver benefits and support measures plus \$8.5 million annually for administrative costs to:

- Assist individuals to prepare for, find and keep employment;
- Assist employers in accessing the workers they need; and
- Ensure that communities and regions throughout Newfoundland and Labrador are well equipped to respond to labour market opportunities and challenges.

Benefits and measures include:

- Financial assistance to individuals for tuition and training material costs;
- Financial support to employers, employer or employee associations, community groups and municipalities in developing and implementing labour market strategies and activities for dealing with labour force adjustments and meeting human resource requirements through the Labour Market Partnerships program;
- Delivery of career counselling, job search and resume writing services; and
- Research innovative ways to help individuals find, return to, or keep employment through Research and Innovation projects.

Labour Market Development Agreement for Persons with Disabilities (LMAPD)

\$4.5 million/year to provide services and deliver supports to:

- Enhance the employability of persons with disabilities;
- Increase the employment of persons with disabilities by addressing employer needs and encouraging employers to remove barriers faced by persons with disabilities; and
- Demonstrate increased and enhanced employability and labour market participation of persons with disabilities.

Supports include:

- Access to employment counselling and assessment;
- Employment planning;
- Pre-employment training;
- Post-secondary education and skills training;
- Technical aids, job trainer supports; and
- Partnership support to community agencies to deliver employment support services that assist individuals to access job opportunities and training.

Canada-Newfoundland and Labrador Job Fund Agreement (JFA)

\$7.4 million/year to deliver programs and supports to:

- Encourage greater employer involvement in training to ensure that skills are aligned to job opportunities, particularly in sectors facing skills mismatches and shortages;
- Ensure Newfoundland and Labrador's labour market programs meet the needs of employers, including small and medium-sized businesses; and
- Ensure programs help Newfoundland and Labradorians to develop the skills necessary to quickly find and maintain employment.

Programs and supports include:

- Financial assistance for employer-sponsored training programs such as the *Canada-Newfoundland and Labrador Job Grant*, *Workplace Skills Enhancement Program*, *Sector Skills Program*; and
- Financial support for employment services and supports for vulnerable individuals such as those who are unemployed, employed with low skills, in receipt of income support or under-represented in the labour market, including immigrants, Aboriginal people, youth, women and persons with disabilities.

Provincial Labour Market Landscape

The employment picture for Newfoundland and Labrador holds considerable opportunities for residents. While the annual unemployment rate in 2014 was 11.9 per cent, it has been decreasing in recent years. The unemployment rate has decreased from 16.5 per cent in 2003. The available supply of labour is decreasing, as is the number of unemployed people in the province. Creative solutions will be required to supply businesses and other organizations with the skills they need. In Newfoundland and Labrador, provincial labour force projections show fewer people will be available to work, and a mismatch is projected between where people live and where jobs are located. Employment opportunities are a key consideration for people when deciding where to live, work, and whether to stay in the province. While major project developments have been a significant contributor to the province's labour market growth, focusing on understanding and assisting local employers operating in the core, non-project based economy in finding their labour will help improve future economic growth.

Population Challenges

Newfoundland and Labrador is facing significant demographic challenges due to historic youth out-migration, an aging population and a decline in fertility rates. Most Canadian provinces and territories are facing similar challenges of slowing population growth. In terms of individuals aged 15 to 34 years, the province has generally experienced a net loss of people. While the youth age group tends to experience some of the most significant migration losses, the size of the losses has been trending down since the late 1990s. In fact, over the last seven years, the overall youth net migration is estimated to have resulted in a gain of about 1,500, the best performance since at least the 1970s. With a declining working age population, Newfoundland and Labrador needs to build on the positive youth net migration numbers in recent years in order to meet future labour demand.

With a median age of 44.6 in 2014, which is the highest in the country, Newfoundland and Labrador has one of the most rapidly aging populations in Canada. As a result, the provincial working-age population (15 to 64 years old) is projected to decline by 15.6 per cent between 2014 and 2035. By 2020, when compared to 2014, it is expected that people 65 years of age and older will represent 26 per cent of all working-age people (those 15 years and older). In comparison, 15 to 24 year-olds will represent just 11 per cent of the working-age population in 2020. This projection indicates there will be more people over 65 years of age exiting, and fewer working-age people entering the labour force. Students exiting the K-12 education system, although shrinking in number, will continue to be the primary source of new labour supply in this province over the next decade. As a result, it is important that people have access to good information on the occupations in demand throughout the province. Supporting and assisting local business and employers, in collaboration with industry groups and employer associations to find the labour they require, will be important for economic growth.

Fertility rates are a product of complex economic, social and cultural factors that change slowly over time. In order for births and deaths to balance over the long-run, Newfoundland and Labrador would require a replacement fertility rate of 2.1 children for each woman of child-bearing age. In 2011, the fertility rate in Newfoundland and Labrador, or the average number of children born to a woman over a lifetime was 1.45 children, which was second lowest in Canada, after British Columbia at 1.42.

Untapped Labour Sources

According to 2014 Labour Force Survey annual data, labour market participation rates (the number of people employed, or unemployed and looking for work) for certain groups in the province are lower than others, which creates an untapped labour pool.

In 2014, the unemployment rate for older workers (55 years and over) was 14.8 per cent and for individuals aged 15 to 24 was 16.3 per cent, as compared to the overall unemployment rate of 11.9 in 2014. Further, 61 per cent of the population over the age of 15 in this province participates in the labour force. However, the 2014 participation rate remained lower for women (56.9 per cent) and for individuals 55 year of age or older (32.5 per cent) than the participation rate of the overall participation. In contrast to the provincial rate, the 2012 Canadian Survey on Disability showed a higher unemployment rate for persons with disabilities (14.6 per cent), and the 2011 National Household Survey showed a high rate of unemployment for Aboriginal people (21.6 per cent).

Tightening Labour Market Conditions

Significant job openings are anticipated over the next decade due to an increasing number of retiring workers. It is estimated that for every 100 new entrants there are about 125 people exiting. This gap will continue to widen. New entrants are projected to average about 5,000 per year, and total over 55,000 between 2015 and 2025. At the same time, the labour market is expected to lose almost 7,000 people per year, or about 76,000 people, through attrition over the same period. As a result, migration and other labour supply responses such as higher participation rates will be required to balance demand and supply. For some occupations, employers may be challenged to find required labour locally.

Almost 64,000 job openings are anticipated between 2015 and 2025 in Newfoundland and Labrador. Almost 80 per cent of all job openings in this period will be among the occupational categories of sales and services, business, finance and administration; management; health; and occupations unique to primary industry. Between 2015 and 2025, approximately 57 per cent of job openings will be in occupations that are in management or require some form of post-secondary education. There will also be considerable openings in jobs requiring secondary school and on-the-job training.

Over the next decade, employment in the province is anticipated to fluctuate based on major project employment cycles. Between 2015 and 2018, employment will reflect the winding down of the development phases of large projects like Hebron and Muskrat Falls. Over the 2019 to 2025 period, the number of workers is expected to increase, reflecting higher activity levels around production from other major projects including Vale's Voisey's Bay underground mining development and Statoil's Bay de Nord discovery, as well as expanding employment in the service sector to meet demands generated by an aging population. Replacement of retiring workers will be a priority over the next ten years and a main source of opportunities for job seekers in the Newfoundland and Labrador job market.

Newfoundland and Labrador Labour Market Priorities

Changes in the economy, technology and demographics will be the main driving forces shaping labour market conditions into the future. In order to ensure that the skills required to meet upcoming demands are met, the Government of Newfoundland and Labrador continues to implement measures which help position the province and its workforce to capitalize on emerging opportunities. Provincial investment priorities for fiscal year 2015-16 include:

1. Ensuring programming is flexible and responsive to local labour markets;
2. Increasing participation and labour force attachment among unemployed and low-skilled employed individuals;
3. Improving employment outcomes of persons with disabilities;
4. Enhancing recruitment, retention and development of a skilled workforce to improve competitiveness; and
5. Strengthening human resource development and planning capacity among partners.

1. Ensuring programming is flexible and responsive to local labour markets

Why is it important?

Increasing access to a comprehensive and integrated suite of labour market and training programs is key to ensuring evolving labour market needs are met in a consistent and effective manner. The Provincial Government works with regional and local stakeholders to support, inform, and strengthen labour market development planning to ensure programming is flexible and responsive.

The Department of Advanced Education and Skills has 27 Employment Centers throughout the province which provide a single service entry point for individuals and employers to access employment and training services and supports.

Provincial Response:

- Development of measures to identify better ways of helping individuals prepare for, return to, or keep employment and be productive participants in the labour force, including:
 - Prioritizing the enhancement of supports and services to people in receipt of Income Support, members of under-represented groups, and/or individuals with low literacy levels;
 - Introducing alternative and flexible approaches to improve apprentice access to block training without a requirement to exit the labour market for the period of time they are in training to better support employer and individual needs and reduce an apprentice's time away from their job; and
 - Increasing the timeliness and accessibility of labour market information so individuals can make informed career pathway decisions, educational and training institutions can align course offerings with labour demand, and employers have the information required to plan and execute their workforce plans.

2. Increase participation and labour force attachment among unemployed and low-skilled employed individuals

Why is it important?

The emergence of the knowledge economy, wherein employment continues to require higher levels of specialized skills and training, presents both challenges and opportunities with respect to ensuring that

workers in the province possess the skills to meet evolving labour market demands. While education and skills levels continue to improve in Newfoundland and Labrador, there are opportunities to enhance the skills of some segments of the population. Educational institutions continue to deliver effective skills training, including exploring opportunities to work with employers toward implementing school-to-work initiatives which provide graduates with beneficial work experience.

Provincial Response:

- Delivering relevant skills training, in partnership with educational institutions, through Newfoundland and Labrador's Skills Development benefit to eligible individuals to help them obtain the skills training they need to find employment. EI-eligible clients can obtain the skills necessary for employment. Under this benefit, EI-eligible clients will be expected to share the cost of training where appropriate. This benefit will include the costs ordinarily paid by Newfoundland and Labrador over and above the amounts recovered through tuition fees, and with respect to each EI-eligible client receiving financial assistance under Newfoundland and Labrador's Skills Development and attending a publicly funded training institution.
- Providing financial support, in partnership with employers and/or community organizations, through Newfoundland and Labrador Job Creation Partnerships projects to help unemployed EI-eligible clients gain meaningful work experience to increase their attachment to the labour market.
- Expanding access to employment development programming through Newfoundland and Labrador's Skills Development, Employment Assistance Services, and Wage Subsidy programs to provide eligible unemployed individuals with a range of supports and services to assist them in preparing for, finding and maintaining employment.
- Providing responsive training and work experience opportunities through Newfoundland and Labrador's Skills Development program to address growing labour demands in certain sectors.

3. Improve employment outcomes of under-represented groups

Why is it important?

Increasing participation of persons with disabilities will remain a priority for Newfoundland and Labrador in the coming years. Increased incentives and workplace supports for hiring individuals with disabilities will be required in order to encourage employers to hire individuals with disabilities. Active programs in employment counseling and assessment, employment planning, pre-employment training, skills training, technical aids and other supports will assist individuals obtain access to job opportunities and training.

Provincial Response:

- The Training Services Program provides supports and services to eligible individuals with disabilities who wish to pursue post-secondary training or employment as part of a collaboratively developed employment plan. Benefits and services available include:
 - The provision of financial living allowances during the period of training;
 - Transportation costs to attend a post-secondary institution, tuition and student fees, text books; and
 - Disability-related supports such as interpreters and/or tutors.
- The Job Trainers Program works in partnership with community groups to develop employment for people who have a developmental disability. Community groups, through an employment coordinator, work to develop jobs for eligible participants.

- The Supported Employment Program provides the necessary support to allow individuals to participate in meaningful, integrated employment in the community. Funding is available to provide the support necessary to allow the individual to experience success in the workplace. Supports available range from orientation and work analysis to full-time support from a job trainer to ensure that a job's required duties are completed to the satisfaction of the employer.
- The Canada-Newfoundland and Labrador Job Fund provides a financial contribution to employers for employer-sponsored training for existing and new employees. Training costs are shared between Government and the employer. The goal of the program is to increase labour force participation, to help develop the skills necessary to find and keep meaningful and long term employment, and to encourage employer involvement in training to ensure that skills are aligned to job opportunities.

4. Enhance recruitment, retention and development of a skilled workforce to improve competitiveness

Why is it important?

Workers are in demand around the globe, and employers in Newfoundland and Labrador must possess the tools to retain and attract the individuals they need to succeed, and to continue to stem the tide of out-migrating workers and their families. Traditionally, many of the labour market and training supports provided by government have focused on helping residents find jobs when they were unemployed. Working with employers to deliver workplace-based training is critical to help employees maintain their labour market attachment, to help employers effectively train and up-skill their employees, and to improve labour productivity.

Provincial Response:

- The Canada-Newfoundland and Labrador Job Grant will provide employer-based training for current or pending employees, which may lead to improved employment opportunities. Increased opportunities to access training for employees will be provided to small and medium-sized enterprises by working with industry associations to deliver industry recognized training.
- JobsNL (Newfoundland and Labrador Wage Subsidies) will provide employers with funding to encourage them to hire EI-eligible clients they would not normally hire without a subsidy. Newfoundland and Labrador may also provide related employment supports to eligible individuals, including tools, equipment and short-term training.

5. Strengthen human resource development and planning capacity among employers and partners

Why is it important?

Given the majority of employers in Newfoundland and Labrador are small and medium-sized enterprises, many employers in the province do not have a capacity to develop robust human resource practices. This can leave them challenged to find and keep the workers they need to succeed in their everyday operations, and may make business expansion more difficult. Strategic labour market partnerships can assist in developing and implementing labour market strategies and activities to deal with labour force adjustments and meet human resource requirements.

Provincial Response:

- Newfoundland and Labrador's Labour Market Partnerships provides funding to organizations to encourage, support and facilitate labour force adjustments and human resource planning activities

which are in the public interest. The program provides funding to encourage and support employers, employee/employer associations and communities in developing and implementing strategies for labour force adjustments and human resource requirements. Labour Market Partnerships may be used to provide assistance for employed persons facing loss of employment.

- Newfoundland and Labrador's Self-Employment Assistance will assist EI-eligible clients in establishing their own businesses and becoming self-employed by providing self-employment services, such as entrepreneurship training, customized coaching, and ongoing advice and client supports.

LMDA Investment Plan, Accountabilities and Targets

The Department of Advanced Education and Skills is responsible for administering the Labour Market Development Agreement (LMDA). In 2015-16, Newfoundland and Labrador's LMDA allocation is \$126,780,000.

Expenditures and program accountabilities for 2014-15 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 2014-15* in 2016.

Financial Investment

Planned and historical expenditure trends are outlined below.

Benefits and Measures	Planned Investment and Expenditure (Millions)							
	2012-2013 Expenditure		2013-2014 Expenditure		2014-2015 Expenditure		2015-2016 Planned	
Skills Development	\$87.7M	68.9%	\$90.1M	77.8%	\$94.8M	77.3%	\$98.2M	77.4%
Labour Market Partnerships	\$6.0M	4.7%	\$3.0M	2.6%	\$1.3M	1.1%	\$1.5M	1.9%
Wage Subsidies	\$4.6M	3.6%	\$7.4M	6.4%	\$7.9M	6.4%	\$ 8.6M	6.8%
Self-Employment Assistance	\$4.4M	3.4%	\$4.8M	4.1%	\$5.4M	4.4 %	\$5.3M	4.2%
Job Creation Partnerships	\$7.7M	6.0%	\$5.9M	5.1%	\$8.2M	6.7%	\$8.0M	6.3%
Employment Assistance Services	\$16.9M	13.3%	\$4.6M	3.9%	\$5.0M	4.0%	\$5.2M	4.1%
Research and Innovation	\$0	0%	\$0.0M	0%	\$0M	0%	\$0	0.0%
Total	\$127.3M		\$115.8M		\$122.6M		\$126.8M	

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 funds available for the Newfoundland and Labrador Benefits and Measures. Historical and proposed targets are reported below for three results indicators:

1. Active EI Claimants Accessing NL Employment and Benefit Support Measures

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

	Active EI Claimants Accessing NL EBSMs			
	2012-2013	2013-2014	2014-2015	2015-2016 Proposed
Targets	9,700	9,600	9,500	9,400
Actuals	9,124	8,831	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			
	2012-2013	2013-2014	2014-2015	2015-2016 Proposed
Targets	5,800	5,800	5,600	5,600
Actuals	6,114	5,918	TBD	

3. Savings to the EI Account

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

	Savings to the EI Account			
	2012-2013	2013-2014	2014-2015	2015-2016 Proposed
Targets	\$24.5M	\$24.5M	\$24.0M	\$24.0M
Actuals	\$30.4M	\$25.7M	\$25.3M	

Funding Projection

The Government of Canada's annual allocations for contributions towards the costs of the NL Benefits and Measures and the two-year projection have been as follows:

	Annual LMDA Allocations			
	2012-2013	2013-2014	2014-2015	2015-2016
Allocation	\$130,405,000	\$129,218,000	\$127,992,000	\$126,780,000

The Federal Government makes advance payments of its annual contribution towards the cost of NL Benefits and Measures, as per section 16 of the LMDA. These advances are made on a monthly basis and are based upon a forecast of cash flow requirements furnished by Newfoundland and Labrador.

LMAPD Investment Plan

The Department of Advanced Education and Skills is responsible for administering the LMAPD. In 2015-16, Newfoundland and Labrador's federal LMAPD allocation is \$4,578,368, from total LMAPD programs and services projected expenditures of \$17,730,029.

Program Expenditure Summary

Labour Market Agreement for Persons with Disabilities Annual Plan 2015-2016				
Departmental Program Expenditure Summary: Department of Advanced Education and Skills				
Provincial Department And Agency Program Services	Area of Priority	Target Population and Estimates	Program Description	Shareable Cost Estimate 2015-16
Employment Corporations (Job Trainers)	Employment Participation; Employment Opportunities; Connecting Employers with Persons with Disabilities.	Persons with developmental disabilities. Inclusive of youth. 500 to be served.	Community groups, through an employment coordinator, work to develop employment opportunities for eligible participants. The Supported Employment program provides support to allow individuals to participate in meaningful, integrated employment in the community.	\$6,840,200
Training Services	Education and Training; Building on the existing knowledge base.	Persons with disabilities. Inclusive of youth. 200 to be served.	The Training Services Program provides supports and services to eligible individuals with disabilities who wish to pursue post-secondary training or employment as part of a collaboratively-developed employment plan.	\$1,984,100
Post-Secondary Programs (General Vocational)	Education and Training	Persons with disabilities who wish to pursue post-secondary training. Inclusive of youth. A minimum of 655 to be served.	In cooperation with the College of the North Atlantic, dedicated staff at selected campus locations assist persons with disabilities through the process of acquiring a post-secondary education.	\$1,487,840
Strategic Initiatives	Education and Training; Employment Participation;	Persons with disabilities who wish to pursue post-secondary	Funding for strategic initiatives to increase labour market participation and reduce barriers to employment for persons with	\$1,343,744

Labour Market Agreement for Persons with Disabilities Annual Plan 2015-2016				
Departmental Program Expenditure Summary: Department of Advanced Education and Skills				
Provincial Department And Agency Program Services	Area of Priority	Target Population and Estimates	Program Description	Shareable Cost Estimate 2015-16
	Employment Opportunities; Connecting Employers and Persons with Disabilities; Building on the existing knowledge base	training or employment. Inclusive of Youth. 306 to be served.	disabilities. Initiatives include: the provision of disability related supports to adults who wish to participate in or maintain employment; a wage subsidy program to promote employment attachment; internships to promote the use of technology in employment; grants to community partners and public awareness.	
Work Oriented Rehabilitation Centres (WORC)	Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities.	Persons with developmental disabilities. 100 to be served.	Two (2) Work Oriented Rehabilitation Centres (WORC) provide job placement services and employment training for adults with developmental disabilities.	\$504,637
Department of Advanced Education and Skills Administrative Services	Education and Training; Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities; Building on the existing knowledge base	Persons with disabilities wishing to pursue post-secondary training or employment.	Funding for the salary and associated costs to deliver the programs and services of the Canada-Newfoundland and Labrador Labour Market Agreement for Persons with Disabilities.	\$244,800

Labour Market Agreement for Persons with Disabilities Annual Plan 2015-2016				
Departmental Program Expenditure Summary: Department of Advanced Education and Skills				
Provincial Department And Agency Program Services	Area of Priority	Target Population and Estimates	Program Description	Shareable Cost Estimate 2015-16
Spinal Cord Injury NL Association (formerly Canadian Paraplegic Association)	Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities	Persons with disabilities who wish to pursue post-secondary training or employment. Inclusive of youth. 100 to be served.	This initiative provides educational and employment counseling, assessment and placement services for eligible persons with disabilities in three (3) locations throughout the province. Individuals are assisted to find and obtain employment placements or access to educational placements that enhance employability.	\$243,576
Independent Living Resource Centre – Full Steam Ahead (FSA)	Education and Training; Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities; Building on the existing knowledge base	Persons with Disabilities who wish to pursue employment. Inclusive of youth. 100 to be served.	The FSA Project provides opportunities for people with disabilities to prepare for, attain and maintain employment. The project provides information and learning opportunities about the labour force, pre-employment skills development, employment resources, disability-related accommodation, rights in the workplace, self-employment and access to generic employment related programs.	\$53,227
Newfoundland Coordinating Council on Deafness (NCCD)	Education and Training.	Persons with disabilities. Inclusive of youth. 40 to be served.	Funding is provided to NCCD for the provision of educational support services for post-secondary students who are hard of hearing or deaf.	\$44,100
Total for the Department of Advanced Education and Skills (federal and provincial contributions)				\$12,746,224

Labour Market Agreement for Persons with Disabilities Annual Plan 2015-2016				
Departmental Program Expenditure Summary: Department of Health and Community Services				
Provincial Department And Agency Program Services	Area of Priority	Target Population and Estimates	Program Description	Shareable Cost Estimate 2015-16
Department of Health and Community Services - Addictions Programs	Education and Training; Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities; Building on the existing knowledge base	The client groups served are persons seeking services because of an addiction. Inclusive of youth. Anticipated 1,300 individuals to be served.	The program of addictions services, funded in part by this agreement. The services funding provides a range of programs that directly encourage, support and enhance the employment experience of persons grappling with addictions.	\$252,405
Grants to Agencies - the program of grants to agencies provides funding to agencies and focuses on employment support for persons with disabilities. This program provides a range of services that directly supports the employment experiences of persons with disabilities. The agencies that are funded are: (1) The Canadian National Institute for the Blind; (2) Canadian Paraplegic Association; (3) Interpreting Services of Newfoundland and Labrador.				
Canadian National Institute for the Blind	Education and Training; Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities; Building on the existing knowledge base	Persons with disabilities who are intending to prepare for, seek and maintain employment or training. Inclusive of youth. 150 individuals to be served.	The services prepare clients for employment, assist with job retention and support clients enrolled in training programs. The CNIB provides individualized instruction to ensure clients have the mobility required to travel to work, rehabilitation training, the skills required to access print and braille materials, and many other blindness specific services necessary for success in the workplace and/or training programs.	\$344,900

Labour Market Agreement for Persons with Disabilities Annual Plan 2015-2016				
Departmental Program Expenditure Summary: Department of Health and Community Services				
Provincial Department And Agency Program Services	Area of Priority	Target Population and Estimates	Program Description	Shareable Cost Estimate 2015-16
Spinal Cord Injury Association (Formerly Canadian Paraplegic Association)	Education and Training; Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities; Building on the existing knowledge base	Persons with disabilities who are intending to prepare for, seek and maintain employment or training. Inclusive of youth. 40 individuals to be served.	The Canadian Paraplegic Association programs work within the following areas and include: personal counseling; mobility equipment; accessible housing; educational and vocational counseling; employment referrals, placement and counseling; transportation; advocacy and public awareness; financial management and injury prevention.	\$100,000
Interpreting Services of Newfoundland and Labrador	Education and Training; Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities	Persons with disabilities who are intending to prepare for, seek and maintain employment or training. Inclusive of youth. 40 individuals to be served.	Visual Language Interpretation is a mechanism to facilitate communication between deaf or hard of hearing persons and the hearing population of the province.	\$212,000
Total for the Department of Health and Community Services				\$909,305

Labour Market Agreement for Persons with Disabilities Annual Plan 2015-2016				
Departmental Program Expenditure Summary: Human Resources Secretariat				
Office of Employment Equity for Persons with Disabilities	Employment Participation; Employment Opportunities; Connecting Employers and Persons with Disabilities; Building on the existing knowledge base.	Persons with disabilities who are employment disadvantaged. Inclusive of youth. 100 to be served through Career counselling and 685 to be served through support services.	The Office of Employment Equity for Persons with Disabilities has a mandate to increase the number of persons with disabilities employed in the Public Service. To achieve this, the Office operates the Opening Doors (OD) Program, a Student Summer Employment (SSEP) Initiative, and career support services.	\$4,074,500
Total for Human Resources Secretariat				\$4,074,500

Provincial Financial Summary

Labour Market Agreement for Persons with Disabilities Annual Plan 2015-2016: Departmental Program Expenditure Summary	
Department/Agency	Shareable Cost Estimate 2015-2016
Department of Advanced Education and Skills	\$12,746,224
Department of Health and Community Services	\$909,305
Human Resource Secretariat	\$4,074,500
Overall Total	\$17,730,029
Provincial eligible expenditures cost-shared	\$4,578,368
Provincial expenditures exceeding cost-sharing limit	\$13,151,661

Canada-Newfoundland and Labrador Job Fund Investment Plan

In 2015-16, the priorities for investments under the Canada-Newfoundland and Labrador Job Fund are to:

1. Encourage greater employer involvement in training to ensure that skills are aligned to job opportunities, particularly in sectors facing skills mismatches and shortages;
2. Ensure Newfoundland and Labrador's labour market programs meet the needs of employers, including small and medium-sized businesses;
3. Ensure programs help Newfoundland and Labrador residents to develop the skills necessary to quickly find and maintain employment; and,
4. Demonstrate to Newfoundlanders and Labradorians that funding is achieving the best possible results and ensure processes are in place to support improvements where this is not the case.

Program Investment Summary

The investment plans for programs to meet the objectives for the Canada-Newfoundland and Labrador Job Fund are outlined below.

Targeted Programs by Objective	Annual Total
Canada-NL Job Grant	
<ul style="list-style-type: none"> Provide employer based training for current or pending employees which leads to an available or better job and/or improved employment opportunities 	\$2,200,000
Targeted Supports for Apprentices	
<ul style="list-style-type: none"> Support individuals in skilled trades occupations acquire training and occupational certification to continue employment or qualify as a certified journey person 	\$2,800,000
Employment Development Supports and Services	
<ul style="list-style-type: none"> Expand access to employment development programming to provide eligible unemployed individuals with a range of supports and services to assist them prepare for, find and maintain employment 	\$1,400,000
Sectoral Initiatives for Disadvantaged Groups	
<ul style="list-style-type: none"> Training and work experience program for individuals who are helping to meet Newfoundland and Labrador's growing labour demand in such sectors as: retail sales, food services and building maintenance Online program allowing youth to complete a variety of workplace safety courses to improve their employability and employment preparedness Support employed low-skilled individuals to access training and certification necessary to maintain or advance their employment 	\$323,169
CA-NL Job Fund Accountability Framework and Program Review	
<ul style="list-style-type: none"> Implementation including program monitoring, evaluation, and reporting 	\$615,000
TOTAL 2015-16 CA-NL Job Fund Investment	\$7,338,169

Appendix A: Stakeholder Engagement

The Government of Newfoundland and Labrador regularly consults with a broad array of industry, employer, community, special interest, the general public and client groups to inform policy and budget priorities, and to ensure programs and services are effective and relevant.

Examples of consultation activities include:

- **Population Growth Strategy Consultation and Workforce Development Roundtables:** Stakeholders including industry, industry associations, employers, labour, municipalities, community organizations and the general public throughout the province participated in discussions concerning workforce development, immigration, labour market and other aspects of general population growth.
- **St. John's Board of Trade Labour Market Committee:** This forum of business and government identify and respond to labour market issues, challenges and opportunities. The Labour Market Committee is an active participant in ongoing LMDA, JFA and labour market policy discussions.
- **Inter-departmental consultation:** Partner departments are engaged in ongoing consultation and dialogue on the LMDA, JFA, priorities, activities and investments such as the Canada – Newfoundland and Labrador Job Grant consultations, Economic Action Plan Employment Insurance Panel Study, bilateral meetings with key industry associations, engagement with Rural Secretariat Councils. In addition, partner departments participate in and share information on labour market research initiatives ongoing in their departments.

The 2015-16 annual plan development also benefited from ongoing strategic planning and information sharing with key partners as part of regular program and policy development, including:

- Employers
- Community groups
- Regional development agencies
- Labour organizations
- Business and industry associations
- Educational institutions
- Student groups
- Municipalities
- Federal government departments
- Other provincial departments

Findings from other provincial government consultations, entities and initiatives that influenced the priorities incorporated in this Annual Plan include, but are not limited to:

- Provincial Strategy for the Inclusion of Persons with Disabilities in Newfoundland and Labrador
- Provincial Poverty Reduction Strategy
- Immigration Strategy
- Healthy Aging Framework
- Regional Diversification Strategy
- Northern Strategic Plan