



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

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Annual Performance Report 2024-25

# Table of Contents

- Introduction ..... 3
- Programs and Services..... 3
- 2024-25 Annual Plan Summary ..... 4
  - Service Delivery..... 4
- Purpose and Organization of the Report..... 4
- Client Summary ..... 5
- Program Investments, Activities, and Outcomes..... 5
- Programs in Action..... 12
  - Community Partnership Agreements ..... 12
  - Labour Market Partnerships Agreements ..... 14
  - Labour Market Integration for Newcomers Agreements..... 16
- Canada - Newfoundland and Labrador Job Grant Summary ..... 19
  - Service Delivery Information ..... 19
  - Employer Information ..... 20
- Stakeholder Engagement..... 21
- Annex 1: Audited Financial Statement ..... 24
  - Opinion**..... 26
  - Basis for Opinion** ..... 26
  - Basis of accounting and restriction on distribution** ..... 26
  - Management’s responsibility** ..... 26
  - Auditor’s responsibilities for the Audit of the Statement**..... 26

## Introduction

The Department of Immigration, Population Growth and Skills (IPGS), on behalf of the province of Newfoundland and Labrador, is pleased to present the 2024-25 Canada – Newfoundland and Labrador Workforce Development Agreement (WDA) Annual Performance Report.

The Government of Newfoundland and Labrador has successfully implemented flexible, responsive, and innovative programs and services under the labour market transfer agreements. These are designed to help in training residents to address labour market demands, support displaced workers impacted by labour force adjustments and company closures, and address new and ongoing challenges and opportunities. The effective application of programs and services continues to assist in mitigating the effects of economic downturns, and results in positive outcomes for clients, employers, and communities throughout the province.

The WDA reinforces the common vision shared by Canada and Newfoundland and Labrador to create a strong, resilient, and adaptable workforce with the skills needed to succeed in the province's economy. The goal of the agreement is to increase the participation of residents in the labour force and help them develop the skills necessary to find and maintain long-term, meaningful employment.

## Programs and Services

Investments made through the WDA enable the province to capitalize on a variety of economic and advanced educational opportunities and outcomes leading to job creation and growth. Through the WDA, Newfoundland and Labrador continues to demonstrate its commitment to supporting programs, maintaining flexibility in eligible initiatives, and aligning with the investment plans outlined by IPGS.

Evidence demonstrates that clients develop skills, obtain, and maintain employment because of participation in employment and skills training programs. During 2024-25, the province delivered programs for:

- **Training:** Improve levels of literacy, essential and work-related skills, and support upskilling for the employed and underemployed.
- **Supports:** Provide continuum of needs-based services to maximize potential impact of training and continue to support persons with disabilities to enter and stay in the labour market.
- **Employment Partnerships:** Work in partnership with employers and other stakeholders to promote awareness and expand the availability, accessibility, and quality of employment opportunities.
- **Building Knowledge:** Inform priorities with labour market information to better meet skills needs and market demand; enhance the knowledge base to support continuous improvement of labour market policy and programs and support new and innovative approaches to meet the diverse needs of clients, including underrepresented groups.

Details on the above programs are found in the [Program Investments, Activities and Outcomes](#) section of this report.

## 2024-25 Annual Plan Summary

The 2024-25 WDA Annual Plan outlined how Newfoundland and Labrador would work with Canada to support the employment and training needs of the Canadian labour market through an integrated, client-centered, and outcomes-driven employment and training model, which is responsive to the evolving needs of individuals, employers, and communities.

Objectives of the agreement include:

- Fostering inclusive labour market participation by helping individuals access labour market opportunities and supporting successful integration of individuals facing obstacles to finding and maintaining employment.
- Alignment of skills with labour market needs to help workers and employers access the skills required to adapt to the changing requirements of jobs, and encouraging employer involvement in training and continuous learning opportunities for workers; and
- Creation of efficient labour markets by supporting strong and responsive labour market infrastructure, to allow timely and effective labour market programming, which contributes to improved productivity and economic growth.

### Service Delivery

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

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

This pilot initiative reflects a broader commitment to modernizing public service delivery through digital transformation. Early results show improved efficiency, accessibility, and client satisfaction, with plans to expand the initiative in 2026.

### Purpose and Organization of the Report

This report provides a profile of the clients, employers and organizations who participated in employment and training programs under the WDA during the 2024-25 fiscal year. It summarizes aggregate individual and employer information, while providing program descriptions, investments, activities, and outcomes.

The audited financial statement for the 2024-25 fiscal year is included in [Annex 1: Audited](#)

[Financial Statement](#), as per the reporting requirements. Of note, this report represents program information available at the time of compilation.

### Client Summary

During the 2024-25 fiscal, 2,579 clients availed directly of programs or services delivered under WDA. This does not include programs and services delivered through community organizations or employers. Program descriptions and outcomes are included in the [Program Investments, Activities and Outcomes](#) section.

Individual-level program data and outcomes have been provided to the Federal Government (Employment and Social Development Canada) via secure upload and are not included in this report. IPGS' third-party agencies provided monthly files from data captured in the Accountability Resource Management System (ARMS). These files were securely uploaded monthly, as per reporting requirements.

### Program Investments, Activities, and Outcomes

For 2024-25, the Government of Newfoundland and Labrador was provided a funding allocation, as follows:

Base funding	\$9,479,183
<b>Total</b>	<b>\$9,479,183</b>

This section will outline the various programs delivered under WDA, including the level of investment in the programs and measured outcomes. WDA funding allowed Newfoundland and Labrador to develop and implement labour market programs and services to meet the needs of a wide variety of clients, including Income Support recipients, non-Employment Insurance (EI)-eligible individuals, unemployed workers, and persons with disabilities. Details are provided on the myriad of programs supported under WDA. The number of clients who participated in the various programs and services reflect the positive impacts of this funding.

Program	Investment, Activities and Outcomes for 2024-25
<p><b>Adult Basic Education (ABE) Supports</b> provides eligible clients with support to participate in ABE or General Educational Development (GED) preparation. This program targets Income Support or non- EI- eligible clients with low literacy and skills. Supports may include stipends, transportation, and start-up allowance.</p> <p>Note: Tuition for clients under ABE is paid directly by the department to the service provider and is not part of the supports provided to the individual.</p>	<p><b>Investment and Activities</b> In 2024-25, \$253,584 was expended to support eligible clients to participate in ABE.</p> <p><b>Outcomes</b> In 2024-25, 350 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><b>Apprenticeship Supports</b> 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><b>Investments and Activities</b> In 2024-25, \$14,011 was expended to provide individual supports to apprentices participating in the in-class portion of apprenticeship training.</p> <p><b>Outcomes</b> In 2024-25, 78 apprentices benefitted from this program, enabling them to work toward journeyman certification.</p>
<p><b>Apprentice Wage Subsidy (AWS) Program</b> assists apprentices in gaining work experience in a skilled trade, and progressing to journeyman 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><b>Investment and Activities</b> In 2024-25, \$740,671 was expended under this program activity.</p> <p><b>Outcomes</b> In 2024-25, 76 employers received funding. This resulted in 76 non-EI- eligible apprentices acquiring work experience towards journeyman certification.</p>
<p><b>Student Summer Employment (Post-secondary and High School)</b> provides funding to support organizations and employers in creating summer employment opportunities for students. Through this program, students benefit by gaining valuable work experience, which will facilitate future labour market participation.</p>	<p><b>Investment and Activities</b> In 2024-25, \$1,666,269 was provided to help students secure summer employment.</p> <p><b>Outcomes</b> In 2024-25, 386 unique employers were funded to assist 857 students in summer employment.</p>

Program	Investment, Activities and Outcomes for 2024-25
<p><b>Educational Assessments</b> identify areas of strength and areas of need with respect to academic and cognitive functioning. The assessments can identify a learning disability, an intellectual disability, or giftedness.</p> <p>An educational assessment can be considered when an individual is experiencing academic or workplace learning difficulties for which there is a need to obtain a greater understanding of the underlying cause for these difficulties, and to assist with the facilitation of the client employment planning process.</p>	<p><b>Investments and Activities</b> In 2024-25, \$69,942 was expended under this activity.</p> <p><b>Outcomes</b> In 2024-25, 24 received funding for educational assessments as part of their employment plan development.</p>
<p><b>The Canada - Newfoundland and Labrador Job Grant</b> program provides funding to eligible businesses and organizations to help offset the cost of training for existing and new employees.</p> <p>The program provides up to a maximum of \$10,000 per year towards training an existing employee and up to a maximum of \$15,000 for training an unemployed participant as a new hire. The employer contributes at least one-third of the training cost for existing employees.</p>	<p><b>Investment and Activities</b> In 2024-25, \$314,767 was expended to help employers and organizations provide their employees with training.</p> <p><b>Outcomes</b> In 2024-25, 62 unique employers and organizations were funded through 82 agreements to provide training to 1,395 employees. Further information on agreements contracted in 2024-25 is provided in the <a href="#">Canada – Newfoundland and Labrador Job Grant Summary</a> section.</p>
<p><b>Short-term Training</b> provides eligible clients with support to participate in short term training to help them with preparing, obtaining, or maintaining employment. This program specifically targets Income Support or non-EI eligible clients who have low literacy or are low skilled. Training must be less than 12 weeks in duration and complement the client’s employment plan.</p>	<p><b>Investments and Activities</b> In 2024-25, there was \$14,239 expended to support eligible clients in short-term training.</p> <p><b>Outcomes</b> In 2024-25, there were 45 clients who participated in short-term training.</p>

Program	Investment, Activities and Outcomes for 2024-25
<p><b>Labour Market Integration for Newcomers</b> 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><b>Investment and Activities</b> In 2024-25, \$999,115 was expended under this activity.</p> <p><b>Outcomes</b> In 2024-25, eight organizations received support for projects under this program activity. Further information on agreements contracted in 2024- 25 is provided in the <a href="#">Labour Market Integration of Newcomers Agreements</a> section.</p>
<p><b>Labour Market Partnerships (LMP)</b> 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><b>Investment and Activities</b> In 2024-25, \$148,500 was expended under this activity.</p> <p><b>Outcomes</b> In 2024-25, seven organizations received support for projects under this program activity. Further information on agreements contracted in 2024- 25 is provided in the <a href="#">Labour Market Partnerships Agreements</a> section.</p>

Program	Investment, Activities and Outcomes for 2024-25
<p><b>Office to Advance Women Apprentices (OAWA) - Wage Subsidy Community Coordinator</b> receives a contribution to support the costs of a project designed to encourage employers to hire female apprentices by offering a wage subsidy to the employer to hire an apprentice and providing them with work experience to support their progression to become a journey person.</p> <p>The program targets female apprentices who are non-EI-eligible.</p>	<p><b>Investment and Activities</b></p> <p>In 2024-25, \$118,152 was expended to support the use of wage subsidies for non-EI-eligible females seeking employment in apprenticeship trades.</p> <p><b>Outcomes</b></p> <p>In 2024-25, six participants entered into wage subsidy agreements.</p>
<p><b>Employment Enhancement Program</b> 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><b>Investments and Activities</b></p> <p>In 2024-25, \$128,426 was expended under the program that provided individuals work experience in the forestry sector.</p> <p><b>Outcomes</b></p> <p>In 2024-25, two employers participated in this program, providing work experience to 13 individuals.</p>

Program	Investment, Activities and Outcomes for 2024-25
<p><b>Work Supports</b> provides eligible clients with work-related supports to assist them with seeking, obtaining, or maintaining employment. This program specifically targets Income Support or non-EI-eligible clients who have low levels of literacy or skills.</p> <p>Supports include specific work clothing, job-required tools, and assistance with personal needs to prepare for and participate in job search activities or interviews. Various forms of client assessments, such as diagnostic and prior learning assessments, may be paid under this program.</p>	<p><b>Investments and Activities</b> In 2024-25, \$39,073 was expended to provide work-related supports to clients.</p> <p><b>Outcomes</b> In 2024-25, one client received work- related supports.</p>
<b>Disability Programs and Agreements</b>	
<p><b>Work Related Disability Supports</b> provides adults with disabilities supports such as workplace accommodations, assistive technology devices, and technical equipment to assist individuals with seeking, obtaining, or maintaining employment.</p>	<p><b>Investments and Activities</b> In 2024-25, \$9,500 was expended to provide clients with work related disability supports.</p> <p><b>Outcomes</b> In 2024-25, two clients received financial assistance through this program.</p>
<p><b>Community Partnerships</b> program provides funding to community organizations to deliver supports and initiatives to help individuals prepare for, attain, and maintain employment, including making the transition to a new job.</p>	<p><b>Investment and Activities</b> In 2024-25, \$1,257,225 was provided to organizations to support programs and services for persons with disabilities.</p> <p><b>Outcomes</b> In 2024-25, six organizations were funded to deliver supports to over 516 individuals. Further information on agreements contracted in 2024-25 can be found in the <a href="#">Community Partnership Agreements</a> section.</p>
<p><b>School to Work Transitions</b> program provides high school students with developmental disabilities the support necessary to assist with making the transition from school to work by providing access to after-school or summer work opportunities, with the assistance of a job trainer.</p>	<p><b>Investments and Activities</b> In 2024-25, \$249,998 was invested in the School to Work Transitions program.</p> <p><b>Outcomes</b> In 2024-25, 35 students were supported in this program.</p>

Program	Investment, Activities and Outcomes for 2024-25
<p><b>High Needs Grant for Students with Permanent Disabilities</b> helps cover education-related costs associated with a permanent disability over the amount available from the Canada Student Grant for Services and Equipment for Students with Permanent Disabilities.</p>	<p><b>Investment and Activities</b> In 2024-25, \$39,950 was invested to support students with permanent disabilities to participate in post-secondary education.</p> <p><b>Outcomes</b> In 2024-25, four students received grants to support them to participate in post-secondary studies.</p>
<p><b>Disability Supports to Post Secondary Institutions Program (College of the North Atlantic - CNA)</b> is provided funding to support the participation of students with disabilities in education and training programs. CNA offers assessment and training interventions focused on addressing disability-related barriers in post-secondary training environments. Technologies, attendants, and tutors may be provided to enable persons with disabilities to participate in training programs and work terms and to complete post-secondary training.</p>	<p><b>Investment and Activities</b> In 2024-25, \$212,400 was provided to CNA to support students with disabilities in post-secondary. The activities included assessment and training interventions for these students.</p> <p><b>Outcomes</b> In 2024-25, 832 students with disabilities received supports under this program.</p>
<p><b>Office of Employment Equity for Persons with Disabilities</b> provides support to the Opening Doors program, which comprises full-time, permanent positions for persons with disabilities in the public sector.</p> <p>Opening Doors provides information, advice and training on issues related to the employment of individuals with disabilities to directors of human resources, managers, supervisors, and executive within the public service.</p> <p>Career support services are also available to provide practical job search and career counselling assistance to persons with disabilities registered with the office's client registry.</p>	<p><b>Investment and Activities</b> In 2024-25, \$1,000,000 was provided to the Office of Employment Equity for Persons with Disabilities.</p> <p><b>Outcomes</b> In 2024-25, 116 positions for persons with disabilities was supported across the province through the Opening Doors program. In addition, 108 career and employment counselling sessions were held with participants.</p>

Program	Investment, Activities and Outcomes for 2024-25
<p><b>Supported Employment</b> 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><b>Investment and Activities</b></p> <p>In 2024-25, \$7,750,094 was invested to support individuals with developmental disability in employment, with the assistance of job trainers to help them perform the required duties of the job.</p> <p><b>Outcomes</b></p> <p>In 2024-25, 1,273 individuals participated in Supported Employment. Of these, 509 obtained employment with the services provided.</p>

**Programs in Action**  
**Community Partnership Agreements**

**The Autism Society of Newfoundland and Labrador (ASNL)** delivers the Transitions Program, which provides job skills training tailored to the unique learning, social, and communication needs of individuals with autism spectrum disorder (ASD). In 2024–25, ASNL received \$143,000 to support nine participants who engaged in nine hours of weekly programming designed to build workplace readiness. Each participant completed 60 hours of volunteer service with community organizations, strengthening their social and communication skills in real-world settings. They also gained practical experience through an eight-month simulated work placement, followed by a three-month paid work experience that allowed them to apply and expand their skills in a professional environment. To support long-term success, each participant received a transition package that included an updated résumé and individualized employment toolkit. As a result, graduates secured independent community involvement and were better prepared to pursue meaningful and sustainable employment opportunities.

**The Calypso Foundation** supports individuals with developmental disabilities in developing the skills, experience, and supports needed to prepare for, enter, and sustain employment. In 2024–25, the Foundation received \$245,287 to deliver its Work Oriented Rehabilitation Centre (WORC) program to 18 clients. Eighteen participants engaged in the Continuing Education Curriculum, each completing an initial assessment to establish a benchmark for growth and demonstrating measurable improvement across program components. All 18 participants developed a résumé to support their job search and 11 successfully secured employment. Collectively, clients and their coworkers contributed more than 5,500 hours in community and workplace settings. Through this combination of continuing education, skills training, and practical experience, clients strengthened their workplace readiness and enhanced their ability to achieve and maintain meaningful long-term employment.

**The Vera Perlin Society** supports individuals with developmental disabilities in building the skills, experience, and supports necessary to prepare for, enter, and maintain employment. In 2024–25, the Society received \$259,350 to deliver its Work Oriented Rehabilitation Centre (WORC) program, which provided employment opportunities to more than 75 individuals in St. John’s and surrounding areas. The program includes the Career Education and Exploration (CEE) component, a 10-month pre-employment program at the College of the North Atlantic where 10 participants each year receive instruction in workplace and job readiness skills. WORC also oversees the Button Shop, a social enterprise owned and operated by the Society, which offers individuals meaningful paid employment in a safe and supportive environment. Employees earn at least minimum wage and benefit from flexible schedules tailored to their individual needs. Through these initiatives, the Vera Perlin Society helps participants gain practical work experience, improve employability, and achieve greater independence.

**Empower – The Disability Resource Centre** assists people with disabilities to prepare for, attain, and maintain employment. The Internship and Adaptive Technology program promotes inclusion for people with disabilities through technology. Program activities are geared towards informing everyone about the benefits of adaptive technology, demystifying technology, connecting people with resources, and increasing the technological capacity of people so they can become more active participants in their communities and employment. In 2024-25, Empower received \$422,744 to deliver the Internship and Adaptive Technology Program to 185 individuals. Training sessions were provided to individuals for adaptive technology solutions and referrals were made for further assessment and training.

Empower also delivers a Career Services program which is designed to assist people with disabilities gain attachment to the labour force. The program operates under the principles of independent living and consumer empowerment. The coordinator provides information, support, and skill-building opportunities as consumers find solutions to disability-related barriers that have prevented them from attaining their career goals. In 2024-25, \$53,228 was provided to administer the Career Services program to approximately 141 individuals. Activities included pre-employment skills and job search; disability disclosure and disability-related accommodations in the workplace; education and training opportunities; entrepreneurial development; and volunteerism.

**Newfoundland and Labrador Association for the Deaf (NLAD)** works to ensure that deaf clients have full access to career and employment services that enable them to seek, obtain and maintain employment. NLAD provides enhanced employment readiness for individuals who are deaf so they can achieve increased self-reliance. This program focuses exclusively on people with language barriers, who are deaf, using American Sign Language (ASL), and are ready to play an active role in the workforce. In 2024-25, NLAD was provided with \$95,816 to enhance employment readiness for approximately 45 deaf individuals.

In March 2024 **Avalon Employment** was provided \$37,800 to conduct comprehensive training for staff and board members of supported employment corporations, guided by a preliminary survey to identify key issues, and measure the impact through the "Theory of Change" framework. This project aims to enhance skills and confidence through targeted training sessions. Starting with a survey to identify top issues, a local consultant will lead a three-day training event for agencies, covering topics like partnership exploration, budget management, communication strategies, audits, accountability, risk management, payroll administration, and organizational structure. Board members will receive separate training, through local/regional sessions in St. John's, Gander/Central, and Western/Labrador, focusing on governance, accountability, audit controls, and human resources. The "Theory of Change" framework will track confidence gained by participants. The outcome of this project will be more capable and accountable supported employment agencies who in turn will provide improved disability-related employment services to an increased number of clients. The project is ongoing till March 2026.

### **Labour Market Partnerships Agreements**

Beginning January 2021, **College of the North Atlantic (CNA)** was provided \$974,003 over three years to develop, pilot, and evaluate Electric Vehicle Specialized training. There were no funds expended in 2024-25.

This project was delayed due to COVID and challenges with supply chain in obtaining the necessary tools and equipment to finalize curriculum and deliver training and was extended for an additional year. The training materials were developed, and pilot offerings were delivered in 2024-25. This project helped to ensure the province's workforce has the skills and training needed to support an increase in electric vehicles in Newfoundland and Labrador. Three specialized training tracks were developed:

- Training for current Automotive Service Technician Journeypersons to gain an understanding of electric vehicle maintenance;
- Training for electricians to gain skills in installing and maintaining electric vehicle charging stations (residential and commercial); and
- Electric Vehicle – First Responder Training.

Through focus-group consultations with industry experts, the planned module for appropriate disposal methods (recycling) of related materials was deferred as there is little development in Canada on the subject that could be used to develop the material. In its place, an additional module aimed at responding to the installation and maintenance of electric vehicle charging stations was developed. The project ended March 31, 2025.

Beginning in March 2023, **Skills Canada - Newfoundland and Labrador** was approved for \$965,666 over three years to deliver a Youth Apprenticeship Summer Program (YASP). This agreement was amended in March 2025 to extend the agreement to March 31, 2028, and provide an additional \$772,550 in LMDA funding to bring the total budget for the project to \$1,738,216. There were no funds expended in 2024-25. This program will provide grade 10 and 11 students with a seven-week summer placement in an in-demand trade to attain work hours towards apprenticeship. The program also provides access to

professional development, guest speakers, mentoring, peer networking, major project tours, and skills- for-success activities. Participating employers will have access to a wage subsidy, and a grant will be available to support students in purchasing required safety equipment. Skills Canada – Newfoundland and Labrador launched a new website for the YASP program and created an employer database. In summer 2024, 41 students completed placements across 38 employers, with seven students availing of the continuance subsidy to remain with their employers until April 2025. A total of 53 placements, including 10 extended placements, were achieved from 2023-2025.

In March 2023, **Southern Labrador Development Association (SLDA)** was approved for \$143,450 over two years (ending April 30, 2025) to complete the Labrador Straits Welcoming Communities Strategy project. No funds were expended in 2024-25. SLDA delivered a wide range of initiatives focused on community development, newcomer support, tourism promotion, and regional collaboration. Their efforts centered on strengthening local capacity, building partnerships, increasing access to resources and services, and enhancing the overall welcoming environment of the region. Through targeted engagement, strategic marketing, infrastructure planning, and inclusive programming, they supported social, economic, and workforce development across the Labrador Straits, while fostering stronger connections among municipalities, community organizations, businesses, newcomers, and residents.

**Bay of Islands Radio** was approved for \$973,121 to March 31, 2028, to complete a project to address the economic, employment, and social well-being of the region. There were no funds expended in 2024-25. The project will assist in job creation through information exchange related to the interests of local employers, service providers, not-for-profit community organizations, youth, newcomers, and job seekers. Capacities will be created in program development and in radio station management, including intensified efforts to substantially grow revenue through advertising to achieve sustainability. Programming capacity displayed increases in 2024-25 with the launch of four new hosted radio shows, one of which was launched by a master's student as part of their internship. Another recurring program added focuses on highlighting cultural diversity in the community. Efforts to increase advertising revenue also progressed, such as a collaborative effort with Qalipu First Nation to market member businesses and build future advertising prospects through Bay of Islands radio.

In March 2024, the **Office to Advance Women Apprentices (OAWA)** was approved for \$529,203 over three years to hire an Industry Partnership Development Lead. This position advocates for and support ongoing efforts of industry to increase their diversity and move toward gender equity. Newfoundland and Labrador is currently experiencing a surge in industry development in a variety of sectors including wind energy, mining, hydroelectricity, construction, and oil and gas. Many contractors and companies are already experiencing labour shortages and difficulties with retention. Making a concerted effort to recruit and retain women allows organizations and businesses access to an untapped labour force while supporting gender equality and encouraging inclusive and sustainable economic growth. Due to these labour challenges, OAWA has indicated that industry partners are reaching out with greater frequency for support and guidance on how

to attract more women to their companies. In August 2024 the industry partnership development lead was hired in with multiple activities toward partnership development such as conference attendance, presentations to stakeholders and industry professionals, and development of an employer membership database. There were no funds expended in 2024-25.

In March 2024, **Energy NL** was provided \$397,180, over a three-year period for the Discover Energy Careers NL initiative. Energy NL will conduct a series of activities to promote future careers/opportunities in the energy sector (renewable and non-renewable) across Newfoundland and Labrador. This project will focus on youth, Indigenous populations, and rural areas. Discover Energy Careers NL was originally established by federal, provincial, and industry stakeholders to support human resource planning and implementation within the oil and gas sector. February 2024, the initiative underwent a rebranding and expanded its mandate to encompass the broader energy industry in Newfoundland and Labrador. As the primary industry resource for career information and promotion within the province's energy sector, Discover Energy Careers NL identifies labour market challenges by leveraging existing research or conducting its own studies when necessary. It collaborates with various partners, including government departments, school districts, and educational institutions, to disseminate information to students and their key influencers. Activities achieved in 2024-25 include the development of an ambassador/mentorship program, scheduled for launch in 2025-26, the delivery of Energy Career Awareness events in schools across Newfoundland and Labrador, and participation in multiple career fair throughout the province. No funds were expended in 2024-25 fiscal year. The project is scheduled to conclude on March 31, 2027.

In March 2025, the **Professional Municipal Administrators (PMA)** received funding to implement Phase One of the Onboarding and Continuous Learning Program for Municipal Staff. This phase will focus on research and planning to identify key competencies, develop a curriculum framework, and establish a delivery model. The program aims to enhance municipal staff skills, support retention, and strengthen service delivery across Newfoundland and Labrador. The budget for the project is \$165,000 and \$148,500 was disbursed toward the project in 2024-25.

### **Labour Market Integration for Newcomers Agreements**

**World Education Network Newfoundland and Labrador** was provided \$273,606 for a two-year Study and Stay NL program. This program is dedicated to supporting international students by equipping them with the skills needed to successfully enter the Canadian workforce, integrate into and contribute to the local culture in Newfoundland and Labrador, and explore a variety of career and entrepreneurial opportunities. Students are paired with mentors to enhance their experience. Although no funds were spent during 2024-25, the project was extended to enable the organization to fully utilize available funding. Throughout the program's duration, a total of 378 students have participated across three cohorts: 117 participants in 2022-23 with 70 reporting employment after completion; 138 participants in 2023-24 with 63 reporting employment; and 123 participants in 2024-25, with the final report pending as of September 2025. Additionally,

two direct employment positions were created to support the project, and overall, 135 participants have gained direct employment because of their involvement.

**Kiwanis Club of Kelligrews** received \$113,520 to provide support to Ukrainian families settling in Conception Bay South and the neighboring area. The Kiwanis Club played a vital role in helping individuals overcome employment barriers by offering a range of services including resume development, interview preparation, assistance with completing applications and forms, and facilitating job matching opportunities through outreach to local employers and hosting job fairs. No funds were spent during the 2024-25 period, and the project concluded in December 2024. Throughout its duration, the project supported 73 newcomers, resulting in on connecting seven participants to the labour market.

**YWCA of St. John's** was provided \$880,000 to deliver a program entitled *Connexions: Supporting Newcomer Women's Connection to Employment*. This program is designed to support newcomer women and gender-diverse individuals in enhancing their connection to the labour market in Newfoundland and Labrador. Participants engage in a 20-week employment program that includes eight weeks of employability skills training followed by a 12-week paid work placement. Additionally, a customized workplace language skills program with its own paid placement is being developed to further support participants. Individual employment support is provided throughout the program's duration. The project aimed to assist 72 individuals in strengthening their labour market ties. No funds were spent during 2024-25, and the organization is currently finalizing its report to close the agreement. To date, 49 participants have been connected to the labour market, with 32 of them reporting employment.

In November 2024, **AMAL Youth and Family Center INC** was provided \$43,115 to deliver the Transitional Employment Supports Program, which focuses on employment coaching, mental health support, community integration, and practical assistance addressing challenges such as transportation, childcare, and language barriers. As the host organization for the National Connector Program in Newfoundland and Labrador, AMAL prioritizes helping newcomers build local networks by facilitating their participation in community events, conferences, and professional opportunities. The organization collaborates with employers to strengthen their ability to hire and support newcomer employees by offering job-matching services, intercultural competency training, and post-employment support. Additionally, AMAL fosters community connections through cultural exchange, arts-based therapy, and recreational activities, helping newcomers develop a sense of belonging and promoting long-term integration. By providing a comprehensive range of settlement services and labour market connections, the AMAL Unite & Empower Program empowers newcomers, breaks down barriers to employment, and contributes to the social and economic prosperity of Newfoundland and Labrador. The ongoing project will end March 2026. To date, the project has supported 2,541 newcomers, with 322 participants connected to the labour market.

**The Association of New Canadians** was provided \$157,080 to deliver the Build Your Future program, which targets adult newcomers, including permanent and temporary residents eligible to work in Canada. The program offers preliminary orientation and

training to facilitate entry into the construction industry. It features a carpentry training component led by a Red Seal Certified Journeyman and other qualified trainers, focusing on practical skills such as site layout, concrete forming, wood framing, power tool use, painting, glazing, and plastering. Participants also complete essential short-term certifications like First Aid, WHMIS, and Fall Protection to prepare for industry work. A 12-week paid work placement with local construction employers provides hands-on experience, with opportunities for increased hours and wages during the placement. These placements are closely monitored, with job maintenance support available as needed, and employers are encouraged to hire participants based on their performance. The training consists of four intakes of 15 participants each, spanning 10 weeks and 40 sessions, scheduled in the evenings and on weekends to accommodate ESL learners and those with daytime commitments. Training takes place at the ANC's ESL Training Centre in St. John's. The program supports refugee newcomers through a focused Level 1 carpentry curriculum delivered in two stages. The goal is to engage 60 newcomers across four cohorts within one year; to date, 29 participants have completed the program. Additionally, the 2024-25 funding includes an Expansion Pilot fast-track program administered through the Carpenter Millwright College to support 36 more newcomers. This ongoing project runs until March 31, 2026, with a current total of 29 participants connected to the labour market.

In January 2025, **Sport Newfoundland and Labrador Inc.** received \$300,000 to lead an Anti-Racism and Discrimination in Sport Campaign aimed at addressing racism and discrimination within the sport community while promoting inclusivity and understanding. The project includes collaborative research with the Department of Sociology at MUN, school presentations by sport figures and community leaders to educate youth and participants on recognizing and combating racism. Training sessions will focus on identifying and eliminating discrimination not only in play but also in recruitment, retention, and workplace culture, along with sharing useful resources. Additionally, a province-wide public awareness campaign leverages social media and key sport events to raise awareness about experiences of racism, promote inclusion, and celebrate multiculturalism. The campaign culminates in a Sport Summit centered on anti-racism, inclusion, and discrimination in sport including discussions on equitable hiring practices and workplace diversity. This initiative is ongoing until December 31, 2025.

**Memorial University of Newfoundland (MUN)** received \$299,000 in December 2024 to deliver the "Research Mobilization Program to Train International Graduate Students to Generate Economic Activity." This initiative is designed to attract, train, and retain international graduate students, particularly those enrolled in Science and Engineering graduate programs. By combining micro-learning courses with hands-on experience working alongside supervisors, the program equips participants with interdisciplinary skills in sustainable technology innovation and entrepreneurship. Students learn to transform their research into practical, marketable products, enhancing their employability. The project aims to encourage newcomer graduates to pursue entrepreneurial pathways after graduation. The ongoing project ends in April 2026. In the 2024-25 period, 15 international students took part in and successfully completed the program, all of whom connected to the local labour market.

# Canada - Newfoundland and Labrador Job Grant Summary

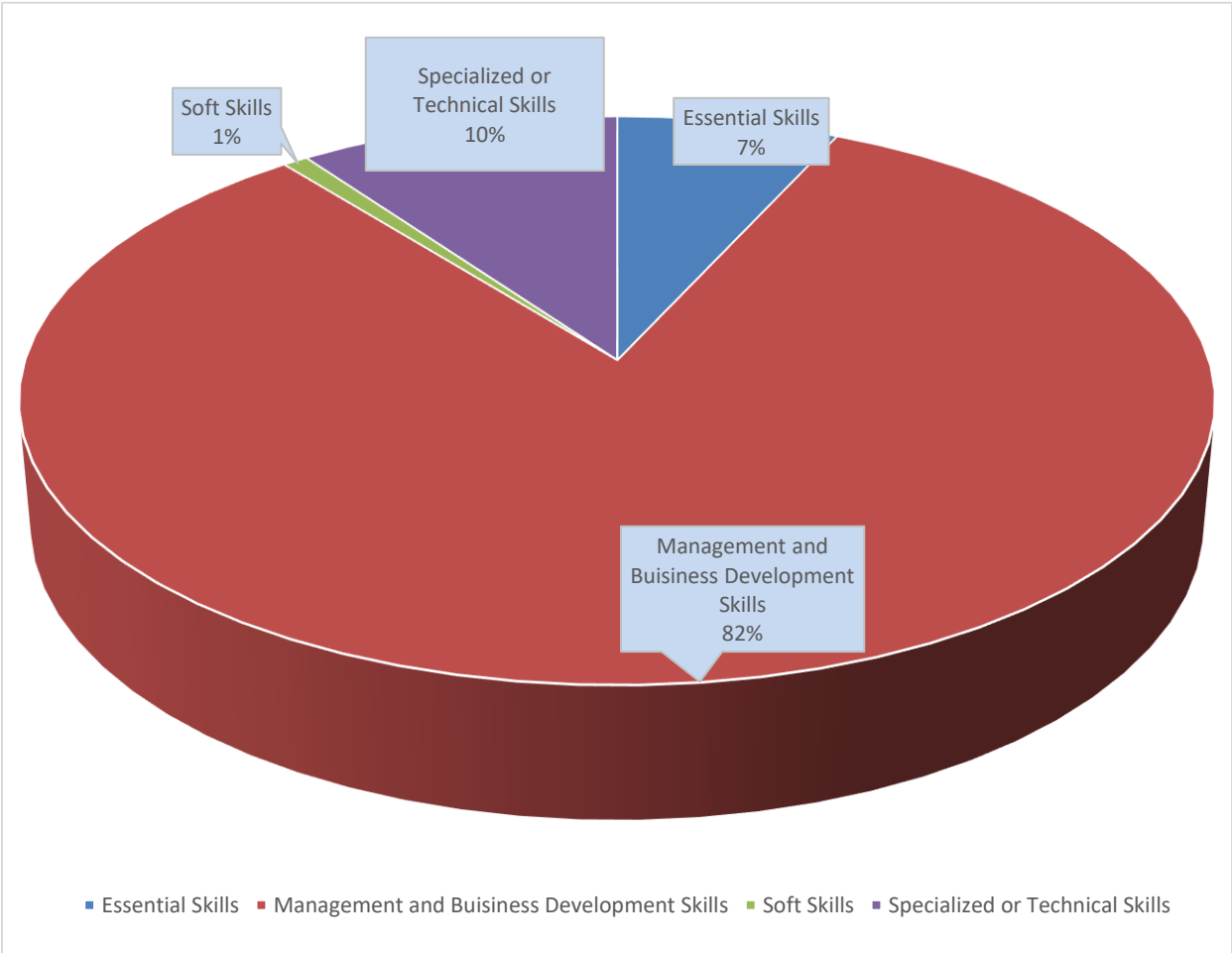
## Service Delivery Information

The goal of the Canada - Newfoundland and Labrador Job Grant (CNLJG) program is to increase labour force participation, help develop the skills necessary to find and maintain meaningful, long-term employment, and to encourage employer involvement in training to ensure that skills are aligned to job opportunities. In 2024-25, 62 unique employers and organizations were funded through 82 agreements to provide training to 1,395 employees.

Out of the 82 agreements in 2024–25, private training providers and universities were the most frequently engaged, each accounting for 39 agreements (47.6% apiece). Many of these trainers were recognized as industry experts rather than being affiliated with registered private training institutions. Colleges represented a smaller share, with 4 agreements (4.8%).

As outlined in Figure 1, most training for the 1,395 individuals, involved Management and Business Development Skills (82 per cent). This was followed by Specialized or Technical skills (10 per cent), training in Essential Skills (seven per cent), and training in Soft Skills (one per cent).

Figure 1: Canada – Newfoundland and Labrador Job Grant by Training Activity



## Employer Information

In 2024-25, there were 82 approved agreements, of these 62 were unique employers. Of these unique employers, 42 (68 per cent) were classified as small (having 50 or fewer employees), 17 (27 per cent) were classified as medium (between 51 and 499 employees), and 3 (5 per cent) were classified as large employers (500 employees or more). Of the 82 training agreements funded, the most common industry (classified by the North American Industry Classification System, NAICS) was professional, scientific, and technical services, with 33 agreements (40 per cent of the total). This was followed by five agreements (six per cent) in air transportation services and five agreements in social assistance services. The top 20 industries funded under CNLJG are provided in Table 1.

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

NAICS	Industry	#	%
541	Professional, scientific, and technical services	33	40.24%
481	Air transportation	5	6.10%
624	Social assistance	5	6.10%
488	Support activities for transportation	4	4.88%
621	Ambulatory health care services	4	4.88%
312	Beverage and tobacco product manufacturing	4	4.88%
812	Personal and laundry services	3	3.66%
611	Educational services	3	3.66%
445	Food and beverage retailers	2	2.44%
339	Miscellaneous manufacturing	2	2.44%
711	Performing arts, spectator sports and related industries	2	2.44%
238	Specialty trade contractors	2	2.44%
441	Motor vehicle and parts dealers	1	1.22%
551	Management of companies and enterprises	1	1.22%
213	Support activities for mining, oil, and gas extraction	1	1.22%
713	Amusement, gambling, and recreation industries	1	1.22%
522	Credit intermediation and related activities	1	1.22%
561	Administrative and support services	1	1.22%
813	Religious, grant-making, civic, and professional and similar organizations	1	1.22%
237	Heavy and civil engineering construction	1	1.22%

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

Several key themes have emerged from these engagement activities, including:

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

<b>Examples of stakeholders</b>	
Employers	Employers such as 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	Community groups, including organizations supporting persons with disabilities, such as Community Sector Council, Vera Perlin, Stella's Circle, Choices for Youth, Heritage Foundation of NL, Sharing our Culture, Association for New Canadians, and Supported Employment Newfoundland and Labrador, NL Housing and Homelessness Network (NLHHN)
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	Business and industry associations such as 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, Newfoundland Aquaculture Industry Association, and Chambers of Commerce such as Board of Trade and the Labrador North Chamber of Commerce
Provincial Government Departments	Other Provincial Government Departments such as Departments of: Education; Fisheries, Forestry and Agriculture; Industry, Energy and Technology; Health and Community Services; Children, Seniors, and Social Development, and Newfoundland and Labrador Housing Corporation (NLHC)
Educational Institutions	Educational institutions such as 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 (OLMC) Stakeholders	Official language minority representatives such La Fédération des francophones de Terre-Neuve et du Labrador (FFTNL), Horizon TNL
Labour Organizations	Labour organizations such as Newfoundland and Labrador Federation of Labour, Fish, Food and Allied Workers, and International Brotherhood of Electrical Workers (Office to Advance Women Apprentices)
Youth Groups	Youth groups such as Premier's Youth Council, Conservation Corps, and St. John's Boys and Girls Club
Municipal Government	Municipalities Newfoundland and Labrador, towns, and local service districts

Occupation Regulators	College of Registered Nurses NL, College of Physicians and Surgeons NL, Professional Engineers and Geoscientists Newfoundland and Labrador, The Law Society of NL
Federal Government Departments	Employment and Social Development Canada, Atlantic Canada Opportunities Agency, and Agriculture and Agri-Food Canada

## **Annex 1: Audited Financial Statement**

Doane  
GrantThornton

Auditors' Report

Canada-Newfoundland and Labrador Workforce  
Development Agreement

March 31, 2025

## Contents

	<b>Page</b>
Independent Auditors' Report on the Statement of Revenues and Expenses	1-2
Statement of Revenues and Expenses	3-4

## Independent auditors' 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 Revenues and Expenses 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 Article 26 of the CanadaNewfoundland and Labrador Workforce Development Agreement ("the Agreement").

### Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Statement section of our report. We are independent of the Agreement in accordance with the ethical requirements that are relevant to our audit of the statement in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Basis of accounting and restriction on distribution

The statement is prepared to assist the Province of Newfoundland and Labrador to meet the requirements of Article 26 of the Agreement. As a result, the statement may not be suitable for another purpose. Our report is intended solely for the Province of Newfoundland and Labrador and the Department of 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 Article 26 of the Agreement, and for such internal control as management determines is necessary to enable the preparation of the statement that is free from material misstatement, whether due to fraud or error.

### Auditor's responsibilities for the Audit of the Statement

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

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

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

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

St. John's, Canada  
September 26, 2025  
**Agreement**

  
Chartered Professional Accountants **Canada - Newfoundland and Labrador Workforce Development**

**Canada - Newfoundland and Labrador Workforce Development Agreement**  
**Statement of Revenues and Expenses**  
**Fiscal Year Ending March 31, 2025**

**SUMMARY**

1	REVENUE	Amount
	Annual contribution from Canada under the Canada-Province WDA	9,479,183
	Additional Funding	-
	Carry forward from previous fiscal year	-
	<b>Total Revenue</b>	<b>\$9,479,183</b>

2	EXPENSES	Amount Sub-Total
	<b>Program Costs incurred</b>	<b>\$8,859,938</b>
	<b>Programming targeting Persons with Disabilities (PWD)</b>	<b>\$4,266,100</b>
	<b>Eligible Programming excluding programming for PWDs</b>	<b>\$4,593,838</b>
	Supports for Individuals attending Adult Basic Education	253,584
	Supports for individuals attend Apprenticeship training	14,011
	Apprenticeship Wage Subsidy Program	740,671
	Canada-NL Job Grant Funding	314,767
	Educational Assessment	69,942
	Labour Market Integration for Newcomers	999,115
	Labour Market Partnerships Funding	148,500
	Linkages - Individual Supports	-
	Pre-employment Supports	87,089
	Short-term Training	14,239
	Work Supports	39,073
	Employment Steps for Success	-
	Employment Enhancement	128,426
	Wage Subsidy Coordinator	118,152
	Summer Employment Program for Students	1,666,269
	Research and Innovation	-
	Eligible Administration Costs (up to 10% of allocation)	\$619,245
	<b>Total Expense</b>	<b>\$9,479,183</b>

3	<b>EXCESS AMOUNT OF CONTRIBUTION PAID OR PAYABLE</b>	<b>\$0</b>
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4	CARRY FORWARD	Amount
	The lesser of i) or ii):	
	i) 5% of contribution paid or payable by Canada	473,959
	ii) Excess amount of contribution paid or payable by Canada, less PWD debts owed to Canada (not eligible for carry forward)	-
	<b>Total carry forward amount</b>	<b>\$0</b>

5	DEBTS OWED TO CANADA	Amount
	PWD debts owed to Canada (not eligible for carry forward)	-
	Plus: Additional excess amount of contribution (not including unspent contribution amounts for PWD programming from Canada-Province WDA sources)*	-
	Less: Carry forward amount	-
	<b>Total debts owed to Canada</b>	<b>\$0</b>

\*These amounts are removed to prevent double counting.

Canada - Newfoundland and Labrador Workforce Development Agreement  
Statement of Revenues and Expenses  
Fiscal Year Ending March 31, 2025

PROGRAM COSTS FOR PWDs

1	Government Program Costs incurred for PWDs	Amount	
	From WDA sources	\$4,266,100	
	From Province sources	\$6,253,068	
			<b>\$10,519,168</b>

2	Targeted Program Costs for PWDs	Amount	Sub-Total
	From WDA sources		
	Identified Target A amount under the <i>Financial Provision</i> section	\$4,120,531	
	Identified Target B amount under the <i>Financial Provision</i> section	-\$1,048,630	
	Targeted Program Costs for PWDs Original Allocation	\$3,071,901	
	Less: actual investments	\$4,266,100	
	Amount <b>above</b> identified target		\$1,194,199
	From Province sources		
	Identified Target A amount under the <i>Financial Provision</i> section	\$4,120,531	
	Less: actual investments	\$6,253,068	
	Amount <b>above</b> identified target		\$2,132,537
	<b>Total PWD investments above targets</b>		<b>\$3,326,736</b>

3	Eligible health-related expenses incurred as Program Costs	Amount	Sub-Total
	a) Maximum eligible amount of health-related expenses*	\$1,798,108	
	b) Actual health-related expenses incurred	\$0	
	Eligible health-related expenses (the lesser of a) and b))		\$0
	<b>Total eligible health-related expenses</b>		<b>\$0</b>

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

5	PWD Program Costs Breakdown	Amount	
	<b>Programming targeting Persons with Disabilities (PWD)</b>		
	Supported Employment	7,750,094	
	Grant for High Need Students with Permanent Disabilities	39,950	
	School to Work Transitions	249,998	
	College of the North Atlantic	212,400	
	Community Partnerships	1,257,225	
	Work Related Disability Supports	9,500	
	Opening Doors	1,000,000	
	<b>Total PWD Program Costs</b>		<b>\$10,519,168</b>