



**Canada - Newfoundland and Labrador
Labour Market Development Agreement**

Annual Performance Report 2024-25

Table of Contents

- Introduction 3**
- LMDA-Funded Programs and Services..... 3**
- 2024-25 Annual Plan 4**
- 2024-25 Highlights 4**
 - Pilot Initiative: Modernization of Service Delivery Model 4
 - Client Summary Individuals Served 4
 - Employers Served 5
- Overall Program Investments, Activities, and Outcomes 7**
- Employment Benefits and Support Measures in Action 17**
 - Labour Market Partnerships 17
 - Labour Market Integration for Newcomers 33
 - Research and Innovation 42
- Annex A : Independent Audit of the LMDA 46**

Introduction

The Department of Immigration, Population Growth and Skills (IPGS), on behalf of the Government of Newfoundland and Labrador, is pleased to present the **Canada – Newfoundland and Labrador Labour Market Development Agreement (LMDA) 2024-25** Annual Performance Report. As of October 29, 2025, the department has been renamed the Department of Jobs, Growth and Rural Development.

In 2024-25, the Government of Newfoundland and Labrador delivered flexible, responsive, and innovative programs and services under its Labour Market Transfer Agreements (LMDA and **Workforce Development Agreement, WDA**). These initiatives prepared residents to meet labour market demands; supported displaced workers affected by labour force adjustments and business closures; and addressed emerging challenges and opportunities. Through effective employment and training programs and services, the province continues to mitigate the impacts of economic downturns and achieve positive outcomes for individuals, employers, and communities throughout Newfoundland and Labrador.

The LMDA reflects the common vision of Canada and Newfoundland and Labrador to create a strong, resilient, and adaptable workforce equipped with the skills needed to succeed in the province's economy.

This report provides an overview of the individuals, employers, and organizations that participated in LMDA-funded employment and training programs during 2024-25. It includes program descriptions, investment details, activities, and outcomes, as well as updates on interest holder engagement, research and innovation, and employer-based training. Audited financial statements for 2024-25 are included in accordance with reporting requirements.

LMDA-Funded Programs and Services

The LMDA supports a range of programs and services that consistently generate positive outcomes for individuals, employers, and communities in Newfoundland and Labrador. Investments made through the LMDA enable the province to capitalize on economic and advanced educational opportunities, driving job creation and workforce growth. Participation in employment and skills training programs enables individuals to develop skills to obtain and maintain employment.

Programs delivered in 2024-25 include:

- Employment Assistance Services
- Job Creation Partnerships
- Labour Market Partnerships
- Research and Innovation
- Self-Employment Assistance
- Skills Development
- Wage Subsidies

These programs strengthen the province's labour market by:

- Building a skilled workforce and supporting highly educated graduates.
- Enhancing workforce capacity through education, training, financial, and social supports.
- Preparing workers to meet current and future labour market demands.

- Assisting employers with recruitment and retention strategies to grow their businesses.
- Helping residents maximize employment opportunities.
- Improving client case management.
- Supporting policy development for employment and training programs.

2024-25 Annual Plan

Newfoundland and Labrador's [2024-25 LMDA Annual Plan](#) outlined priorities and projected expenditures for the upcoming fiscal year.

Aligned with the LMDA, key objectives for the year included:

- **Fostering inclusive labour market participation** by helping individuals access labour market opportunities and supporting the successful integration of individuals facing obstacles to finding and maintaining employment.
- **Aligning skills with labour market needs** to help workers and employers access the skills required to adapt to evolving job requirements, while encouraging employer involvement in training and continuous learning for workers.
- **Creating efficient labour markets** by supporting strong and responsive labour market infrastructure that enables timely and effective labour market programming.

2024-25 Highlights

Pilot Initiative: Modernization of Service Delivery Model

In 2024–25, the Government of Newfoundland and Labrador piloted a digital Request for Service form across its 19 Employment Centres, aimed at improving access to employment and training supports. This mobile-friendly, web-based tool allows clients to submit a request for service anytime, from anywhere, eliminating the need to visit an employment center in-person and thereby, reducing barriers for those in rural or remote communities. Its responsive design ensures compatibility with smartphones and tablets, making it particularly helpful for clients with limited transportation or mobility challenges.

Operationally, the digital form streamlines intake by enabling real-time submission and automated routing to staff, accelerating response times. Built-in validation features ensure complete and accurate data entry, reducing delays and administrative burden. The system is securely integrated with government infrastructure, ensuring privacy compliance and enabling the collection of real-time analytics. These insights help to adjust programming and outreach based on emerging client needs.

This pilot reflects the province's commitment to modernizing service delivery through digital transformation. Early results indicate improved efficiency, accessibility, and client satisfaction, with plans to expand the initiative beyond 2024-25.

Client Summary Individuals Served

In 2024-25, **7,004 individuals** received support through LMDA-funded programs and services delivered by the province and its community partners.

Of the individuals supported, **16,747 Employment Assistance Services** were provided through LMDA investments.

Note: Individual-level program data and outcomes have been securely reported to the Federal Government (Employment and Social Development Canada) and are not included in this report. Third-party agencies provided monthly files containing data captured in the Accountability Resource Management System (ARMS). These files are uploaded securely each month in accordance with reporting requirements.

Employers Served

In 2024-25, **273 unique employers** received support through LMDA-funded programs and services delivered by the province.

Note: Employers participating in wage subsidies are not included in this aggregate information as the primary purpose of the program is for individual employment.

Table 1: Employer by Type of Organization

Program	Non- Profit	Private	Public	Total
Job Creation Partnerships (JCP)	132	2	39	173
Labour Market Integration for Newcomers (Project) (LMIN)	17	-	3	20
Labour Market Partnerships (LMP)	47	6	5	58
Research and Innovation (R&I)	3	-	2	5
Self-Employment Assistance (SEA)	17	-	-	17
Total	216	8	49	273

Table 2: Employer by Size of Business

Program	Large	Medium	Small	Total
JCP	-	-	173	173
LMIN	2	2	16	20
LMP	2	3	53	58
R&I	3	-	2	5
SEA	-	-	17	17
Total	7	5	261	273

Table 3: Employers by North American Industry Classification System (NAICS)

NAICS	JCP	LMIN	LMP	R&I	SEA	Total
Aboriginal public administration 914	1	-	-	-	-	1
Crop production 111	-	-	1	-	-	1
Apparel Manufacturing 315	-	-	1	-	-	1
Accommodation services 721	1	-	-	-	-	1
Administrative and support services 561	1	-	7	-	-	8
Ambulatory health care services 621	1	-	1	-	-	2

NAICS	JCP	LMIN	LMP	R&I	SEA	Total
Amusement, gambling, and recreation industries 713	13	1	-	-	-	14
Broadcasting 515	-	-	1	-	-	1
Construction of buildings 236	1	-	1	1	-	3
Educational services 611	1	4	6	2	-	13
Federal government public administration 911	3	-	-	-	-	3
Food and beverage stores 445	1	-	-	-	-	1
Food services and drinking places 722	4	-	1	-	-	5
Heritage institutions 712	20	1	1	-	-	22
Legal services 541	-	1	2	-	-	3
Local, municipal, and regional public administration 913	-	1	2	-	-	3
Management of companies and enterprises 551	-	-	-	1	-	1
Other manufactured products industries 339	-	-	1	-	-	1
Oil and gas extraction 211	-	-	1	-	-	1
Other local, municipal, and regional public administration 913	63	-	3	-	-	66
Paper manufacturing 322	-	-	1	-	-	1
Performing arts, spectator sports and related industries 711	11	1	4	-	-	16
Professional, scientific, and technical services 541	5	1	2	-	6	14
Provincial and territorial public administration 912	-	-	1	-	10	11
Publishing Industries 511	2	-	2	-	-	4
Religious, grant-making, civic, and professional and similar organizations 813	39	8	13	1	1	62
Social assistance 624	1	2	-	-	-	3
Support activities for agriculture and forestry 115	-	-	3	-	-	3
Support activities for mining, and oil and gas extraction 213	-	-	1	-	-	1
Specialty Trade Contractors 238	1	-	2	-	-	3
Scenic Sightseeing and transportation 487	1	-	-	-	-	1
Executive, Legislative and other General government support 921	1	-	-	-	-	1
Other information services 519	1	-	-	-	-	1
Waste management and remediation services 562	1	-	-	-	-	1
Total	173	20	58	5	17	273

Overall Program Investments, Activities, and Outcomes

Table 4 outlines Newfoundland and Labrador’s 2024-25 LMDA funding allocation.

Table 4: 2024-25 LMDA Funding Allocation

Program Base Funding	\$123,544,634
Administrative Funding	\$8,937,456
Total	\$132,482,090

Table 5 provides a description of LMDA-funded programs, associated investments, and measured outcomes.

LMDA funding enabled the province to design and deliver targeted programs and services that strengthen labour market attachment for a diverse range of clients, including Employment Insurance (EI)-eligible individuals, unemployed workers, and persons with disabilities. These investments enhanced skill development, provided work experience, and offered complementary supports, helping individuals secure and maintain meaningful employment.

LMDA funding also strengthened priority sectors by driving workforce growth through initiatives such as wage subsidies, LMPs, and R&I. Participation levels across programs demonstrate the positive impact of LMDA investments on individuals, employers, and communities throughout Newfoundland and Labrador.

Table 5: Program Descriptions, Associated Investment, and Outcomes

Program	Investment, Activities and Outcomes for 2024-25
Skills Development	
<p>Skills Development assists EI-insured participants in need of financial assistance to obtain the skills needed for employment, ranging from basic to advanced skills through direct assistance to individuals.</p> <p>Funding under this activity includes costs paid to publicly funded training institutions for costs related to EI-eligible clients over the amount recovered through tuition fees.</p>	<p>Investments and Activities In 2024-25, \$46,555,714 was expended under this activity.</p> <p>Outcomes In 2024-25, 1,801 clients received funding under the Skills Development Program to attend post-secondary training.</p>

Program	Investment, Activities and Outcomes for 2024-25
<p>Adult Basic Education (ABE) Supports provides eligible clients with support to participate in ABE or General Educational Development (GED) preparation. Program targets EI-eligible clients.</p> <p>Note: The tuition for some clients under ABE is paid directly by the Department of Education and Early Childhood Development to the ABE service provider.</p> <p>Individual supports are paid under the Skills Development Employment Benefit.</p>	<p>Investment and Activities In 2024-25, \$2,084,164 was expended to support the tuition costs of eligible clients to participate in ABE.</p> <p>Outcomes In 2024-25, 558 clients participated and received benefits through ABE Supports. These supports were integral to client participation in the program, which enables them to work towards obtaining further post- secondary training.</p>
<p>Apprenticeship Supports provides apprentices, directed by Newfoundland and Labrador to attend full-time, in-school apprenticeship training, with assistance related to incremental costs of attending this training, such as living allowance, dependent care, and travel costs.</p> <p>The Apprenticeship and Trades Certification Division issues tuition costs directly to training institutions.</p>	<p>Investments and Activities In 2024-25, \$1,384,073 was expended to provide individual support to apprentices participating in the in-class portion of apprenticeship training.</p> <p>Additionally, \$5,417,439 was paid to support the tuition costs of the clients attending the programs.</p> <p>Outcomes In 2024-25, 1,268 apprentices benefitted from this program, enabling them to work toward journeyperson certification.</p>
<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 2024-25, \$37,750 was expended under this activity.</p> <p>Outcomes In 2024-25, 15 clients received funding for educational assessments as part of their employment plan development.</p>

Program	Investment, Activities and Outcomes for 2024-25
Job Creation Partnerships	
<p>Job Creation Partnerships Program (JCP) provides EI-insured participants with opportunities to gain work experience that will improve their employment prospects. While project activities benefit both the participant and the community, the focus is helping insured participants who need work experience to increase their chances of successfully finding ongoing employment.</p> <p>JCP participants will maintain or enhance employability skills through this work experience opportunity. Participating clients may be eligible for a living allowance and sponsors may be eligible for assistance with project overhead.</p>	<p>Investments and Activities In 2024-25, expenditures under this activity included \$6,806,614 towards project overhead and living allowances to participants.</p> <p>Outcomes In 2024-25, 725 individual clients received funding to participate in 173 JCP projects.</p> <p>Participation provided work experience and skills development opportunities to enhance labour market attachment.</p>
Program	Investment, Activities and Outcomes for 2024-25
Wage Subsidies	
<p>Supported Employment program is delivered in partnership with community organizations to develop employment opportunities for people who have a developmental 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 In 2024-25, \$1,598,131 was invested to support individuals with a developmental disability in employment, with the assistance of job trainers to help them perform the required duties of the job.</p> <p>Outcomes In 2024-25, 1,273 individuals participated in Supported Employment. Of these, 174 gained employment with the services provided.</p>
<p>Wage Subsidy Community Coordinator receives a contribution to support the costs of a project designed to encourage employers to hire female apprentices by offering wage subsidies to the employer to hire the apprentice and provide them with work experience to support progression towards journeyman status. The program targets EI-eligible women apprentices.</p>	<p>Investments and Activities In 2024-25, \$597,082 was expended under this activity.</p> <p>Outcomes In 2024-25, the Office to Advance Women Apprentices was funded to support women apprentices in securing employment in non-traditional occupations. Twenty-one placements were secured for clients.</p>

Program	Investment, Activities and Outcomes for 2024-25
<p>Jobs NL Wage Subsidy is designed to bring employers and employees together by providing funding to employers to create employment opportunities. The program supports employer/employee connections that promote sustainable long-term employment or seasonal employment.</p> <p>There are two subsidy options under Jobs NL Wage Subsidy:</p> <ul style="list-style-type: none"> • Jobs NL- 42 provides a wage subsidy for 28 weeks of a minimum 42-week period of employment. The subsidy is provided as follows: <ul style="list-style-type: none"> ○ First 14 weeks, 60 per cent subsidy, to a maximum of \$12 towards the hourly wage rate. ○ Second 14 weeks, 0 per cent subsidy towards wages. ○ Third 14 weeks, 80 per cent subsidy, to a maximum of \$12 towards the hourly wage rate. • Jobs NL- 28 provides a wage subsidy for a period of 10 – 28 weeks; this duration allows funding for seasonal / short term employment. A 60 per cent subsidy is provide, to a maximum of \$12 towards the hourly wage rate. 	<p>Investments and Activities In 2024-25, expenditures were \$2,993,607 for this activity.</p> <p>Outcomes In 2024-25, 480 clients participated in this program and obtained work experience.</p>
<p>Apprentice Wage Subsidy (AWS) Program assists apprentices to gain work experience in a skilled trade, and progress 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>Investments and Activities In 2024-25, \$2,883,904 was expended under this program activity.</p> <p>Outcomes In 2024-25, 319 apprentices acquired work experience towards journeyperson certification.</p>

Program	Investment, Activities and Outcomes for 2024-25
<p>Employment Enhancement Program is designed to support employers in the forestry, aquaculture, agriculture, and fishing sectors engaged in value-added secondary processing, by providing funding to employers to create sustainable, long-term employment or seasonal employment and a training allowance to support new employees.</p>	<p>Investments and Activities In 2024-25, \$43,447 was expended under the program that provided individuals work experience in the fishing and forestry sector.</p> <p>Outcomes In 2024-25, 1 employer participated in this program, providing work experience to 7 individuals.</p>
<p>Self-employment Assistance</p>	
<p>Self-Employment Assistance Community Coordinator provides funding to organizations to assist eligible unemployed clients with starting their own business. The coordinator position supports clients through the provision of entrepreneurial training, general information sessions, and assessment and implementation of a business plan.</p>	<p>Investments and Activities In 2024-25, \$996,777 was expended under this activity.</p> <p>Outcomes In 2024-25, 17 organizations were provided with funding under this activity.</p>
<p>Self-Employment Assistance (Individual Supports) Program assists insured participants through the provision of a living allowance to help them create jobs for themselves by starting a business.</p>	<p>Investments and Activities In 2024-25, \$2,692,045 was expended under this activity.</p> <p>Outcomes In 2024-25, support was provided to 220 individuals.</p>

Program	Investment, Activities and Outcomes for 2024-25
Labour Market Partnerships	
<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 2024-25, \$6,713,589 was expended under this activity.</p> <p>Outcomes In 2024-25, 33 projects were supported with 20 different organizations.</p> <p>Further information on agreements contracted in 2024-25 is provided in the Labour Market Integration for Newcomers section of this report.</p>
<p>Labour Market Partnerships 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 2024-25, \$22,091,454 was expended under this activity.</p> <p>Outcomes In 2024-25, 77 projects, with 58 organizations received support under this program activity. Initiatives included activities to address employment needs of persons with disabilities, newcomers, Indigenous peoples, and needs of specific labour market sector such as:</p> <ul style="list-style-type: none"> • Agriculture; • Construction; • Early Childhood Education; • Fisheries and Aquaculture; • Marine; • Forestry; • Engineering and geoscience; • Renewable and non-renewable energy; • Housing; • Tourism and Hospitality; • Information Technology; • Mining; • Healthcare; and • Skilled Trades <p>Further information on agreements contracted in 2024-25 is provided in the Labour Market Partnerships section of this report.</p>

Program	Investment, Activities and Outcomes for 2024-25
Employment Assistance Services	
<p>Employment Assistance Services (EAS) Program provides funding to organizations, enabling them to offer employment assistance services to unemployed or underemployed persons. These services can be provided to an individual or in a group setting.</p> <p>The key services funded through EAS are:</p> <ul style="list-style-type: none"> • Self-serve employment resources. • Needs assessment. • Development of employment plans. • Case management. • Employment counselling. • Provision of workshops in various employment related topics including, but not limited to, job search, resume writing, and transitional employment support services. 	<p>Investments and Activities In 2024-25, \$8,312,834 was expended on EAS activity.</p> <p>Outcomes In 2024-25, 25 organizations were provided with funding for 27 agreements to provide EAS type activities to clients. Over 16,747 services were provided.</p>
Research and Innovation	
<p>Research and Innovation provides funding support for research and innovative projects that explore and identify better ways of helping individuals prepare for and attach to the labour market as productive employees.</p>	<p>Investments and Activities In 2024-25, \$13,532,116 was expended under this activity. Eight organizations received funding for 14 agreements.</p> <p>Outcomes Further information on agreements contracted in 2024-25 is provided in the Research and Innovation section of this report.</p>

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, through Regional Employment Services Offices and affiliated community partners delivering labour market programs, the department regularly obtains information from 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 Newfoundland and Labrador Workforce Innovation Centre (NLWIC) 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.

Several key themes emerged from these engagement activities, including the need for:

- Increased collaboration and partnerships.
- Continued emphasis on immigration and attracting talent, including the recognition of foreign credentials and labour mobility improvements.
- Improved access to labour market information.
- Closing skills gaps through skills development and mentorship opportunities, including micro-credentials and rapid skills training, in priority sectors such as healthcare, education, construction, mining, and renewable energy.
- Preparing individuals, and supporting employers in emerging sectors and advancing technologies, including automation and artificial intelligence.
- Enhanced awareness and access to programs and services and
- Promotion of inclusive and diverse workplaces, particularly as it relates to our newcomer population.

With the evolving labour market, it is critical that the Provincial Government's employment and training programs and services continue to adapt. Given the multifaceted nature of Newfoundland and Labrador's challenges, sustained collaboration with stakeholders and partners will be essential to fostering economic growth and addressing both current and future labour market needs.

Table 6: Examples of Stakeholders

Examples of Stakeholders	
Employers	Newfoundland and Labrador Health Services, World Energy GH2, Verafin, Marathon Gold, DF Barnes Fabrication, Virtual Marine, Holdens Transport, and small to medium sized enterprises.
Community Groups	Organizations supporting persons with disabilities, such as Community Sector Council, Vera Perlin, Stella's Circle, Choices for Youth, Heritage Foundation of Newfoundland, Sharing our Culture, Association for New Canadians, and Supported Employment Newfoundland and Labrador, NL Housing and Homelessness Network.
Indigenous Partners	Indigenous partners such as 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, EnergyNL, MiningNL, econext, and Newfoundland Aquaculture Industry Association, Chambers of Commerce such as the Board of Trade and the Labrador North Chamber of Commerce.
Provincial Government Departments	Departments of: Education; Fisheries, Forestry and Agriculture; Industry, Energy and Technology; Health and Community Services; and Children, Seniors, and Social Development, Newfoundland and Labrador Housing Corporation (NLHC).
Educational Institutions	Memorial University, Marine Institute, College of the North Atlantic, Newfoundland and Labrador Association of Career Colleges, Association of Building Trades Educational Colleges, private training institutions, and ABE delivery organizations such as the Discovery Centre.
Official Language Minority Communities	Official language minority representatives such La Fédération des francophones de Terre-Neuve et du Labrador (FFTNL), Horizon TNL.
Labour Organizations	Newfoundland and Labrador Federation of Labour, Fish, Food and Allied Workers, and International Brotherhood of Electrical Workers.
Youth Groups	Premier's Youth Council, Conservation Corps, and St. John's Boys and Girls Club.
Municipal Government	Cities, towns, and local service districts.
Occupation Regulators	College of Registered Nurses NL, College of Physicians and Surgeons NL, Professional Engineers and Geoscientists Newfoundland and Labrador, and the Law Society of NL.
Federal Government Departments	Employment and Social Development Canada, Atlantic Canada Opportunities Agency, and Agriculture and Agri-Food Canada.

Employment Benefits and Support Measures in Action

Labour Market Partnerships

LMPs 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. The following is a summary of projects that were active in 2024-25. Please note that some of the below projects show no expenditures for fiscal year 2024-25. This may reflect the payment schedule included in each contract, the completion of work in prior years, or it may be due to ongoing activities that did not require new funding during this period. JGRD officials continue to monitor these projects to ensure that objectives are met and that they remain part of our program oversight.

Beginning in April 2019, the **Community Sector Council NL (CSCNL)** received funding to lead a project of comprehensive efforts focusing on planning for attraction, retention, succession, and growth of the paid and unpaid labour force in community-based organizations. This project involves research of the types of jobs in the sector in Newfoundland and Labrador; developing and delivering needed training through regional skills facilitators; offering support to organizations to build new leadership; providing timely in-person, online and digital access to information for nonprofit governance, management, and accountability; and establishing an evaluation framework for continuous feedback improvement. This project was funded for a five-year period (total of \$2,507,900), with no funds expended in 2024-25. The project ended in December 2024, with the final project report submitted in February 2025. The final report provides an overview of the labour market environment of the non-profit/community-based sector and details next steps in addressing identified human resources challenges for the sector. As a result of the research, CSCNL is proposing the establishment of an HR sector working group to guide, mobilize, coordinate, and support cross collaboration among organizations as they address HR requirements and transform leadership. Building an HR strategy while undertaking shorter term pilot projects can support immediate needs while establishing a longer-term framework.

Starting in January 2020, **Corner Brook Pulp & Paper Limited (CBPPL)** received funding to assist in their five-year training plan to address the short and long-term training needs of a workforce of approximately 450 people from all areas of the operation: staff, unionized workers, woodlands, mill, Deer Lake power, operations, and maintenance. This project was funded for a total of \$5,273,000, with \$404,000 expanded in 2024-2025. This project ended on March 31, 2025. To date, in partnership with the College of the North Atlantic, 434 staff took part in training across 50 relevant courses for a total of 2,038 training hours. In addition, 253 staff have taken part in on the job training across 62 areas of focus, 111 of which have also been trained as trainers and have provided on the job training to CBPPL staff for a total of 87,664 trainee/trainer hours (64,628 trainee/23,036 trainer).

Commencing in January 2021, **Supported Employment Corporations** received funding to pilot assistance to support persons with autism spectrum disorder to develop action plans and employment strategies in job search. The focus was on providing support and skill development in personal development, social, and communication skills. Individuals learned strategies and skills to become independent and successful in the workplace. Corporations also worked with employers to provide education and build knowledge and

strategies to assist individuals in overcoming challenges and barriers. The scope of the pilot included a broader range of individuals who require additional supports. These projects received \$90,000 in 2024-25.

Beginning in March 2024, the **Trades NL Indigenous Apprentices Office (TNLIAO)** was provided operational funding for the Indigenous Skilled Trades Offices in Happy Valley-Goose Bay, Corner Brook, and St. John's. The TNLIAO will work with Indigenous populations to promote the skilled trades as a viable career, offer career assistance and guidance, mentor indigenous trades members through the apprenticeship-journeyperson process and assist in finding employment opportunities for participants. Funding for this project will continue until March 2026, with no funds expended in 2024-25 from a total budget of \$1,696,200. The TNLIAO has 1,006 clients on their client list to date, with 286 clients listed as employed.

Beginning in January 2021, **Hospitality Newfoundland & Labrador** was provided funding to increase the focus on training, skills and knowledge development by tourism operators, owners, managers, supervisors, and employees. This project involves developing a skilled workforce to deliver quality services and experiences; improving the quality of products, customer service and visitor experiences; enhancing market readiness and consumer confidence; improving the image of tourism as a viable career choice; assisting students to obtain jobs in the sector; and increasing labour market participation. Hospitality Newfoundland and Labrador hosted events, in which employer participation ranged from 34 to 578 each quarter, employees/potential employee participation ranged from 14 to 123 each quarter, 26 communication/awareness activities for Tourism Employers, and hosted the Hospitality NL Annual Conference and Trade Show. This project will be funded until December 2025 with a total budget of \$1,121,050 and no funds expended in 2024-25.

Beginning in January 2021, **techNL** was provided \$1,986,105 in funding over a four year period to implement a two-pronged strategy to address the talent gap in the tech sector, create a Talent Office and provide employment related supports to drive awareness, make connections, and combine efforts of multiple companies in pursuing talent initiatives and immigration. This project involved helping employers source tech talent; improved alignment between local and international talent needs with that of employers; communicated and emphasized benefits of NL tech sector to attract tech talent; improved retention by developing, supplying and tracking toolkits and best practices for onboarding new international tech talent; improved settlement and integration services for international tech talent by working with community-based organizations; facilitated the matching of local skilled labour to jobs in the tech sector; and developed a needed talent pipeline through initiatives in the K to 12 system. TechNL expended \$136,730 in 2024-25.

Beginning in February 2025, **techNL** received \$473,046 in funding to support the operations of the techNL Ready Tech Talent Office. The project focuses on addressing labour market issues relevant to the technology sector through recruitment and retention efforts and fostering tech sector business growth. Activities of the project include a targeted internship program, a mentorship program for aspiring tech workers, assisting techNL member organizations in sourcing employment funding, providing human resource supports to member organizations, providing immigration support to tech workers and hiring companies, delivering networking and collaborative working events, a scheduled workshop series for tech workers, and delivery of peer support groups. TechNL has established a Tech Talent Support Committee for industry job seekers; hosted a State of tech Talent session to seek input on the Graduate Transition Program model; provided two

workshops focused Diversity, Equity, Inclusion as well as HR Peer Support and Belonging; sponsored four networking events; hosted peer groups for employees of its member companies (HR Peer Group and Tech Sales Leaders); and tech trend workshops.

In March 2024, **Energy NL** received \$397,180 in funding to launch the Discover Energy Careers NL project over a three-year period. Born out of the results of the perception survey and Partnership and Collaboration Strategy project that finished in November 2024, the project focuses on conducting a series of activities to promote future career opportunities in the energy sector (renewable and non-renewable) across Newfoundland and Labrador, with a focus on youth, indigenous populations, and rural areas. Activities of the project include an ambassador, mentorship program for aspiring entry-level workers. The project will raise awareness and promote career opportunities in the energy industry through the Discover Energy Careers NL roadshow for junior high and high school students. It will expand the focus of the Energy NL educational platform beyond oil and gas to include the broader energy sector. Activities will include participation in career fairs across the province and the delivery of Energy Career Awareness Days at post-secondary institutions such as the Marine Institute, Memorial University, and the College of the North Atlantic. This project is designed to help address the potential labour market shortage expected to occur over the next five to 10 years in the energy industry.

The Employment Services Division of the **Association for New Canadians (ANC)** was funded to provide supports to local employers in recruiting and retaining international talent. Through the Employment Services program ANC develops strong relationships with industry and key community partners to seek and apply leading-edge strategies in its efforts to help newcomers navigate through the challenges of the local labour market. Activities of the initiative include group training sessions and individual employment counseling for clients, an internship placement program, and an e-Employment Counseling program to assist newcomers throughout the province. This project was funded \$260,800 over a 53-week period with all funds expended in 2024-25.

Beginning in November 2022, the **Council of Marine Professional Associates (COMPASS)** received funding to implement initiatives aimed at addressing skills gaps and labour shortages in the ocean marine sector. The project also focused on raising awareness among youth about the benefits of working in the sector and preparing them for future career opportunities. To achieve these goals, COMPASS strengthened digital literacy among youth to better equip them for the demands of a technology-driven workforce. The project fostered industry engagement, facilitated hands-on technology programs, delivered structured classroom and online learning, and collaborated on work experience initiatives that promote career pathways in tech-related fields. Initially funded at \$55,000 for a one-year period, to the project was later extended to December 31, 2024, with no additional funds expended in 2024-25. All training modules under the agreement have been created, with several training sessions with schools undertaken in 2024-25.

In November 2022, the **Newfoundland and Labrador Federation of Agriculture Inc. (NLFA)** received \$2,675,612 to implement the Agriculture Sector Work Plan that was jointly developed along with the provincial and federal governments. This initiative involves recruiting and employing qualified professionals to carry out its activities, which include developing strategies to diversify Newfoundland and Labrador's agriculture industry and stimulate employment. Key efforts focus on modernizing legislation, updating the skill sets required within the sector, identifying and promoting emerging opportunities, and supporting the advancement of agriculture-related studies in post-secondary education.

Since its inception, the NLFA has broadened its scope to include the delivery of Agri-Care NL, a mental health and safety program tailored for farmers in the province. This project was extended to October 31, 2027, with no funds expended in 2024-25.

In March 2023, **Laughing Heart Music Ltd.** was awarded a five-year funding commitment totaling \$1,291,664 to lead a project focusing on workforce development for the cultural industries, specifically music in the Corner Brook area. The project prioritizes youth engagement and employment, and is guided by principals of diversity, equity, and inclusion. This project involves forming and executing an advisory committee to identify existing strengths, capacities, and assets that can support the growth of the music sector and broader arts sector. Another key component of the initiative is planning and delivering professional and creative development opportunities for artists and arts workers in the region. Accomplishments to date include engagement of over 1000 youth participants through the delivery of more than 70 events (27 of which were specifically youth-focused), and completion of nine youth mentorships. No funds were expended in 2024-25.

In March 2023, **Marathon Gold** received \$423,339 in funding to recruit, train, and retain drill operators and blasters for the mining industry. Marathon Gold, with its partner organizations, is using a combination of third-party training and mentorship from an on-site driller/blaster to ensure that those hired for the positions receive the most up-to-date, practical, hands-on training in a supportive environment that mitigates risk for operating high-cost, technical machinery. To date, eight drillers and seven blasters have received training under the agreement. This project will end on March 31, 2026. There were no fund expended for 2024-25.

In March 2023, **econext** received \$2,597,500 for a Clean Energy Initiative. This project was led by the organization in close collaboration with industry partners, with the objective of accelerating the participation of Newfoundland and Labrador's workforce in emerging clean energy sectors, including wind, hydrogen, and the bioeconomy. The initiative was designed to enhance the province's capacity for innovation by fostering collaborative research between academic institutions and industry stakeholders. As part of the initiative, econext developed a Workforce Attraction and Retention Strategy for the clean energy sector and launched a Centralized Information Hub on its website to serve as a resource for the industry. This project marked the first phase of a broader initiative and led to the securing of additional funding for phase two in March 2025. This project ended on March 31, 2025, with no funds expended in 2024-25.

Building on the success of the 2023-25 Clean Energy Initiative, **econext** received \$1,990,000 in March 2025 to advance phase two of the initiative. This phase initiates implementation of the Workforce Attraction and Retention Strategy for Newfoundland and Labrador's clean energy sector, which was originally developed under a previous Labour Market Partnership agreement. The project focuses on three key areas: increasing education and awareness, delivering targeted upskilling opportunities, and identifying and addressing barriers and gaps. These initiatives are designed to ensure that the provincial workforce is adequately equipped to meet the evolving demands of the clean energy industry. A total of \$1,492,500 was expended in 2024-25 and the initiative is scheduled to conclude on March 31, 2027.

In March 2024, the **Newfoundland and Labrador Forest Industry Association (NLFIA)** received \$2,000,000, over a two - year time, to an attraction and retention strategy. The organization is finalizing its human resources strategy, including a comprehensive training

and activity plan. Two Human Resource (HR) Coordinator positions have been filled; one position will focus on domestic workforce development and the other on immigration. The Domestic HR Coordinator and the Immigration-focused HR Coordinator will be recruited once the domestic position is filled. The budget was fully expanded in 2023-24.

In March 2024, **Women in Resource Development Inc.** was funded to provide consultation services and customized training options for employers to encourage, support, and facilitate equitable and inclusive recruitment and retention practices. This project involved providing information and training sessions to employers, workplace assessments, job fairs, and partnering with industry, education, and community stakeholders. All activity targets under the project were met, including stakeholder engagement sessions, employment information sessions, workplace assessments, professional development sessions, and employer interviews. A total of \$451,400 was approved, with \$321,592 expended in 2024-25.

In March 2024, the **Association of Early Childhood Educators of Newfoundland and Labrador** received \$41,750 funding to develop ten self-study, competency-based modules for eight of the ten content areas outlined in the provincial program standards for Early Childhood Education in Newfoundland and Labrador, excluding the practicum and research components. The purpose of the project was to support the certification of individuals whose credentials in early childhood education were recognized by education assessment agencies such as World Education Services but did not meet the provincial standards. All modules were successfully developed and implemented under the agreement. The project ran slightly past the 10-month schedule and no funding was expended in 2024-25.

In September 2023, **Marble Mountain Development Corporation** received funding for labour market adjustments related to its transition from a one-season to a four-season resort. This project aims to strengthen human resource management and planning capacity, develop and implement a comprehensive workforce development strategy, and identify and address evolving workforce needs and skills gaps. The project also includes the creation and delivery of customized training programs to meet the current and emerging needs associated with the four-season transition, as well as the development initiatives focused on knowledge transfer, mentoring, succession planning, and job rotation. A skills development strategy for both ski and non-ski seasons have been developed through consultations with community stakeholders, and 29 staff have received job-specific training for Marble Mountain operations. This project received \$636,197 in funding for a three-year period, with no money expended in 2024-25.

The **Heritage Foundation of Newfoundland and Labrador** received \$207,861 in March 2024 to promote the restoration and repair of wooden windows on heritage properties in Newfoundland and Labrador. This project will provide training for a more skilled workforce in the building restoration sector and create new training options for heritage carpentry. It will also address a labour shortage in the sector, the shortage of year-round job opportunities for heritage carpentry, and the lack of community and organizational capacity around proper heritage conservation. A toolkit for Standards and Guidelines for Conservation Workshop has been created and implemented, with multiple trainers having delivered training sessions throughout the process. Multiple workshops and building assessments have been delivered across the province, using wooden window restoration on heritage properties throughout Newfoundland as a vehicle for training. The project is funded for two years and had \$20,786 expended in 2024-2025.

Starting in March 2024, **Municipalities Newfoundland** received funding to hire Capacity Building Officers who will work with municipalities across Newfoundland and Labrador to address the ongoing housing and homelessness crisis. These officers will identify small and medium-sized municipalities across the province who do not have the human resource capacity to be part of the housing solution. They will provide training and support to these municipalities and will collaborate with staff to enhance the development of housing needs assessments, identify options for increasing the housing stock, and build the capacity of municipalities to apply for and secure both new and ongoing federal and provincial funding to support housing at the municipal level. Eighty-eight municipalities have been directly engaged to date through workshops, meetings, joint council sessions, and customized application support, with over 60 applications for housing development funding in various stages of review and monitoring as part of the project. This project has a total funding allocation of \$154,306 over two years with 138,875 expended in 2023-2024 and no funds expended in 2024-25.

In March 2024, **Advanced Educational Systems Inc. (Keyin College)** received funding to deliver Personal Care Attendant training using a hybrid model. The initial 15 weeks of training will be conducted online followed by clinical and preceptor-based training in each student's local region. Upon completion, Keyin College will work with Newfoundland and Labrador Health Services to ensure job interviews are arranged for every graduate within their region of residence. To date, 51 students have graduated from the program, with 40 graduates currently working in the field. An additional 93 students are scheduled to graduate by project end. Keyin College was awarded \$3,000,000, with \$150,000 expended in 2024-25.

In November 2024 **Advanced Educational Systems Inc. (Keyin College)** received funding to develop and deliver a hybrid delivery program for Internationally Educated Nurses (IENs). The training framework is built on a series of nine micro-credentials divided into three phases over a 16-week period, with delivery provided by Keyin College, Centre for Nursing Studies, and Newfoundland Health Services. To date, 111 IENs have been enrolled, with a target graduation date of March 2026. The project has a total budget of \$4,730,100, with \$4,350,600 expended in 2024-25.

In March 2024, the **Town of Fogo Island** received funding to initiate a research project aimed at industry diversification, economic growth, and population expansion. In partnership with Mitacs and Memorial University of Newfoundland and Labrador, the Town undertook a comprehensive study to identify labour market gaps, assess opportunities for growth in existing industries, and explore potential new sectors. The primary objective was to produce a detailed report and assessment outlining the labour market and skill requirements across both current and prospective industries. The final report provides valuable insights and strategic recommendations that will inform the town's approach towards sustainable industry and labour market development, as well as a community marketing plan. The report was successfully completed in February 2025, accompanied by a series of targeted recommendations to address the island's labour market needs. The project's total budget of \$7,500 was fully expended in 2023-24 fiscal year.

In March 2024, the **Association of Professional Engineers and Geoscientists of Newfoundland and Labrador (PEGNL)** received funding for a nine-month project aimed at replacing the current Application Access Database. The project was completed in August 2025 and focused on the development of an online Application Portal designed to enable

applicants to submit required information and track the status of their applications with greater ease. This initiative aims to improve the efficiency of registration processes, enhance transparency for applicants, and streamline the Foreign Qualification Recognition process. The application module for the member database has been developed and implemented. Development of the application portal, including the integration of application forms, is near completion. The total budget of \$85,275 was disbursed in 2023-24, with no funds expended in 2024-25 fiscal year.

In March 2024, **Newfoundland and Labrador Employer's Council Inc.** received funding to administer a wage incentive to provide targeted financial support to businesses significantly impacted by increasing costs. Project activities included launching a targeted outreach campaign to inform businesses of the wage incentive, creating a specially designed application portal to facilitate easy application, and implementing a streamlined application review process to ensure quick disbursement of funds. The project was funded for 23 weeks with a budget of \$2,200,000, all of which was fully expended in 2023-24 fiscal year. A total of 491 applications were approved for wage incentive supports - representing an 86 per cent approval rate. Of the 572 applicants received, 64 per cent of were from outside the metro region.

In March 2024, the **West Coast Cycling Association Inc. (WCCA)** secured funding to lead a three-year project aimed at enhancing the labour force through a Mountain Bike Experience initiative. Over three years, WCCA aimed to create direct employment opportunities through project-based work related to mountain bike trail development and construction. The Association's objective is to train and develop a workforce that can support sustainable trail construction, tourism, and marketing. Additionally, WCCA has proposed connecting trail builders, tourism workers, and marketers with valuable internship opportunities. The website was created including a volunteer portal, a trail use survey was developed, distributed, and evaluated, and seasonal staff have been hired and engaged for both summer 2024-25 and 2025-26. The total budget of \$781,990 was expended in 2023-24 fiscal year.

In March 2024, **White Bay Central Development Association (WBCDA)** received funding to spearhead a project aimed at building workforce capacity through economic programming support and delivery. WBCDA plans to hire Workforce Development Planner and an Office Leaders to analyze community demographics, engage with businesses and community councils, coordinate public interactions, and support the planning and execution of new enterprises. In 2024-25, WBCDA conducted multiple consultations with town and community councils in the region as well as engaged outside stakeholders and partners on the initiative, including engagement with 15 organizations to assist with branding, website, and brochures. This project is being funded for three years with the total budget \$522,150 expended in 2023-24.

College of the North Atlantic

College of the North Atlantic (CNA) is the only public college in Newfoundland and Labrador and, in partnership with industry, was funded to pivot and deliver training needed to address labour market challenges and gaps. With success and continued demands, programming will be integrated into regular business. Outlined are the projects that received funding in 2024-25:

- **Personal Care Attendant (PCA):**
Beginning April 2020, CNA was funded to offer additional Personal Care Attendant

(PCA) training. New offerings of the PCA program were delivered at two campuses and capacity was increased within programs currently being delivered at eight campuses for a total of 78 additional available PCA instructional seats. In March 2022, an additional 32 seats were made available under this agreement. The project was funded over four years, with no funds expended in 2024-25. Twenty-three individuals successfully completed this program.

- **Health Responsive Programming: Practical Nursing**

Beginning in April 2020, CNA was funded to offer Practical Nursing (PN) training. Scheduled over a five-year period, new offerings of the PN program were delivered at four campuses and intake was increased within existing programs being delivered at two campuses for a total of 208 additional spaces in the PN program. In August 2024, an additional 32 PN seats were added, bringing the total seats funded under the agreement to 240. The additional 32 seats are to be delivered via a blended learning model (online and in person instruction). Of the original 208 funded seats, 115 students graduated, while 26 of the additional 32 blended-delivery seats have advanced to the second semester. The project is funded over an eight-year period, with \$340,282 expended in 2024-25.

- **Sector Focused Literacy and Essential Skills Program**

Beginning in January 2021, CNA received \$1,374,450 to develop and deliver a workforce training pilot over a 45-month period. The initiative aims to address the workforce needs of both the Health and the Information and Communication Technology sectors through a Literacy and Essential Skills development approach. This program utilized the Test of Workplace Essential Skills (TOWES) to assess participants and deliver pre-employment and career readiness training tailored to industry requirements. This includes sector-specific orientation and occupational awareness. Occupational skills training was aligned with employer needs and the Essential Skills framework as defined by the National Occupational Classification (NOC), leading to certifications that are in demand in the local labour market. The pilot also includes job development and Work Integrated Learning (WIL) opportunities, supported by strong partnerships with industry employers. The pilot focused on delivery of an IT Help Desk training module, which two cohorts completed in June 2023. Thirteen students took part in the IT Help Desk pilot. The contract ended in September 2024, with no funds expended in 2024-25.

- **Early Childhood Education Online**

In response to a provincial shortage of qualified Early Childhood Educators (ECE), CNA received funding to expand its ECE Certificate (Online) program. This provided an additional 150 part-time seats in the Fall 2021 semester. The agreement, which ran from January 2021 to August 2024, totaled \$1,983,383. No funds were expended for the 2024-25 fiscal year. Over the duration of the contract, 80 students graduated from the program.

- **Mining Automation Initiative**

In January 2022, funding was provided to develop education and training programs that will help achieve the workforce development priorities identified by companies involved in the growing mining sector in Newfoundland and Labrador. The contract was two years in duration with total funding of \$303,752. No funds were expended for 2024-25. The majority of the development was completed, with subject matter experts finalizing the

course development review.

- **Primary Care Paramedicine**

In January 2022, funding was provided to offer additional seats for the Primary Care Paramedicine (PCP) program to meet the needs of the healthcare sector in Newfoundland and Labrador. The agreement was over three years, ending on April 30, 2025, totaling \$1,847,005, with \$56,437 expended in 2024-25. This initiative allowed for an additional 40 seats across multiple locations, with 18 students graduating across the funded cohorts.

- **Critical Care Paramedic/Flight Medic/Flight Nurse**

In February 2025, funding was provided to develop and deliver a post-diploma program for Critical Care Paramedics, Flight Medics, and Flight Nurses in partnership with Newfoundland and Labrador Health Services. The initiative is funded until January 2030 and it aims to address the ongoing shortage of highly skilled paramedics and critical care professionals by providing training to Advanced Care Paramedics and Registered Nurses with intensive care experience. The total budget for this project is \$2,349,080 over five years, with \$2,114,172 expended in 2024-25. Through blended learning, clinical placements, and alignment with national standards, the program is designed to enhance emergency medical services in Newfoundland and Labrador, ensuring a well-trained workforce to support road and air ambulance operations.

- **Primary Care Paramedicine Refresher**

In March 2025, funding was allocated to support the development and delivery a Primary Care Paramedic (PCP) Refresher Program for individuals requiring additional training to qualify for PCP licensure. This project is being funded until March 2028 and includes those with expired licenses, individuals undergoing needing competency remediation following regulatory review, and graduates who were unsuccessful in their entry-to-practice exam after three attempts. The program includes six courses: Professional Responsibility; Communication, Health, and Safety; Patient Assessment; Therapeutics; Medication Administration; and Transportation, Health Promotion, and Public Safety. Instruction will be delivered through a combination of face-to-face and online instruction, clinical and practicum experience, and asynchronous modules. The curriculum emphasizes core paramedic skills, professional conduct, communication, and physical/mental fitness. Eligibility may require formal direction from Newfoundland and Labrador Paramedicine Regulation. A total of \$446,054 was expended in 2024-25.

- **Primary Care Paramedicine: Blended Program Delivery**

In March 2023, funding was provided to develop a PCP blended program for online asynchronous delivery, and to offer the program on a part-time basis for Emergency Medical Responders (EMRs) currently working in the province. The program will end in March 2027. The program will be designed for EMRs who have experience working in ambulance settings. It incorporates extensive clinical time to ensure students develop the required PCP-level skills. A total of \$2,099,222 was provided for this four-year initiative, with the full budget expended in 2022-23. Over the course of the agreement, three cohorts will be delivered, each consisting of 18 students. The first cohort commenced in September 2023, and the second in September 2024. To date, 26 students across both cohorts remain in the program.

- Medical Laboratory Assistant**
 In May 2022, CNA received \$504,794 to offer 32 additional seats in the Medical Laboratory Assistant program to meet the growing demands within the health care sector. The contract was funded for three years, and it ended in March 2025 with no funding expended in 2024-25. Over the course of the program, 24 students successfully completed the program.
- Technology Career Pathways Pilot Program**
 In January 2022, funding was provided to implement the Technology Career Pathways (TCP) pilot program. The project ended on June 30, 2024. The goal of the program was to develop new opportunities for students to transition from high school to post-secondary programs in Information Technology. Students who completed the TCP program received a micro-credential certificate from CNA and a transferable course credit. The two-year agreement provided \$1,384,536 in funding, with no funds expended in 2024-25. Over the course of the agreement, 121 students took part in this pilot and received both college course credit and tuition vouchers for their participation.
- Prospector Training Program Development**
 In September 2022, funding was provided to develop a Prospector Training program in response to stakeholder feedback, including the Newfoundland and Labrador Prospectors Association, Mining NL, and industry representatives. CNA optimized its capacity to reach a wider and more diverse audience by formatting and designing a significant portion of the training for online delivery. Curriculum reflected current industry standards, along with a one-time pilot delivery of online theory content and field practicum. The contract was extended to a duration of 28 months to December 2024 with a total budget of \$69,570, of which \$6,957 was expended in the 2024-25 fiscal year. The program was fully developed and launched in 2025, with initial offerings that included both online theory and practical components.
- Personal Care Attendant – Gander Campus**
 Starting in March 2024, funding was provided to support an additional cohort of 16 students in the Personal Care Attendant program at the Gander campus, which commenced in September 2024. The initiative was launched to address labour shortages in this profession within the central region of Newfoundland and Labrador. The project ran until June 2025, with no funds expended in 2024–25. Eleven students successfully graduated from the program in June 2025.
- Advanced Care Paramedicine**
 Beginning in March 2020, funding was provided to offer Advanced Care Paramedicine (ACP) training. This programming delivered upskilling for current PCP’s practitioners, providing them with additional knowledge and skills for delivering advanced emergency health care and preparing them to function as leaders in emergency situations. This project was funded over four years with \$100,000 expended in 2024-25. Forty-five participants were upskilled in this project.

In March 2025 **Keyin College**, in partnership with Newfoundland and Labrador Health Services received funding to deliver a Digital Health Administration diploma program to 50 students. The initiative intends to increase the stream of well-trained professionals to meet the evolving demands of the province’s health care services, particularly in the field of digital health administration. The project is funded until August 2026 and the total budget

is \$1,000,000, with the full budget expended in 2024-25. To date, 44 students are enrolled in the program.

In February 2025, the **Canadian Manufacturers and Exporters Newfoundland and Labrador (CME-NL)** received \$1,050,000 to develop and deliver a micro-credential program in partnership with Keyin College. This initiative was designed to enhance the skills of the manufacturing sector's workforce through the introduction of artificial intelligence (AI). The training introduces AI-assisted tools and processes that are expected to positively impact both employees and organizations across Newfoundland and Labrador. By equipping workers with new competencies, the program aims to improve productivity, streamline operations, and support employee adaptability in an increasingly competitive environment. In 2024-25, \$945,000 was expended for this project. The program was officially launched in April 2025, and to date, 164 participants registered. The project will conclude in March 2026.

The **Canadian Home Builders Association of NL (CHBA-NL)** received funding to conduct a labour market study of the residential construction sector, which will result in a strategy aimed at addressing human resource challenges in the industry. Project Management will be provided by CHBA-NL, and Malatest, a Canadian research and survey consulting firm, has been engaged to complete the majority of the project deliverables. The project will be delivered in two phases. Phase One will define the scope and include a comprehensive review of existing literature, documents, and data to assess the current situation, a jurisdictional scan to identify best practices used in other regions, and scoping interviews with sector stakeholders to refine research questions and identify potential solutions. Phase Two will involve data collection through various methods such as a needs assessment and gathering feedback on potential solutions. This will include surveys of employers, key informant interviews with training providers, unions, industry associations, and government representatives, focus groups with youth, and a survey of those employed or in apprenticeships in residential construction. A validation session will be held to review and refine the strategy before finalizing. The outcome of the project will be a labour market strategy for Newfoundland and Labrador's residential construction sector, addressing issues related to labour supply and demand, training and education gaps, and recruitment and retention concerns. As part of the final output, a Labour Market Information tool will be created that can be used to produce employment estimates in the future. To date, scoping interviews have been completed, a jurisdictional scan is in development, revised its employer survey based on feedback from key stakeholders, developed an interview guide. Next, CHBA-NL will review the employer questionnaire and the Phase One report developed by Malatest. The total budget of \$193,456 was fully expended in 2024-25. The project will end in March 2026.

The **College of Physicians and Surgeons of Newfoundland and Labrador (CPSNL)** is conducting an evaluation of opportunities and options for a collaborative orientation program aimed at supporting the successful integration of internationally trained physicians new to the Newfoundland and Labrador health system. The evaluation includes stakeholder engagement, jurisdictional scans, and an assessment of the provincial context. The project will provide strategic direction and operational guidance for the development and implementation of a comprehensive orientation program. The project timeline also includes pre-planning and follow-up to ensure thorough activities and outcomes. CPSNL held a symposium in June 2025, as part of the research and evaluation, which featured relevant stakeholders from across the province and representatives from the Nova Scotia health authority to provide insight on a possible IEP orientation model. The project ended

in August 2025 and the project's final report was submitted in November 2025. CPSNL has prepared a list of 12 recommendations based on the results of this project, including securing funding for a physician-centered, scalable, and sustainable orientation and integration program for IPTs implementing a program evaluation model; establishment of a governance structure; and including ITPs in the leadership, design, delivery, and evaluation roles of the program to ensure relevance and uptake. The project was scheduled over 22 weeks with the full budget, \$156,520, expended in 2024-25.

The **College of Registered Nurses of Newfoundland and Labrador (CRNNL)** and the **College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNL)** were provided \$22,500 that was expended in 2024-25, to support a review of the language used in licensure processes, policies, and website content, with the objective of recommending changes aligned with plain language standards. The project aimed to improve inclusivity and accessibility by simplifying information and therefore enhancing communication and user experience and trust. Enterprise Canada, selected through a Request for Proposal process, completed the work by revising 80 pages of web content. Their efforts clarified application requirements and streamlined licensure processes, making them easier to understand for both domestic and international applicants. The project ended in March 2025 and successfully achieved its goals, making technical information more readable and accessible, supporting future recruitment and engagement.

In response to labour market trends, including Canada's national target of achieving Net Zero emissions by 2050, which is projected to impact 15 per cent of the workforce, and the expansion of Churchill Falls projects in the province, **Skills Canada Newfoundland and Labrador (SCNL)** was provided funding to develop new educational programs for students in grades seven to 12. These programs will focus on emerging careers in the Green Energy sector, with the goal of preparing a future ready workforce to meet the demands in this growing sector. To achieve this, SCNL will research emerging careers, and the skills needed to meet future labour needs, particularly in relation to the Churchill Falls expansion. SCNL will integrate experiential learning and updated career guidance into its existing programming, while also hosting green energy focused Skilled Futures events for youth and diverse communities across the province. SCNL has hired a Program Coordinator, commenced the research on emerging careers, hosted three competitions, two conferences, provided hands-on learning experiences in the classroom, green energy faculty tours, mentorship sessions, and explored partnerships with others in the industry. The total budget of \$300,000 was fully expended in 2024-25. The project will end in March 2028.

Keyin College, in partnership with the **Community Business Development Corporation (CBDC)**, received funding to develop and deliver a three part micro-credential program aimed at upskilling small and medium-sized enterprises (SMEs) across Newfoundland and Labrador in artificial intelligence (AI). The program will enhance productivity, efficiency, and business capabilities by equipping SME employees with practical AI skills applicable to key business functions, including leadership, HR, finance, and marketing. Through a combination of foundational training, specialized tracks, and a capstone project, participants will gain the knowledge and hands on experience needed to implement AI-driven solutions within their organizations, fostering innovation and growth. Following funding approval, Keyin College developed a fully realized curriculum in which the content was informed through interactive discovery workshops with staff. Keyin also developed a comprehensive suite of promotional assets, announced the program at a national conference, and officially launched the program in June 2025. The project has a funding

total of \$1,950,000, in which \$1,800,000 was expended in 2024-25. The project is scheduled to end in March 2026.

International Media Consultants Ltd was provided funding to deliver The Customer Journey Training Program that aims to elevate the hospitality standards of the Newfoundland and Labrador food and beverage sector in preparation for the 2025 Canada Summer Games. This initiative will create a comprehensive, online training platform designed for front-of-house staff, including managers, servers, hosts, and bartenders. The program will focus on enhancing service quality through the understanding and application of the customer journey, a framework that covers every customer touch point during their dining experience. The program was launched in June 2025, with over 100 participants completing the training and receiving certification. A total of \$156,285 was expended during the 2024-25 fiscal from the overall budget allocation of \$208,380. The project will conclude in December 2025.

The **Newfoundland and Labrador Construction Association (NLCA)** was provided funding in January 2025 to provide small to medium sized member businesses across the province financial assistance for education and training initiatives. This funding enables firms to upskill their employees, helping them remain operational and competitive in the construction industry. Financial support for eligible companies and firms is a maximum of \$1,000, with a target of 225 businesses receiving the support. The project will be administered through the NLCA's Centre for Excellence. To date, 40 businesses and companies have applied for the funding. The full budget of \$250,000 was expended in 2024-25. The project will end in December 2025.

Small businesses make up approximately 92 per cent of all construction companies in Newfoundland and Labrador according to the Newfoundland & Labrador Statistics Agency. Many of these businesses operate in rural and remote areas where access to training resources is limited. To address this, the **Newfoundland and Labrador Construction Safety Association (NLCSA)**, in partnership with the **Canadian Homebuilders Association-Newfoundland and Labrador (CHBA-NL)**, **Association for New Canadians (ANC)**, and **Training Works** was provided funding to digitize the WorkplaceNL Level One Occupational Health and Safety training program into an on demand, self-paced and self-directed e-learning format. Doing so will allow companies to access safety training programs that are otherwise only offered in-person during standard work hours. This will reduce barriers to safety training such as geographic location and potential productivity loss if employees are away from a project to complete in-person training. To date, the online modules have been developed for OHS Committee Level 1 training and the portal is prepared to launch in late summer/fall of 2025. The full budget of \$101,867 was expended in 2024-25. Project is scheduled to be complete in October 2025.

Between 2022 and 2024, Tract Consulting Inc. (Tract), on behalf of the **Central Development Association (CDA)**, was provided funding to develop and mobilize the strategy for the development of the Great Coastal Trail on the Great Northern Peninsula, providing for the identification and launching of an interim trail route for the Great Coastal Trail while the multi-year effort of building the long-term trail is underway. The mobilization strategy was complete as of March 2024; however, the original proposal did not request sufficient funds to fulfill the terms of the contract. Additional funding in amount of \$27,540 was expended in 2024-25 to CDA for services rendered by Tract in completing the GCT Mobilization Project. The project ended in May 2024.

Connections for Seniors (CFS), also known as Compass Seniors' Services Inc., was provided funding to plan and deliver a one-day conference/summit in April 2025 entitled **Empowering an Older Workforce**. This event promoted pathways for attracting, and means of supporting, an older workforce to businesses and organizations. Conference attendees included local business leaders, human resource professionals, not-for-profit agencies, and representatives across all three levels of government. This project was jointly funded with the Atlantic Canada Opportunities Agency (ACOA). The full budget \$14,256 was disbursed in 2024-25. The project ended in April 2025.

In response to large scale developments planned in Labrador, such as the Upper Churchill energy agreement and a Memorandum of Understanding between the provinces of Newfoundland and Labrador and Quebec, and the subsequent development of Gull Island, the **Labrador North Chamber of Commerce** received funding to establish a Business Liaison Office. This office will serve as a strategic link between Newfoundland and Labrador Hydro and local businesses, with the objective of maximizing labour market benefits of the Upper Lake Melville region. The activities of the Business Liaison Office will be driven by community consultation to ensure meaningful outcomes for stakeholders, employers, residents, and broader community capacity building. The office will also support stakeholders such as Trades NL, the College of the North Atlantic, and the Labrador Aboriginal Training Partnership in their efforts to ensure Labradorians are trained and prepared to work on the Gull Island project. The office will facilitate planning for human resource needs, ensure the availability of appropriate training and upskilling opportunities for community members, promoting best practices in collaboration between large scale project proponents and surrounding communities. It will also contribute to the development of economic and employment plans, while ensuring strong partnership with regional stakeholders. A total of \$616,097 was expended during the 2024-25 fiscal from the overall budget allocation of \$1,026,828. The project is scheduled to conclude in March 2028.

The Fisheries and Marine Institute of Newfoundland was provided funding to deliver Fishing Master IV certification training in rural Newfoundland and Labrador over a three-year period (2025-2028). The initiative aims to address labour shortages in the fish harvesting sector by providing accessible, community-based training for new entrants and existing harvesters seeking certification. The project will offer three 12-week courses annually in rotating rural locations, ensuring participants can obtain the required skills and certification without the need for extensive travel. Up to 108 fish harvesters will be trained by project completion, supporting workforce development and enhancing the sustainability of the province's fisheries sector. Training is planned for the Fall, 2025 and Winter, 2026, with training locations selected based on the number of harvesters requiring training in specific locations. The full budget \$420,000 was expended in 2024-25. The project will end in March 2028.

Mining Industry Newfoundland and Labrador Inc. (MINL), in collaboration with MINL's Skills and Workforce Development Committee, was provided funding to develop and implement a workforce attraction strategy aimed at attracting individuals to careers in the mining and minerals resource sector. To support workforce development in the mining and minerals sector, MINL will collaborate with public and private partners to create a labour market plan. This plan will assess workforce availability, skills gaps, industry labour needs, risks and barriers, and strategies to boost sector interest. MINL will also develop a curriculum-linked outreach program such as Mining Young Minds, to raise awareness and attract K-12 students to mining careers. Additionally, the initiative will expand hands-on opportunities in mineral development through apprenticeships, mentorships, and

experiential learning for individuals pursuing or advancing careers in the sector. The project aims to continuously improve programming to align with Federal and Provincial objectives and support long-term labour market growth. The Mining Young Minds initiative launched in June 2025, engaging 44 grade four and five students. The full budget of \$747,000 was expended in 2024-25. The project will end in March 2027.

The Murphy Centre was provided funding for the Access to Work remote career development initiative aimed at enhancing employment readiness for individuals across Newfoundland and Labrador, especially those facing geographic, transportation, or personal barriers. Building on the success of the Remote Literacy Program, it provides flexible online learning to equip participants with the skills and confidence to pursue meaningful employment. By combining remote learning, skill development, employer engagement, and ongoing support, the program fosters employability, career transitions, and inclusive workforce development, ensuring all participants, regardless of location or circumstances, have access to the resources needed for successful employment outcomes. The full budget \$224,500 was expended in 2024-25. The project is scheduled to end in March 2026.

Memorial University of Newfoundland and Labrador received funding in January 2024 for the Centre for Research and Innovation (CRI) Labour Market Programming three-year project, aimed at developing and delivering micro-credential and certificate level programs in Corner Brook, NL. These programs will address structural labour shortages in western Newfoundland by offering applied courses in areas such as 3D design and printing, design and manufacturing, rapid prototyping robotics, GIS, and technical/social policy skills for wind energy and green hydrogen production. Led by the program coordinator and supported by CRI's infrastructure and partner network, the initiative targets a wide range of beneficiaries: post-secondary students seeking to enhance their CVs, individuals outside academia looking to upskill, workers aiming to transition into postsecondary education, entrepreneurs building credibility, mid-career professionals pursuing new paths or specialized training, and employers seeking to boost workforce productivity. Stakeholder engagement is underway to identify programming needs, with additional courses in woodworking, 3D printing, prototyping, and design currently in development. Of the total budget \$634,618, no funds were expended in 2024-25. The project is scheduled to end in March 2027.

Memorial University of Newfoundland and Labrador was provided funding for this three-year initiative (March 2025 – March 2028) which aims to develop and deliver courses to assist internationally trained engineers, international graduate students, and unsuccessful Professional Engineer (P. Eng) applicants in obtaining P.Eng. licensure through the Professional Engineers and Geoscientists of Newfoundland and Labrador (PEGNL). Led by Memorial University's Faculty of Engineering and Applied Science through Memorial Engineering Outreach, the program addresses knowledge, and skills gaps, helping participants meet regulatory requirements and integrate into the workforce. The initiative offers flexible, in-person and online courses, ensuring accessibility and sustainability. By increasing licensure rates and addressing skills shortages, this program will strengthen the province's engineering workforce and create a sustainable model for future licensure support. A total of \$335,200 was expended during the 2024-25 fiscal from the overall budget allocation of \$592,000.

Newbornlander (NBL) was provided funding in November 2024 to create a comprehensive settlement employment program that offers flexible, occupation-specific English as a

Second Language (ESL) classes and practical sewing training in an adaptable workspace. This initiative aims to equip refugee women with the skills and opportunities they need to successfully integrate into the labour market. The proposed training framework consists of 12 weeks of sewing training, divided into three levels, along with online ESL training. To date, 19 participants completed the initial cohort, 11 of which moved into paid employment. The project anticipates 122 participants engaged in the program by project end. A total of \$236,030 was expended during the 2024-25 fiscal year from the overall budget allocation of \$262,256. The project will end in March 2026.

In October 2024, the **Newfoundland and Labrador College of Physiotherapists (NLCP)** was provided funding to develop and deliver a Mentorship Program aimed at bridging education and experience gaps for Internationally Educated Physiotherapists (IEPT) and Canadian Educated Physiotherapists (CEPT) in Newfoundland and Labrador. To date, the NLCP has compiled and organized targeted learning materials addressing locally identified gaps in IEPT practice, and partnership development is underway with Dalhousie University on delivering IEPT-tailored sessions in Fall 2025. The total budget of \$89,000 was expended in 2024-25. The project will end in October 2026.

In March 2025, **The Board of Trade (BOT)** was provided funding to launch a one-time Wage Incentive Program to support Newfoundland and Labrador businesses with fewer than 100 employees. To qualify, businesses must be registered in the province and have employed at least one minimum wage worker between March 2024 and March 2025. This initiative supports strategic, collaborative efforts to address labour market challenges. The program focuses on regional and sectoral workforce planning to help employers and communities adapt to economic change. The goal of the program is to help to maintain employment attachment and reinforce labour market stability. This short-term support helps preserve workforce continuity, laying the foundation for long-term skills development and training similar to principles found in programs like Work Sharing. The BOT was recently approved a request to extend the agreement to complete the final step of project and allow the BOT to disburse program funding to successful applicants. The full budget of \$2,725,000 was expended in 2024-25. The project ends in October 2025.

The Association of Professional Engineers and Geoscientists of Newfoundland and Labrador (PEGNL) received funding in February 2025 for a project to produce two illustrated and animated instructional videos. These videos will provide a concise and easy-to-understanding overview of PEGNL's registration processes and requirements, emphasizing key information to engage viewer engagements and understanding. Each video will present essential information and guide audiences to PEGNL's website and official documentation for further reference. The first video will be designed specifically for applicants holding foreign qualifications. The second video will focus on PEGNL's volunteers. The goal of this project is to enhance transparency and provide clearer information to both applicants and volunteers. Creative briefs for the video production have been developed, and the videos remain on track for completion by the project's end date. The full budget of \$35,000 was expended in 2024-25. The project ends December 2025.

The John Howard Society of Newfoundland and Labrador (JHS-NL) received funding for its Pathways Initiative that aims to create a sustainable and impactful program that addresses both the skilled labour shortage in Newfoundland and Labrador and the barriers to employment faced by individuals with prior involvement in the criminal justice system. The program provides targeted training, certifications, and job placements, helping participants gain employability while reducing recidivism. Through a two-phase approach,

the initiative first gathers data and builds partnerships with employers, followed by delivering training and job placements with ongoing support from the JHS-NL. Ultimately, the program seeks to enhance participants' long-term economic stability, create safer communities, and fill labour gaps in the trades sector. The developmental phase one is underway, with research questions developed for both stakeholders and those with lived experience. Phase two is on schedule for delivery in September 2025. A total of \$363,102 was expended during the 2024-25 fiscal from the overall budget allocation of \$605,171. Project ends in April 2028.

St. John's Farmers Market (STFM) was provided funding for a three-year initiative aimed at developing a comprehensive diversification plan. The goal is to foster deeper relationships within the corporate world, expand facility utilization by attracting corporate clients, and tap into unique services and workshops. The STFM provides pivotal support, a structured business model and venue to over 300 small businesses. This project will allow business to expand their exposure to the corporate clients and broadly within the community, who might otherwise reduce staff and reduce engagement with small-scale producers and be sustainable. Diversifying the business model allow the SJFM and businesses to preserve existing jobs. This will be achieved through hiring a Development and Revenue Diversification (Innovation) Manager, launching pilot corporate events and workshops, and securing long-term sponsorship and partnerships, ensuring a sustainable funding model for SJFM's future growth. The Innovation Manager began in May 2025, and a comprehensive review of SJFM's current offerings and research on potential revenue opportunities, focused on identifying opportunities in the local rental and corporate event markets, has been completed. A total of \$278,786 was expended during the 2024-25 fiscal from the overall budget allocation of \$371,715. The project ends in May 2028.

Highlight from the Self-Employment Assistance Program

In 2024, "**Paul**" accessed support through the Self-Employment Assistance Program to explore the feasibility of launching a unique business concept, a fine art gallery paired with a dessert and coffee café located in a rural coastal community in the province. The gallery would feature original artwork, including paintings, canvases, and prints, while the adjacent cafe would offer homemade sweets and specialty coffee. Market research conducted by the client indicated a strong local interest in purchasing art and supporting small businesses, as well as potential to enhance tourism and cultural engagement in the region. The concept aimed to provide a new and enriching experience for both residents and visitors. Since opening, the business has gained notable attention, including a feature on a provincial hospitality website. Its social media presence has grown significantly, with over 1,500 followers and numerous positive customer reviews, reflecting strong community support and early success.

Labour Market Integration for Newcomers

A subset of the LMP measure, the Labour Market Integration for Newcomers provides funding to organizations to pilot initiatives that support integration of unemployed newcomers into the workforce. The following is a summary of projects that were active in 2024-25:

In November 2024, **AMAL Youth and Family Centre** was provided \$488,466 to deliver a Transitional Employment Supports Program, a multifaceted initiative aimed at reducing barriers to employment for newcomers in Newfoundland and Labrador. The project is scheduled to end March 2026. The program integrates employment coaching, mental health support, and community integration services, while also offering practical assistance with transportation, childcare, and language barriers. As the host organization for the National Connector Program in NL, AMAL facilitated newcomer participation in community events, conferences, and professional networking opportunities to help build local connections and foster career development. In parallel, AMAL worked with employers to strengthen their capacity to recruit and retain newcomers by offering job-matching services, intercultural competency training, and post-employment support. The organization also prioritized community building through cultural exchange, arts-based therapy, and recreational activities, helping newcomers feel a sense of belonging and fostering long-term integration. Through its Unite & Empower Program, AMAL has created a comprehensive support model that addresses settlement needs and enhances access for participants. To date, the project has supported 2,541 newcomers, with 322 participants successfully connected to the labour market and five individuals securing direct employment, demonstrating progress towards the goals of the LMP program.

The **Association for New Canadians (ANC)** is a non-profit, community-based organization that provides settlement and integration services to immigrants and refugees throughout Newfoundland and Labrador. For more than 40 years, the ANC has offered programs and services that support all aspects of immigrant integration, ranging from settlement information and orientation to language learning, skills development, and employment. Below is a summary of projects that received funding in the 2024-25 fiscal year.

- \$275,840 was provided to support the 'Build Your Future' Initiative, which is a construction trades program developed to enhance the employability of refugee newcomers in construction-related occupations and apprenticeship trades through a knowledge and skill-based training and labour market integration. Delivered through a multi-stakeholder program model, the project addresses the workforce development needs and fosters collaboration among industry, training institutions, and community organizations. The program provides foundational construction training based on a streamlined Level 1 Carpentry curriculum, delivered in two stages by a Red Seal Certified Journeyman. This project aimed to engage four cohorts over one year, with a target of 60 participants. To date, 29 participants have successfully completed the program. Funding under 2024-25 includes an Expansion Pilot to fast-track an additional 36 newcomers in a program administered through the Carpenter's Millwright College, strengthening the connection to employment for these participants. This project is ongoing until March 31, 2026. To date, four individuals have secured direct employment, and 36 participants have been connected to the labour market.
- \$20,415 was provided funding to support the 'Coding for Success' project. This project was designed to enhance the employability among newcomer youth by introducing them to the fundamentals of coding and programming fundamental and also exposing them to potential career opportunities in the technology sector. The project was offered in collaboration with key industry and academic stakeholders, such as Verafin, Metricsflow, TechNL, GetCoding, and Memorial University, ensuring that participants receive relevant, quality programming that aligns with current labour market needs. This project successfully engaged 60 newcomer youth, all of whom

participated in workshops and training sessions targeting the development of digital skills and improving labour market attachment. As a direct result of this initiative, all 60 participants were connected to the labour market following completion of this program.

- \$86,087 was provided for a project titled ‘Strategic Transitions to Employment Program (STEP) - Linking Practical Skills.’ The STEP and Linking Practical Skills programs target newcomers with practical experience and skills in specific sectors but not necessarily the formal educational training to support their skills and abilities. The project subsidizes 12-week work experience placement initiative (10 participants), and targets experienced skilled/educated newly arrived permanent residents and migrant workers (Ukrainians), as well as spouses of International Students/Graduates. Activities include completion of employment readiness training, a monitored work placement, peer mentoring, employer feedback/evaluation and targeted one-on-one employment maintenance support for both the employers and the participants. The ANC aims to support 10 participants through this project. To date, 10 participants have participated in STEP project, and 10 participants have attached to the labour market.
- \$201,619 was provided for a project entitled “Business Diversity.” The project includes industry-specific outreach and focuses on having a wide reach to small businesses. The project will offer workshops focused on current Inclusion, Diversity, Equity, and Anti-Racism frameworks and research, and collaboration with business community partners for employer and employee support. Through this program, five individuals found direct employment.
- \$40,594 was provided for a project entitled “Excel in Rural NL”. The project was designed to address labour shortages in rural areas of the province, provide employment and community integration solutions for newcomers, and support rural employers. To date, this program has matched 133 newcomers to employment opportunities in rural NL.
- \$122,402 was provided for a project entitled “Welcome NL.” This project provides pre-arrival support for Nominees and their families, under the Newfoundland and Labrador Provincial Nominee Program (NLPNP), and Endorsees and their families, under the Atlantic Immigration Program. The project aims to assist with foreign credential recognition, occupational specific language training, and job matching for spouses prior to their-arrival in Newfoundland and Labrador. This project is ongoing until March 2026. Four individuals found direct placement in this fiscal year through individual support provided by this program.
- \$693,188 was provided for the project entitled “Satellite Offices.” This project continues settlement supports for newcomers across the province in Corner Brook, Labrador City, Happy Valley-Goose Bay, Grand Falls-Windsor, Clarenville, St. Anthony, Forteau, and Gander. Economic support includes collaboration with employers in rural NL to provide job matching, job maintenance, and occupation specific language support for newcomers in rural NL. The project aims to support 725 newcomers across rural NL with economic integration support and services. To date, the project has engaged 359 newcomers in employment workshops and targeted support programs. The project has job matched 120 newcomers with employers

across Newfoundland and Labrador. This project is ongoing until March 2027.

- \$300,000 was provided for the project entitled “Workforce Language Connections.” This project aims to contribute to provincial economic priorities by preparing newcomers for successful labour market entry and job retention, thereby strengthening the province’s workforce, and supporting its growth objectives. Participants under this activity include newcomers who require support to align their skills, education, and work experience with sectors of high demand, such as healthcare, technology, engineering, and the skilled trades, while also supporting opportunities in emerging industries. To date, this project has connected 316 newcomers to the labour market through job matching, job maintenance support, occupation specific language training, and foreign credential recognition. This project is ongoing until March 2026.
- \$120,867 was provided for the project entitled “Language for Academic Purposes.” This project allows newcomers to study the English language from a more academic perspective, moving language learning into more abstract areas of study while increasing the criteria for meeting the benchmarks in four core areas: listening, speaking, reading, and writing. The program ensures that students learn and maintain the required language level to advance in employment, attend post-secondary education, and pursue Permanent Residency. To date, this program has supported 66 newcomers across three cohorts in English training for employment and academic advancement. The project is ongoing until March 2026.
- \$38,128 was provided for the project entitled “Online Tutoring.” This project aims to support adult Temporary Residents in rural Newfoundland and Labrador by providing accessible, individualized English language instruction using the Canadian Language Benchmarks (CLB) curriculum. This program ensures that temporary residents in rural NL have access to the language supports required to meet language requirements for certain Permanent Residency pathway programs and work permits. To date, 29 newcomers have been supported through this program. The project is ongoing until December 2025.
- \$639,500 was provided in March 2025 for asylum-specific wraparound services, which included a dedicated case management team delivering integrated employment and settlement supports. Participants advanced through structured pathways designed to foster employment readiness and long-term independence. To date, a total of 113 clients have been supported. Among them, 64 are employed. This project is ongoing until March 2027.

In December 2024, **Bethesda** received funding of \$217,675 to deliver comprehensive support services addressing both the immediate and long-term needs of immigrants and refugees in Newfoundland and Labrador. This initiative supports Pan-Provincial Program Services, including the establishment of a Community Connections and Conversation Café Program and the development of services through four additional regional centers in collaboration with sister organizations. The project encompasses a range of services: Economic Services, such as job search assistance, career development workshops, vocational training, mentorship programs, and entrepreneurial support tailored to the provincial job market; Settlement Services, including guidance on housing, legal assistance, access to health and social services, and orientation programs to help

newcomers navigate local norms and resources; Integration Services, which promote community engagement, cultural adaptation, and support in navigating provincial institutions and services; and Language Services, offering English language training, literacy programs, and customized language support for employment and daily life. To date, the project has assisted 401 newcomers and successfully supported 16 individuals in securing employment. This initiative remains ongoing and is scheduled to continue until December 2025.

In December 2024, **Community Sector Council of NL** was provided \$160,000 to deliver best practice tools, workshops, a guide to volunteering in NL, and awareness campaigns about newcomer skills and the nonprofit sector. In addition to this work province-wide, there is concentrated, in-person supports for 2-3 pilot communities to establish a newcomer volunteer profile database and work with organizations to make meaningful volunteer matches to test this approach and scalability. The program supports building the capacity of community organizations in effectively engaging immigrant volunteers, employing a Gender based Analysis Plus lens, while building newcomer's knowledge of volunteering, what it means for society in our province and the personal and employability benefits to be achieved through volunteering. The program ensures that non-profits gain new volunteers and increase the pool and abilities of volunteers including newcomers building deeper connections with communities, newcomers acquiring new skills, experiences and contacts that enhance their potential for social and economic inclusion in our province. To date, the project has supported 25 newcomers. Two individuals have secured employment. This project is ongoing until December 2025.

In December 2024, **Tombolo** was provided \$110,000 to deliver a Comprehensive Settlement and Economic Integration Programs for Newcomers in NL. The project partners with the provincial government, community organizations, service providers, and municipalities to support the economic integration of newcomers. It aims to improve labour market access by facilitating direct employment, offering career navigation support, and removing barriers to workforce entry. Through employment and entrepreneurship training, sector-based programming, and initiatives that recognize foreign credentials, the project connects newcomers to meaningful job opportunities and empowers them with the skills needed for long-term success. The project will also deliver comprehensive settlement support for newcomers at all stages of their journey, including information and orientation services, language assessment and training, needs assessments with referrals, and health and well-being programs. A mentorship initiative will also be developed to connect newly arrived individuals with peers of similar backgrounds, fostering integration and long-term retention. To date, the project has supported 216 newcomers who needed their support and services. Four individuals have found employment. The project is ongoing, and it ends in December 2025.

In January 2025, **Women's Work Festival Inc. (WWF)** was provided \$66,253 to deliver a project that strengthens the WWF and creates a new platform for female and female identifying immigrant playwrights in Newfoundland and Labrador by creating a Playwriting Unit for Immigrant Artists. The project consists of three phases and will run until December 2025. Phase one involves hiring a unit coordinator to provide administrative support to a dramaturge and five selected immigrant playwrights. In phase two, three playwrights will be chosen from St. John's and two from outside the city, including at least one from Labrador, with a focus on female and female-identifying immigrant artists. Phase three will support the development of their scripts, culminating in a public stage reading in St. John's at the end of the project. The project is ongoing until December 2025 and has supported

23 newcomers to date.

In January 2025, **YMCA of Northeast Avalon Inc**, was provided \$436,218 to deliver a project that provided opportunities for newcomers to make social and economic attachments in NL. This project aligned with the Provincial Government's immigration priorities by enhancing labour market access, creating jobs, offering workplace-specific language training, and expanding settlement and pre-arrival services. It promoted welcoming communities, place-based immigration initiatives, and the elimination of racism and discrimination. The project addressed key barriers faced by newcomers supporting integration, reducing isolation, improving accessibility. The project ended August 2025, and 355 newcomers received support and services. Ten participants have been connected to labour market.

In December 2024, **World Education Network Newfoundland** was provided \$300,000 to build on the success of the Study and Stay NL program. The program boasts over 500 international student graduates and has achieved over 80% retention in the province with alumni members. Project funding under the Newfoundland and Labrador Settlement Integration Program 2024-25 expands alumni-focused support. This is in response to alumni's feedback for more advanced support in navigating a changing and difficult job market. This second-phase initiative aims to support Study and Stay alumni as they transition into the workforce, helping them secure meaningful employment aligned with their qualifications and expertise. The program addresses the specific challenges that alumni face in finding jobs within their fields after completing their studies. The program's primary goal is to equip immigrant professionals with the necessary tools, skills, and networks to achieve sustainable employment in unregulated fields such as project management, human resources, policy analysis, communications, digital marketing, web development, and accounting. This pilot provides targeted training, mentorship, and employer engagement opportunities to support their labour market integration. To date, the project has supported 277 newcomers who needed their support and services. The project is ongoing till December 2025. Ten participants have been connected to labour market to date.

In December 2024, the **Town of Torbay**, was provided \$47,823 to build knowledge and awareness among residents, the local business community, local community groups and neighboring communities about the value newcomers bring to the community. Under this project, the Town of Torbay aims to be a welcoming community for all newcomers, well positioned to retain and support newcomers in their immigration journey. To better serve the community, residents and local businesses will partner to ensure newcomers are successfully integrated into the local community. Through this project, a dedicated staff will significantly improve the Town's ability to attract newcomers to the community as well as ensure that newcomers have access to the supports needed to successfully integrate into the community long term. This project is ongoing until December 2025. To date, the project has supported 17 newcomers who needed their support and services.

In December 2024, **Canadian Mental Health Association**, was provided \$298,536 to support the successful settlement and integration of newcomers in Newfoundland and Labrador through targeted mental health education and workplace safety initiatives. This project addresses mental health challenges impacting both newcomers and employers, aiming to foster resilience, well-being, and psychological safety in workplaces across the province. Activities include newcomer-led design sessions to create culturally responsive educational materials focused on mental health and employment integration. These

materials are delivered through tailored workshops and seminars for both newcomers and employers. The project also offers recognized training programs such as Mental Health First Aid and Applied Suicide Intervention Skills Training, while working closely with employers to develop customized plans that support psychological health and safety in their specific workplace environments. To date, the project has supported 110 newcomers. The project is ongoing until October 2025.

In December 2024, **BIPOC Women's Network of Newfoundland and Labrador** was provided \$34,040 to deliver the project entitled "Building Capacity, Advancing Careers: Empowering Immigrant Women for Success." The project aims to empower immigrant women in NL through the implementation of an information hub, career development training, and networking events that will enhance labour market access to newcomer women. The project supported 98 newcomer women through employment workshops, professional networking events, and employment matching. This project has ended June 2025.

In January 2024, **Christian Missionary Fellowship** was provided \$139,554 for the Settlement and Economic Integration Program for Newcomers. This project will support and empower newcomers in Newfoundland and Labrador through entrepreneurship training workshops, financial literacy, and youth leadership workshops. The Entrepreneurship Incubator program will create a supportive, and successful entrepreneurial program that includes resource provision, mentorship, training programs, entrepreneurship competition and business development. The "Financial Literacy Seminars" project is an educational initiative designed to improve financial understanding and decision-making among newcomers, particularly in the context of Canada's financial systems and practices. It supports business development plans through an increase knowledge of Canadian financial literacy. The knowledge imparted is crucial in helping newcomers make informed financial decisions, which is key to achieving economic stability and growth. The project is scheduled to end December 2025. To date, 146 newcomers have participated in entrepreneurship support, financial literacy workshops, leader seminars and professional networking opportunities.

In December 2024, **College of the North Atlantic** was provided with \$296,197 to deliver the project entitled "Upskill Works." This project aims to deliver skills enhancement training that is tied to three high demand sectors in Newfoundland and Labrador which are: Cyber Security for IT Professionals (St. John's), Construction Craft Workers (Clareville), and Tourism Essentials (Online). To date, 20 newcomers have completed the training program for IT professionals (10) and Tourism (10). Another 10 newcomers are scheduled to begin the Construction Craft Worker training in September 2025. This project is ongoing until December 31, 2025, with 20 participants connecting to the labour market to date.

In December 2024, **Home Again Furniture Bank** was provided with \$123,564 to deliver a project entitled "Welcoming Paths." This project aims to empower newcomers with reupholstery, upcycling, and sales skills training, along with language support provided in partnership with Amal Youth and Family Centre. This initiative will provide essential employment support and networking opportunities. Participants will also have access to wellness programs to promote mental health, and funds will be available to support transportation if needed. Home Again will work with community partners to develop workshops that on job readiness. Eight newcomers participated in this pilot initiative with five participants transitioning to related employment opportunities and two additional participants pursuing entrepreneurship opportunities in furniture repair and upholstery. The

project ended in July 2025.

To support international students and international graduates in transitioning to employment, **Memorial University of Newfoundland and Labrador** has delivered programs and services that support settlement and economic integration of students and graduates in the province. Outlined are the projects that received funding in 2024-25.

- In January 2025, The Grenfell Campus received \$86,862 to facilitate a language program that will focus on building confidence in English language fluency through an exploration of the connection points between language and culture. The project will ensure that there is year-round access to language instruction that can support newcomers regardless of their status. Fifteen participants have been connected to labour market.
- \$82,142 was provided to deliver “Global Skills Exchange Initiative.” This project offered 60-hour work placements for 40 international students as a part of their professional skills development program. The program is open for undergraduate and graduate students and focuses on networking, micro-learning employment readiness workshops, and experimental work placements. 62 participants have connected to the labour market.
- \$223,530 was provided to deliver “Newcomer Integration: Information Sharing, Partner Collaboration & Community Engagement.” The project works to create a multilingual one-stop online information platform for immigrant settlement and integration. The project will allow for internationally trained professionals to connect and engage with employers in Newfoundland and Labrador, while accessing other essential information regarding newcomer settlement. This tool will help newcomers learn about support services and programs and provide employers of immigrant employees with a toolkit to support employee settlement and retention. This tool is currently under development with plans to launch in December 2025.

In December 2024, **NL Environmental Industry Association Inc. (econext)** was provided with \$160,705 to deliver a project entitled “Economic Integration for Newcomers in Newfoundland and Labrador’s Clean Energy Industry (New).” This project aims to improve labour market access for newcomers by organizing Clean Career Labour Market and Connection Events, helping participants align their experience with the clean energy sector and connect directly with employers in Newfoundland and Labrador. It also facilitates work placements with clean energy companies, offers coaching programs for econext’s corporate membership of approximately 150 employers to support newcomer hiring, and explores foreign credential recognition for in-demand occupations within the clean energy industry. To date, 316 newcomers have participated in employment workshops and professional networking events. Additionally, five newcomers were selected by clean energy employers for 12-week placements. Those selected for work placements are expected to transition to full-time employment after their work placement. This project is ongoing until September 30, 2025.

In December 2024, **Occupy All Spaces Inc.** was provided with \$63,690 to deliver a project entitled implement the Film Training & Mentorship Program to support Black newcomers in Newfoundland and Labrador. This project aims to enhance economic integration, skills development, and community engagement through a comprehensive film training course, hands-on production experience, mentorship from industry professionals, and job

placement opportunities within the film industry. The pilot project included one cohort of newcomers (total 25 newcomers) who were engaged in short film production (script writing, acting, production, editing, screenings etc.) and five internships with production companies. Thirty participants have been connected to the labour market.

In December 2024, the **Ukrainian National Federation of Canada- Avalon**, was provided \$637,264 for the Integration and Community Building Program Phase II. This multi-phase project will continue its Phase 1 efforts while modifying and delivering follow-on appropriate, sustainable programs for displaced Ukrainian families where a need has been identified. The project prioritizes Entrepreneurship and Professional Support by offering job search assistance, business development programs, and career advancement opportunities for newcomers. It also focuses on Cultural Integration and Community Building through social activities, recreational programs, and initiatives that foster a sense of belonging. Additional efforts include developing integration workshops and events, along with strategic planning aligned with identified priorities. To date, 778 newcomers have participated in entrepreneurship support, financial literacy workshops, leadership seminars, and professional networking opportunities. Seventy-Eight participants have been connected to labour market.

In December 2024, **Horizon TNL** was provided with \$31,769 to develop a “Platform for Francophone employability.” The platform promotes Francophone employment opportunities and enhances Francophone recruitment of skilled workers. The platform aims to provide essential employment support to francophone newcomers through employer engagement, job matching, employment coaching, and ongoing employment support. The proposed platform connects employers with local francophone talent and helps to promote the provinces as a destination of choice for francophone newcomers. Once the platform was developed it was launched for testing. During this initial launch, 935 candidates from 37 countries registered.

In December 2024, **Collective Interchange Co-operative**, was provided \$70,658. The project encouraged all newcomers to explore online resources and connect with government, non-profit, academic, and for-profit services to support their labour market integration and settlement needs. Individuals on various immigration pathways and journeys participated in testing and feedback activities to inform the ongoing development of this community-owned online resource platform. Collaboration will continue with partners and community leaders who provide pre-arrival and settlement services in both urban and rural areas. The project also explored the creation of a shared community partner platform, identifying potential areas for contribution such as administration and resource sharing, while testing platform features that enhance access to information, resources, program promotion, and newcomer connections. Newcomers, longer-stay immigrants, service providers, and community champions from diverse communities were invited to engage with and validate the benefits of this cross-sectoral platform, which served as both a self-service immigrant resource and a toolbox to strengthen the delivery of pre-arrival and settlement services. The project engaged 301 newcomers, with 120 individuals registering for sessions or subscribing to the platform mailing list, while establishing contact with 42 organizations across Newfoundland and Labrador to explore partnerships and promote platform usage.

In December 2024, **The Multi-Cultural Women’s Organization** was provided \$100,000 for a project that aimed to empower newcomers in Newfoundland and Labrador by addressing key challenges related to employment, language proficiency, and community

integration. Activities under this project aimed to improve newcomers' access to employment, language skills and community resources. Newcomers gained confidence in navigating key aspects of life in Newfoundland and Labrador while strengthening connections between other newcomers, local business, and key stakeholders. Project activities included: Job Creation and Labour Market Integration, Language Support for Labour Market Success, Empowering Newcomers Through Informative Videos, Newcomer Information Conference and Anti-racism support. The project is ongoing and is scheduled to end in October 2025.

Highlight from the Skills Development Program

In early summer 2024, “**Sherry**” approached the department following a layoff from her previous employer. With no post-secondary education and a work history consisting primarily of short-term labour positions, she faced significant barriers to securing stable, long-term employment. Despite her efforts, she was unable to find sustainable work due to her limited qualifications.

Sherry expressed a longstanding interest in the automotive industry, and with the guidance of her Career Development Specialist, she developed a comprehensive employment plan. She was subsequently accepted into the Autobody and Collision Technician program in September 2024.

Through dedication and hard work, Sherry successfully completed the program in May 2025. She is now employed full-time as an Autobody Collision Technician, marking a significant milestone in her career journey and demonstrating the impact of targeted support and training.

Research and Innovation

The following is a summary of projects that were active in 2024-25:

Newfoundland and Labrador Workforce Innovation Centre (NLWIC)

In February 2017, the Government of Newfoundland and Labrador established the NLWIC. It was designed to support and fund labour market activities, research, and projects that demonstrate innovation and identify methods to assist individuals in preparing for, finding, returning to, or maintaining sustainable employment. To diversify the economy through innovation, NLWIC collaborates with business, labour, community groups, and other agencies to foster innovative approaches to address local labour market needs and improve employment and training outcomes.

Recent work has been ongoing in preparation for the establishment of an Economic Immigration Ideas Lab to identify practical approaches to facilitate newcomer participation in the provincial labour market and stimulate innovation and leadership in newcomer recruitment and retention.

Research is ongoing to support the development and promotion of Work Remote Hubs in

Newfoundland and Labrador. These centers aim to facilitate remote work for companies and individuals by providing essential resources such as printing services, specialized technologies, physical workspaces, and human resources support.

NLWIC continues to engage with stakeholders and partners, and leverage other funding partners, in support of several projects, including:

- Working with Future Skills Centre (FSC) to develop an Ecosystem Mapping tool, (WorksupportNL), aimed to present a map and search tool to help those in need of employment related services in NL find local services.
- Partnership with ACOA and the Max Bell Foundation on a research initiative led by Dais, the public policy and leadership think tank at Toronto Metropolitan University. The project, titled Job Transition Pathways, aims to identify viable career transition pathways for workers in declining sectors, helping them move into related roles in emerging industries.
- Partnered with the Dais on a Tech Sector Labour Market Research Project stemming from a techNL request for proposals. The purpose was to gain insights into the current state of the techNL sector in NL.

Micro-credential Pilot

In March 2024, a total of \$ \$20,000,000 was provided to **College of the North Atlantic, Academy Canada, and Keyin College** to support the development of micro-credentials to help fill an identified gap in the current suite of programs currently available in the province. Micro-credentials are short, flexible courses that equip individuals with job-ready skills, support lifelong learning, and expand access to education. They help individuals transition into new careers and enable employers to find talent with critical, up-to-date skillsets. This will provide a pathway for individuals to gain the skills needed for higher skilled, better paying jobs. Industry Working Groups have been assembled to guide and recommend the development of these micro- credentials.

CNA is developing micro-credentials in the fields of Early Childhood Education and TV/Film Production; Keyin will develop micro-credentials in the fields of Dentistry (Dental Assistants), Tourism (Front-line Staff Training, and Tourism Marketing Training) and Home Support Workers/Personal Support Workers; and Academy Canada is developing micro-credentials relevant to the construction trades sector. The micro-credentials project will run for five years as a pilot of micro-credentials that align with government and labour market priorities. There was \$4,172,980 expensed toward the project in 2024-25, all to CNA's segment of the project.

Main Brook Research and Development Corporation

In April 2024, Main Brook Research and Development Corporation was provided \$1,000,000 to research, develop and promote innovative, labour market strategies that capitalize on four season adventure tourism opportunities. The organization will develop a workforce assessment and skills inventory; develop a training plan in partnership with post-secondary education to fill skills gaps and assess the interest and skills capacity in relation to entrepreneurship opportunities. The project will stimulate additional business opportunities through targeted social enterprise and attractions which are consistent with the emerging opportunity, including development of a waterfront café, a residential workforce housing complex, and a rod and gun adventure club. To date, a Chief Project Officer was hired under the project and a governance board was established, public engagement sessions have been delivered and building lots have been identified for the social enterprises.

Trailhead Development Company Inc.

The Trailhead Development Company Inc. (THDC) was provided \$7,707,168 for a five-year period to research, develop and promote innovative, labour market strategies and pilot projects arising from emerging opportunities associated with the continuous, regional tourism hiking/biking attraction currently under development known as the Great Coastal Trail (GCT). This trail will connect two United Nations Educational, Scientific and Cultural Organization (UNESCO) World Heritage designated sites: Gros Morne National Park and the UNESCO World Heritage site at L'Anse aux Meadows. The project is intended to create workforce development through training and skills development arising from the operation of targeted, social enterprises at the GCT trail head located in Parson's Pond, NL, as well as through development and construction of the 28km Demonstration Trail from Parson's Pond to Daniel's Harbour on the Great Northern Peninsula. The THDC will work in collaboration with the Great Coastal Trail Authority that is responsible for developing and constructing the remaining 800-plus kilometers of the GCT. \$1,520,000 was expended to the project in 2024-25. This project holds the promise of having significant value to job creation outcomes and to the broad, economic development prospects for the Great Northern Peninsula. An Executive Director was hired for the project in January 2025, and the initial required Environmental Preview Report is on track to be submitted for review in September 2025.

Great Coastal Trail Authority Inc.

In March 2025, the Great Coastal Trail Authority Inc. (GCTA) received \$5,416,577 in 2024-25 R&I funding to work with local municipalities, development associations, community organizations and funding partners to develop, maintain, promote and manage the 850km+ hiking and biking trail network from Gros Morne National Park to L'Anse aux Meadows and beyond on the Great Northern Peninsula. GCTA will use an innovation-driven approach to support trail development in the province by:

- Hosting a provincial trail conference to convene trail builders, associations, and local/national/international experts to share best practices for sustainable trail development, as such, fostering knowledge mobilization and integration of trends for sustainable trail design.
- Assembling a management and project team that will provide oversight into the integration of the expertise in trail design and partnerships, including summer students spanning multiple innovative sectors such as engineering and business.
- Engaging specialized professional services to ensure evidence-based decision-making.
- Develop a Workforce Training & Development program, comprised of trail building micro-credential courses, including delivery of best practices for sustainable trail building and trail management.
- Development and implementation of an online/app-based trip planning tool, marketing programs for visitors of the province, and development of a Tourism Intelligence System to gather tourist feedback, which will guide the future trail development.

College of the North Atlantic

In March 2020, the College of the North Atlantic (CNA) was provided \$3,075,000 in R&I funding over a 5-year period to transfer advanced-level apprenticeship and in-class curriculum into to an online/blended format to improve the flexibility and cost-effectiveness of apprenticeship training for both learners and the college. The professions for which the curriculum was to be transferred included Plumber, Industrial Electrician, Cook, Metal

Fabricator, Industrial Mechanic (Millwright), Refrigeration and Air Conditioning Mechanic, Instrumentation Control Technician, Powerline Technician, Heavy Duty Equipment Technician/Truck and Transport Mechanic, and Sheet Metal Worker. No funding was expended toward the project in 2024-25. The majority of the transfer is complete, with final reviews to be completed by an instructional designer in 2025-26.

In March 2025, the **Office to Advance Women Apprentices** was approved for \$3,540,068 in funding over a three-year period to research, develop and implement an all-female construction and renovation crew via social enterprise or cooperative model. The construction crew will be established to reflect the apprenticeship model, which will support women in achieving their Red Seal(s) by obtaining the required work hours and logbook skill verification by Journeypersons. The initiative will advance female apprentices by providing their first, and often difficult to obtain, work opportunity. The goal of the project is to advance 12 female apprentices across two 6 person cohorts in the carpentry, plumbing and electrical trades through one to two apprenticeship blocks. Targeted clients of the construction enterprise include vulnerable populations including women living independently, survivors of domestic violence, seniors, elderly individuals with limited mobility, and persons with disabilities. \$2,832,054 was expended toward the project in 2024-25. The project ends in March 2028.

Annex A : Independent Audit of the LMDA



Auditors' Report

Canada-Newfoundland and Labrador Labour
Market Development Agreement

March 31, 2025

Contents

	Page
Independent Auditors' Report	1-2
Statement of Operations	3-4
Notes to the Auditor's Report	5

Independent auditor's report

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To the Deputy Minister of the Department of Jobs, Immigration and Growth;

Opinion

We have audited the accompanying Statement of Operations of Benefits and Measures and Administration Costs for the Province of Newfoundland and Labrador for the year ended March 31, 2025 ("the statement").

In our opinion, the financial information in the statement for the year ended March 31, 2025 is prepared, in all material respects, in accordance with the financial reporting provisions in Articles 18.1(a)-(b) of the amended Canada-Newfoundland and Labrador Labour Market Development Agreement dated March 27, 2018 ("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 Use

We draw attention to Note 1 to the statement, which describes the basis of accounting. The statement is prepared to assist the Province of Newfoundland and Labrador to meet the requirements of Articles 18.1(a)-(b) 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 Jobs, Immigration and Growth 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 Articles 18.1(a)-(b) 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 Statements

Our objectives are to obtain reasonable assurance about whether the statement is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this statement.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the statement, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Agreement's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates, if any, and related disclosures made by management.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

St. John's, Canada
September 22, 2025

Doane Grant Thornton LLP
Chartered Professional Accountants

Canada - Newfoundland and Labrador Labour Market Development Agreement Statement of Operations Fiscal Year Ending March 31, 2025			
Boxes shaded in this colour are required for 2019-2020 reporting. All other elements to be provided if possible			
1	CONTRIBUTIONS FROM CANADA	Contribution	Total
	Base contribution from the EI Operating Account		
	Base Contribution toward cost of benefits and measure (Program)	\$ 123,544,634	
	Carry forward from 2022-23 (Program)		
	Base Contribution toward administration cost (Administration)*	\$ 8,937,456	
	Carry forward from 2022-23 (Administration)	\$ -	
	Contributions to costs of benefits and measures outside of base LMDA allocation		
	Budget 2017 Additional Allocation (Program)		
	Additional Targeted Funding to support Steel & Aluminum Workers (Program)	\$ -	
	Additional Targeted Funding to support Seasonal Workers (Program)	\$ -	
	TOTAL CONTRIBUTIONS FROM CANADA TOWARDS PROGRAM COSTS		\$ 123,544,634
	TOTAL CONTRIBUTIONS FROM CANADA TOWARDS ADMINISTRATION COSTS		\$ 8,937,456
2	PROGRAM EXPENDITURES - EMPLOYMENT BENEFITS AND SUPPORT MEASURES	Expenditure	Sub-total
	EMPLOYMENT BENEFITS		
	+ Skills Development/ Regular (SD-R) <i>(Provincial/Territorial equivalent name for SD-R programming)</i>	\$ 54,095,067	
	Occupational skills training	\$ 48,677,628	
	Programming**	\$ 10,701,310	
	Financial Assistance (EI Part II)**	\$ 37,976,318	
	Short-Term Training	\$ -	
	Programming**	\$ -	
	Financial Assistance (EI Part II)**	\$ -	
	Literacy, essential skills, language training and adult basic education	\$ -	
	Programming**	\$ -	
	Financial Assistance (EI Part II)**	\$ -	
	Other skills development activities***	\$ 5,417,439	
	Programming**	\$ 5,417,439	
	Financial Assistance (EI Part II)**	\$ -	
	+ Skills Development/ Apprentice (SD-A) <i>(Provincial/Territorial equivalent name for SD-A programming)</i>	\$ 1,384,073	
	Programming**	\$ 1,384,073	
	Financial Assistance (EI Part II)**	\$ -	
	+ Targeted Wage Subsidies (TWS) <i>(Provincial/Territorial equivalent name for TWS programming)</i>	\$ 8,116,171	
	Programming**	\$ 8,098,171	
	Financial Assistance (EI Part II)**	\$ 18,000	
	+ Self-Employment (SE) <i>(Provincial/Territorial equivalent name for SE programming)</i>	\$ 3,688,821	
	Programming**	\$ 996,777	
	Financial Assistance (EI Part II)**	\$ 2,692,045	
	+ Job Creation Partnerships (JCP) <i>(Provincial/Territorial equivalent name for JCP programming)</i>	\$ 6,806,614	
	Programming**	\$ 1,748,068	
	Financial Assistance (EI Part II)**	\$ 5,058,546	
	+ Targeted Earnings Supplements (TES) <i>(Provincial/Territorial equivalent name for TES programming)</i>	\$ -	
	TOTAL EMPLOYMENT BENEFITS EXPENDITURES		\$ 74,090,746
	SUPPORT MEASURES		
	+ Employment Assistance Services (EAS) <i>(Provincial/Territorial equivalent name for EAS)</i>	\$ 8,312,834	
	Job search assistance	\$ -	
	Counselling/Case management	\$ -	
	Unassisted services (e.g., self-serve employment resources)	\$ -	
	Other	\$ 8,312,834	
	+ Labour Market Partnerships (LMP) <i>(Provincial/Territorial equivalent name for LMP)</i>	\$ 28,805,043	
	Projects/strategies in support of human resources planning and dealing with labour market adjustments	\$ 28,805,043	
	Employer-sponsored training	\$ -	
	+ Research & Innovation (R&I) <i>(Provincial/Territorial equivalent name for R&I)</i>	\$ 13,532,116	
	TOTAL SUPPORT MEASURES		\$ 50,649,993
	OVERPAYMENTS RECOVERED FROM INDIVIDUALS		\$ 1,196,165
	TOTAL PROGRAM EXPENDITURES		\$ 123,544,634
3	BALANCE AT YEAR END (Program)****		\$ 0
4	ADMINISTRATION EXPENDITURES		
	+ Salary expenses	\$ 7,550,000	
	Direct service delivery	\$ 7,550,000	
	Other (e.g. Policy and Program Development, Management, Support Services, etc.)	\$ -	
	TOTAL SALARY EXPENDITURES		\$ 7,550,000
	+ Non-salary expenses (excluding accommodations)	\$ 534,370	
	+ Expenses towards accommodations	\$ 854,756	
	TOTAL NON-SALARY		\$ 1,389,126
	TOTAL ADMINISTRATION EXPENSES		\$ 8,939,126
5	BALANCE AT YEAR END (Administration)****		\$ 1,670

* Any additional amount used towards administration costs, as set out in the Budget 2017 LMDA Amendment, would not be identified under the administration contribution section. Administration allocation provided by Canada should be reported. If flexibility is used, it is to be reflected as a deficit under the administration expenditure section, and a surplus in the program expenditure section. Amount of program funding eligible for use towards administration costs and amount actually used towards administration costs must be indicated in the footnotes to the Audited Financial Statement.

** Definitions to be developed. Provinces and Territories will be consulted.

*** Please include a list of all programming included in the "other" category in the footnotes of the financial statement.

**** Any balance at year end must be refunded to Employment and Social Development Canada.

This audited financial statement was prepared and certified in accordance with the requirements set out in the Canada-Newfoundland and Labrador Labour Market Development Agreement.

	OVERPAYMENTS RECOVERED FROM INDIVIDUALS	Sub-total	Total
EMPLOYMENT BENEFITS			
• Skills Development Regular (SD-R)	\$ 1,196,105		
• Skills Development Apprentice (SD-A)	\$ -		
• Targeted Wage Subsidies (TWS)	\$ -		
• Self-Employment (SE)	\$ -		
• Job Creation Partnerships (JCP)	\$ -		
• Targeted Earnings Supplements (TES)	\$ -		
TOTAL EMPLOYMENT BENEFITS EXPENDITURES		\$ 1,196,105	
SUPPORT MEASURES			
• Employment Assistance Services (EAS)	\$ -		
• Labour Market Partnerships (LMP)	\$ -		
• Research & Innovation (R&I)	\$ -		
TOTAL SUPPORT MEASURES		\$ -	
TOTAL OVERPAYMENTS RECOVERED FROM INDIVIDUALS			\$ 1,196,105

**Canada-Newfoundland and Labrador Labour Market
Development Agreement**
Notes to the Auditors' Report
Year Ended March 31, 2025

Note 1 – Basis of Accounting

The expenses for the Benefits and Measures as well as Administration costs have been incurred based on an accrual basis of accounting.

Each of the Benefits and Measures are defined in Annex 1 of the Agreement.

Administration costs are defined as the costs of administration incurred by the Province of Newfoundland and Labrador in providing the Benefits and Measures, which includes employee salaries, professional fees and rent. Rent is allocated to administration costs on a prorated basis of employees providing the Benefit and Measures in the respective regional offices.
