

2022-2023 Annual Report

Immigration, Population Growth and Skills





MESSAGE FROM THE MINISTER

I am pleased to submit the Annual Report for the Department of Immigration, Population Growth and Skills for the period from April 1, 2022 to March 31, 2023. This report was prepared in accordance with **Transparency and Accountability Act** requirements for a Category One entity. My signature below indicates my accountability for the preparation of this report and the achievement of the results therein.

During 2022-23, the department worked diligently to fulfil commitments made in the 2021-23 Strategic Plan. Specific achievements include:

- Delivering on-the-ground outreach and settlement support to Ukrainians displaced by the illegal Russian invasion of Ukraine;
- Welcoming a record 3,490 newcomers as permanent residents in 2022;
- Recommending the **Fair Registration Practices Act**, which subsequently received Royal Assent and will be proclaimed at a later date;
- Partnering with stakeholders to support regional workforce development activities;
- Partnering with community organizations to offer employment supports and connect individuals with employment barriers to the workforce;
- Working to advance innovation and flexibility in our skilled trades; and
- Achieving a second-straight year of Newfoundland and Labrador apprentices having a provincial pass rate among the top three in Canada.

This report illustrates the final year of progress towards achieving the goals and objectives set out in the department's 2021-23 Strategic Plan. I would like to recognize and thank departmental staff and other partners for their efforts in achieving the results reported. I look forward to our continued work to strengthen the province's workforce and support a productive, knowledge-based economy and a more diverse population.

Respectfully submitted,

Hon. Gerry Byrne
Minister of Immigration, Population Growth and Skills

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Departmental Overview

The Department of Immigration, Population Growth and Skills (IPGS) works to ensure the province has a diverse, highly educated and skilled workforce to meet evolving labour market demands.

This includes creating a climate that is conducive to economic growth, competitiveness, and prosperity. This is achieved through a range of services and supports including:

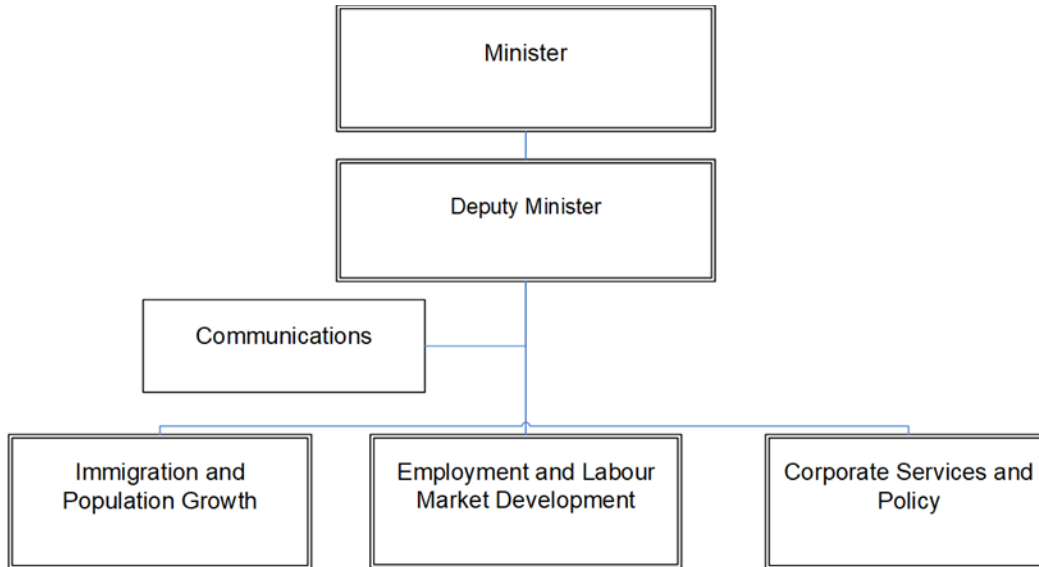
- increasing the recruitment and retention of newcomers;¹
- promoting diversity and multiculturalism;
- taking steps to prevent racism in all its forms;
- helping employers access and retain skilled workers;
- providing programs and supports for apprenticeship and trades certification; and
- offering career development and planning services, as well as employment and training supports, and information about the labour market.

The department also works with the Provincial Apprenticeship and Certification Board to develop policies based upon the criteria set out in the **Apprenticeship and Certification Act**. The Provincial Apprenticeship and Certification Board reports through the Minister of Immigration, Population Growth and Skills and prepares a separate year-end performance report.

Organizational Structure

The organizational structure of the Department of Immigration, Population Growth and Skills includes three branches:

¹ Newcomers refers to economic immigrants, refugees, and other newcomers to Canada who intend to or are in the process of permanently settling in Newfoundland and Labrador, as well as international students, international graduates, migrant workers, and asylum seekers.



1. Immigration and Population Growth

This branch ensures that immigration and workforce-related policies, programs, services, and initiatives are strategically aligned to develop and deploy a highly trained and skilled workforce to meet evolving labour market demands in the province. The branch administers immigration programs; supports newcomer settlement supports; helps employers with international recruitment, retention, and human resource planning; provides workforce policy support, including enhancing labour mobility and foreign qualification recognition; initiates workforce adjustment responses to support re-employment of workers affected by large layoffs; supports the Provincial Government’s diversity, equity, inclusion, and anti-racism efforts; and supplies individuals and employers with labour market information and trend analysis on labour market opportunities.

2. Employment and Labour Market Development

This branch administers and delivers client-focused, labour market-related programs designed to assist people in securing training and finding sustainable employment, as well as in helping employers meet labour supply challenges. The branch is also responsible for programs and supports for apprenticeship and trades certification. The branch works with a large and varied client base, including individuals who may need employment and training supports. Clients receive services virtually or in-person at one

of the 19 IPGS regional offices across the province. The branch also has responsibility for policy development as it relates to employment and training programs and services.

3. Corporate Services and Policy

This branch is responsible for the department's financial, information, and human resource management. The branch also coordinates all corporate policy requirements including legislative reviews; planning and accountability functions; and quality assurance and evaluation functions. Additionally, the branch provides advice on privacy matters and leads responses to access to information requests.

Geographic Overview

The department has 20 offices located in 18 communities throughout Newfoundland and Labrador with services delivered through regional offices. The department's headquarters are in the Confederation Building in St. John's. The 19 other locations are service delivery offices with Employment Centres and are in the following areas:

- | | |
|-----------------------------|-----------------------------------|
| 1. Carbonear | 11. Mount Pearl* |
| 2. Channel-Port aux Basques | 12. Port Saunders |
| 3. Clarenville* | 13. Springdale |
| 4. Corner Brook* | 14. St. Alban's |
| 5. Dunville | 15. St. Anthony |
| 6. Gander | 16. St. John's - Duckworth Street |
| 7. Grand Falls-Windsor* | 17. St. John's - Elizabeth Avenue |
| 8. Happy Valley-Goose Bay* | 18. Stephenville |
| 9. Lewisporte | 19. Wabush |
| 10. Marystown | |

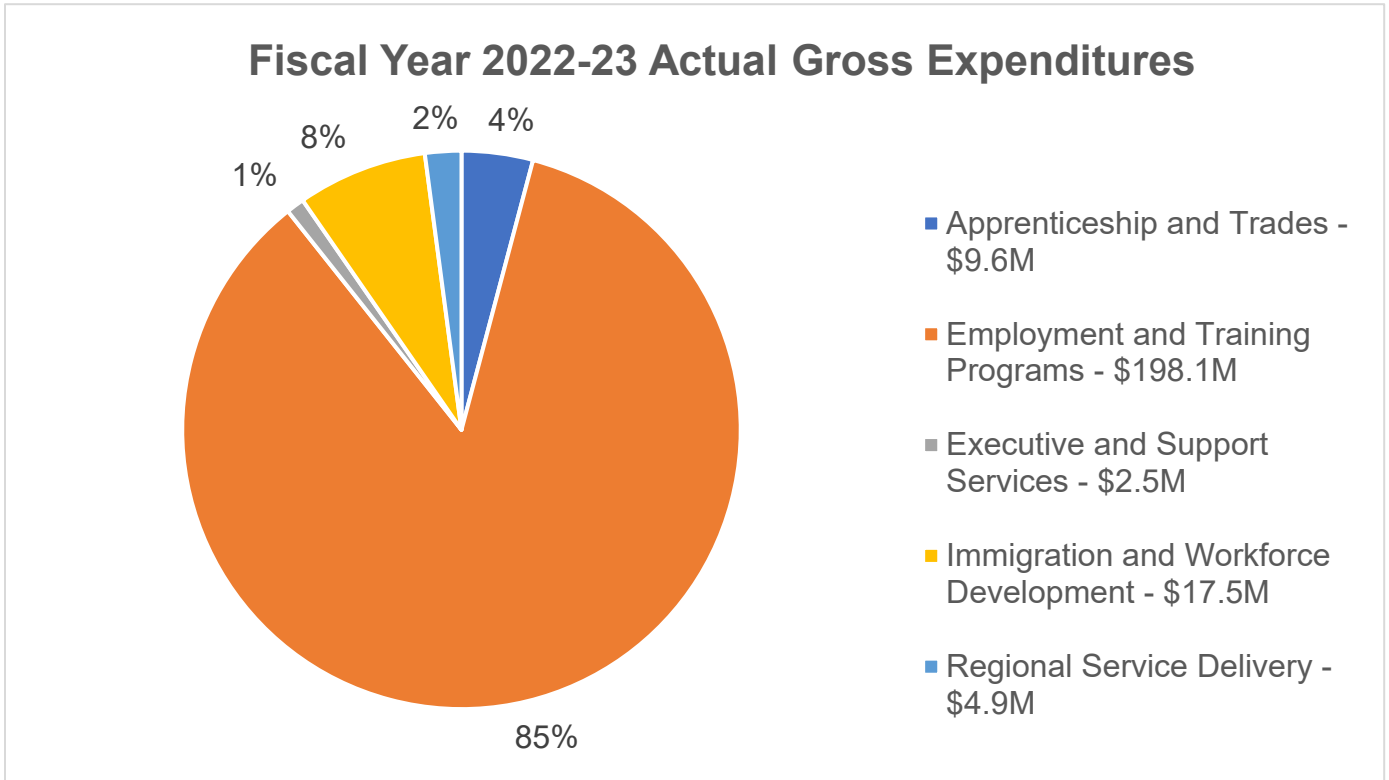
* Site includes Apprenticeship.

Staff and Expenditures

As of March 31, 2023, the department's staff complement consists of 311 employees. Of the current staff, 82 per cent are permanent, 15 per cent are temporary and 3 per cent are contractual. Almost half (48 per cent) of employees are located in the St. John's Census Metropolitan Area. The remaining 52 per cent are located in other offices throughout the province. The following table shows the staff complement and budget by division:

Division	# of Employees	Actual Expenditures
Apprenticeship and Trades	33	\$9,606,479
Employment and Training Programs	15	\$198,118,745
Executive and Support Services	22	\$2,436,529
Immigration and Workforce Development	54	\$17,509,514
Regional Service Delivery	187	\$4,891,008
Total	311	\$232,562,275

During the 2022-23 fiscal year, the Department of Immigration, Population Growth and Skills had gross expenditures of \$232.6 million. A diagram on the following page shows the major expenditure categories.



The department’s greatest expenditure for the 2022-23 fiscal year is \$198.1 million, which provides employment and training supports and services under the Labour Market Development Agreement, the Workforce Development Agreement, and provincial programs. The second-largest gross expenditure is \$17.5 million for Immigration and Workforce Development. Apprenticeship and Trades Certification accounts for approximately \$9.6 million of the gross expenditures; Regional Services accounts for \$4.9 million; and Executive and Support Services accounts for the remaining \$2.5 million. A summary of expenditures and related revenue, including the original and amended budget, can be found in the ‘Financial Information’ section of this report.

Vision

A province with a diverse and growing population where citizens are educated, skilled, and supported to be gainfully employed.

For more information about the Department of Immigration, Population Growth and Skills, please visit www.gov.nl.ca/ipgs.

Mandate

The mandate for the Department of Immigration, Population Growth and Skills is to:

- work collaboratively with employers and communities to increase immigration and support population growth; and
- assist individuals to obtain the skilled trades, training, employment, and financial supports needed to achieve the greatest benefit from current and future economic opportunities in the province.

Lines of Business

The Department of Immigration, Population Growth and Skills provides a range of programs and services to help grow the population and build a stronger economic foundation. Programs and services are grouped in the following areas:

- **Immigration** – nomination of eligible newcomers for permanent residency through economic pathways, engaging with employers and community stakeholders, delivering multiculturalism awareness activities, and providing recruitment, settlement and retention supports.
- **Employment Supports and Career Services** – career counseling, wage subsidies, apprenticeship and trades certification supports, job searches, pre-employment readiness, as well as training and skills development.
- **Population Growth and Workforce Development** – promoting the province as a workforce destination, supporting employers with recruitment, retention and human resource planning, providing workforce policy support, including enhancing labour mobility and foreign qualification recognition, as well as supplying individuals with labour market information and trend analysis on labour market opportunities.

- **Apprenticeship and Trades Certification** – overseeing apprenticeship training and certification in the province, supporting individuals pursuing a career in skilled trades, and working with institutions delivering skilled trades training.

Primary Clients

The Department of Immigration, Population Growth and Skills serves several broad groups of clients:

- Immigrants, expatriates and newcomers,
- Employers and employees,
- Apprentices and tradespersons,
- Individuals underrepresented in the workforce,
- Community organizations,
- Sector groups and industry associations, and
- Governments and government agencies.

Highlights and Partnerships

During 2022-23, the Department of Immigration, Population Growth and Skills continued to work with its partners towards the development and delivery of policies, programs and services that support a diverse, highly educated and skilled workforce to meet evolving labour market demands. Examples of these important joint efforts are as follows:

Working with Industry

- Partnered with Trades NL to fund the expansion of the Office for Indigenous and Northern Skilled Trades to Corner Brook and St. John's while maintaining the existing office in Happy Valley-Goose Bay. The Office maintains a registry of Indigenous tradespersons which includes information such as trade, level of apprenticeship, employment status, resumes, and travel availability. The Office also works with Indigenous apprentices to assist them in finding employment opportunities with the ultimate goal of achieving journeyman certification. The expansion will enable the office to serve more status and non-status Indigenous peoples interested in seeking employment opportunities in the skilled trades.
- Partnered with OceansAdvance Incorporated to deliver the Ocean Careers Immersion Program for NL Youth Project. The project will provide high school students with mentorship and summer internship opportunities in the industry, technology, and research sectors. OceansAdvance Incorporated will provide students with hands-on learning experience in the marine sector through their placements and will focus on marine research, applied technology, business innovation and entrepreneurship. This project is supporting their career exploration and development and provides a meaningful opportunity to raise awareness of employment for rural and Indigenous students in the ocean industry.
- Initiated a two-year partnership with econext to work with training institutions and industry partners to accelerate the participation of Newfoundland and Labrador's workforce in emerging clean energy industries (e.g., wind, hydrogen, bio-economy). The project will help to identify workforce capacity gaps; meet short-term workforce

needs through micro-learning, attraction, and retention; develop hydrogen-focused post-secondary curriculum and courses; create greater awareness of job opportunities and requirements with clean growth; and increase clean energy innovation in Newfoundland and Labrador.

- Partnered with the Southern Labrador Development Association to provide for a Welcoming Communities Strategy project. The Southern Labrador Development Association will help address the concerning demographic state of the Labrador Straits and the accompanying labour shortage faced by area businesses. The approach will assess community infrastructure with a view to making communities more accommodating spaces for newcomers and visitors, and engage with businesses and community stakeholders such as the Association for New Canadians to attract, recruit, and retain new Canadians to the Labrador Straits. The project will produce a community assessment, and a new Canadian attraction, recruitment and retention strategy for the Labrador Straits.
- Continued working with the Labrador Aboriginal Training Partnership to implement the Labrador Indigenous Training and Employment Strategy over a five-year period. The Labrador Indigenous Training and Employment Strategy will prepare and train Indigenous people for specific jobs that are demand-driven; demonstrate partnerships that will develop training to employment activities aimed at improving employment outcomes of Indigenous people; leverage private sector, not-for-profit and/or public sector funding to maximize investments; and include measures to ensure that potential employers provide a respectful and inclusive workplace for Indigenous employees.
- Partnered with TaskforceNL (TFNL) to help employ Ukrainians who are currently in Newfoundland and Labrador. TFNL connects individuals with certain skill sets to employers looking for those particular skill sets.

Working across the Country

- Signed a new **Canada–Newfoundland and Labrador Immigration Agreement** with the Government of Canada, which sets out joint objectives and lays a blueprint for federal-provincial cooperation on immigration.

- Worked with the Government of Canada to double the amount of yearly immigration spaces allocated to the province from 1,500 to 3,050 for 2023, representing a potential capacity to welcome 6,700 newcomers annually.
- Worked with the Government of New Brunswick to expand the Virtual Learning Strategist program to support more apprentices to successfully complete exams. The program provides support services, including tailored, targeted interventions, to apprentices at risk for non-completion.
- Worked with federal and provincial colleagues through the Atlantic Workforce Partnership (AWP), Forum of Labour Market Ministers (FLMM) and the Atlantic Apprenticeship Harmonization Project (AAHP) to advance priority focus areas such as labour market information supports, immigration supports, labour mobility, skills and innovations, skilled trades, and employment and training supports, including supports for underrepresented groups.

Working with the Public Sector and Community-Based Groups

- Consulted with the Department of Tourism, Culture, Arts and Recreation on an agreement signed with Laughing Heart Music Limited to implement a music sector workforce development plan in Corner Brook. Over the course of three years, Laughing Heart Music Limited will prioritize youth engagement and employment to create opportunities essential to the development and sustainability of the music sector.
- Partnered with the Department of Education and the College of the North Atlantic to approve a new training pathway for instructors to achieve the Post-Secondary Instructor's Certificate.
- Partnered with the Association for New Canadians to provide temporary accommodations, settlement services and employment supports for Ukrainians seeking safe haven in the province.
- Continued to partner with training providers to increase awareness of resources available to advanced-level training apprentices and instructors to support improved Red Seal exam pass rates, contributing to Newfoundland and Labrador tradespeople achieving the third-highest Red Seal pass rate in Canada for 2022.

- Collaborated with the Provincial Apprenticeship Certification Board to complete a review of 46 Apprenticeship and Trades Certification Division policies and 54 procedures with consideration given to the implementation of a new administrative system for the apprenticeship program. As a result of the review, 29 policies and 27 procedures were updated, as required, to complement the implementation of a new system.

Report on Performance

Issue 1

The need to attract and retain more newcomers to support sustainable communities, population growth and economic prosperity.

Immigration continues to represent an important opportunity for Newfoundland and Labrador's economic, social and cultural growth. It is and will continue to be an important mechanism in supporting employers experiencing labour supply shortages.

Over 80 per cent of Canada's population growth comes from immigration,² mostly through economic pathways, which facilitate entry for international professionals addressing workforce needs and economic priorities. In Newfoundland and Labrador, immigration is the main driver of population stability and growth. Immigrants also have a younger age profile (33 years of age) than the total province (47.8 years of age),³ which helps to increase the number of families with children and further sustain the future population. The Government of Newfoundland and Labrador is increasing efforts to attract and retain newcomers. In April 2021, the Provincial Government established a new goal of welcoming 5,100 newcomers annually by 2026.

Welcoming immigrants is just the beginning of a journey that is only complete when new residents realize a sense of belonging to the community and decide to seek their future in the province. Newcomers who settle in Newfoundland and Labrador are more likely to remain in the province in the long term if they are joined by family members. Five-year retention rate data released from Statistics Canada concluded that Newfoundland and

² [Population projections for Canada \(2018 to 2068\), Provinces and Territories \(2018 to 2043\) \(PDF, 1.16 MB\)](#). Statistics Canada, September 17, 2019.

³ Immigrant age profile based on administrative data from the Atlantic Immigration Program and Provincial Nominee Program. Provincial age profile obtained from: [Population estimates on July 1st, by age and sex](#). Statistic Canada, September 29, 2021.

Labrador's family class retention rate was approximately 75 per cent, meaning three in four individuals joining their family members in the province remained here five years later, compared to the 50 per cent overall immigration retention rate⁴. Long-term retention is dependent on an immigrant's lived experience with their neighbours and wider community. Availability of social and recreational activities, opportunities for spousal employment and social engagement, accessibility of culturally appropriate food and ingredients, and accessibility to appropriate housing and transportation all influence retention. The way family members such as children or grandparents are welcomed to the community, as well as the community's openness to learn from newcomers and vice versa, also contribute to successful retention.

During the second and final year of the strategic plan, the department made progress in implementing initiatives to fulfill its performance indicators. The results outlined in the next section provide details on the work completed to meet the 2022-23 Strategic Plan objective.

Goal

By March 31, 2023 the Department of Immigration, Population Growth and Skills will have worked to advance the attraction and retention of newcomers to the province.

2022-23 Objective

By March 31, 2023, the department will have furthered initiatives to attract and retain newcomers.

Indicator 1 Furthered efforts to achieve the immigration target.

2022-23 Results

In April 2021, the Provincial Government established an ambitious goal of welcoming 5,100 newcomers annually by 2026. Achieving this target will help grow our population, address labour market demands and culturally enrich our communities.

⁴ Statistics Canada, Immigrant Mobility, 2012 to 2017.

Indicator 1 Furthered efforts to achieve the immigration target.**2022-23 Results**

Newfoundland and Labrador welcomed a record 3,490 newcomers as permanent residents in 2022 representing an increase of approximately 70 per cent from 2021 when 2,059 newcomers were welcomed. In 2022, 1,129 applications were nominated for permanent residency through the Newfoundland and Labrador Provincial Nominee Program, an 89 per cent increase over the previous year. Meanwhile, 2022 was the first year in which the Atlantic Immigration Program became permanent meaning that all designated employers had to be re-designated. In 2022, 266 employers became designated or re-designated throughout the year, up from 124 designated employers in 2021. Under the Atlantic Immigration Program, 453 endorsement applications were processed in 2022, which is an increase over the 441 processed in 2021.

Attracting newcomers requires strategically leveraging resources and partnerships to position our province as a choice destination for life and work. Supporting newcomers as they integrate into our communities requires a strong focus on settlement services and collaboration with community organizations that specialize in this area. Examples of the department's progress in this area are described below.

Utilized all of the yearly permanent residency spaces issued by the Federal Government

- In 2022, the Federal Government issued 1,593 spaces for the Provincial Government to nominate and endorse newcomers for permanent residency. For the first time in provincial history, Newfoundland and Labrador used all of its allocated spaces and had to defer excess applications into the following year.

Continued support of Ukrainians fleeing the illegal Russian invasion of Ukraine

- The department's Ukrainian Family Support Desk, established in March 2022, continued its work to provide expedited support for Ukrainians seeking temporary safe haven and permanent resettlement in the province. Department staff traveled to Poland to undertake direct outreach to people fleeing the conflict in Ukraine. Staff hosted information sessions about immigration programs and support services offered by the Provincial Government and connected Ukrainians looking for jobs with Newfoundland and Labrador employers. Staff on the ground in the province continued to support those impacted by the Russian invasion of Ukraine by assisting individuals with family reunification and sponsorship through referrals to federal pathways;
- The Ukrainian Family Support Desk coordinated four chartered airlifts of Ukrainians seeking safe haven in the province between May and December 2022, which brought approximately 700 Ukrainians to the province;
- In addition to these efforts, the Ukrainian Family Support Desk continues to maintain an established team at the Office of Immigration and Multiculturalism. The team supports the work being done overseas, and coordinates ongoing

Indicator 1 Furthered efforts to achieve the immigration target.**2022-23 Results**

activities related to the settlement, employment and housing needs of Ukrainians already in Newfoundland and Labrador;

- Through its partnership with the Association for New Canadians, IPGS has supported the settlement and integration of over 2,600 Ukrainians. These resettlement supports include community connections; help creating bank accounts; support to obtain a social insurance number; and support with accessing temporary accommodations and finding private accommodations, such as a home to rent. The department provided immigration supports in the form of one-on-one guidance from professional immigration officers on how to obtain Canadian permanent residency in addition to intensive employment supports; and
- Through interdepartmental coordination, the department has supported the Government of Newfoundland and Labrador in offering Ukrainians MCP and drug program coverage; public education for all school-aged children; and the ability to transfer a Ukrainian driver's license to Newfoundland and Labrador driver's license.

Enhanced accessibility of immigration services for newcomers and employers

- The department worked with the Office of the Chief Information Officer to make improvements to immigration service delivery to ensure greater ease of access. As of March 31, 2023, all the immigration programs offered by the department are now accessible online.

Promoted immigration programs to newcomers

- The department hosted 26 online information sessions for prospective newcomers on provincial immigration pathways in 2022-23; and
- The department continued its partnership with Memorial University's School of Graduate Studies to offer free online information sessions on the Provincial Nominee Program and the Atlantic Immigration Program. Between April 2022 and March 2023, 16 sessions targeting international graduate students and alumni interested in applying for permanent residency were held.

Supported newcomers in adapting to their new home and building a sense of belonging in the community

- In 2022-23, the department approved \$7.9 million in funding (from provincial and federal sources) to undertake work such as:
 - Expanding capacity to support navigation of foreign qualification recognition for internationally trained nurses;
 - Helping cultural groups to develop capacity to deliver settlement and employment services;
 - Supporting newcomer youth and international graduates in accessing employment; and

Indicator 1 Furthered efforts to achieve the immigration target.**2022-23 Results**

- Assisting organizations serving newcomer women to expand employment supports and examine barriers to labour market access.

Awarded a contract for a full-service marketing agency to provide professional marketing services to promote Newfoundland and Labrador as a destination of choice for people looking to immigrate to Canada

- With the support of the Public Procurement Agency, the department has selected and awarded a contract to m5 Marketing Communications to become the Agency of Record to promote Newfoundland and Labrador as a destination of choice for people looking to immigrate to Canada.

Indicator 2 Provided immigration supports to employers to satisfy labour requirements.**2022-23 Results**

Newcomers bring with them skills and experiences that can help meet emerging and longstanding workforce demands. When newcomers are employed in Newfoundland and Labrador, it is beneficial for them, our communities and the economy as a whole. In 2022-23, the department took the following actions to support employers in navigating immigration programs:

Established a recruitment desk in Southern India to support the recruitment of internationally educated Registered Nurses

- The department and the College of Registered Nurses of NL launched an advance mission to build awareness of Newfoundland and Labrador as a destination of choice for Registered Nurses looking to work abroad. Connections were made with Nursing Colleges and Indian Government officials to identify opportunities to support the recruitment of nurses to the province. Numerous information sessions were held with the largest reaching over 900 health care workers;
- Government-to-government partnerships were established with two state-government agencies in India. Parties are working to establish an agreed upon Memorandum of Understanding to facilitate the recruitment of workers from two states in India; and
- Resumes were collected from Registered Nurses in India as a result of the advance mission and shared with the Department of Health and Community Services in an effort to address identified Registered Nurse vacancies in the province.

Engaged employers about how immigration can help address workforce needs and supported them in navigating the system

- The department participated in several community career events throughout 2022-23, including the annual Sharing Our Cultures event, the MUN Career Fair, the

Indicator 2

Provided immigration supports to employers to satisfy labour requirements.

2022-23 Results

College of the North Atlantic Career Fair and eight other job fairs for Ukrainians, Afghans and Government-Assisted Refugees;

- The department hosted four virtual job fairs for employers on provincial immigration pathways in Newfoundland and Labrador, reaching more than 90 employers throughout the province. Employers represented numerous sectors including Healthcare, Education, Information Technology, Agriculture, Mining, Aquaculture, Retail, Trades, Construction, Hospitality, and Tourism. These sessions gave an overview of the program, explained how immigration can help employers address workforce needs, and helped employers understand how to become designated under the Atlantic Immigration Program to participate in the program and complete required documents; and
- The department participated in two virtual job fairs under the Destination Canada series of virtual events, which helps the Provincial Government recruit bilingual candidates.

Worked with Canadian Embassies abroad to promote Newfoundland and Labrador to the host nations' workforce

- During 2022-23, the department engaged with the Canadian mission in Paris, France and participated in virtual recruitment sessions as part of the Destination Canada series of recruitment events. These events included:
 - The principal Destination Canada virtual fair; and
 - The Destination Canada Tourism-Hospitality-Culinary online information forum.

Recommended the Fair Registration Practices Act

- The **Fair Registration Practices Act** was introduced into the House of Assembly to help reduce or eliminate barriers related to qualification recognition for international and Canadian educated professional in October 2022. The Act received royal assent in November 2022 and will come into force at a later date;
- Consultations with regulatory bodies to develop associated regulations were held in January 2023 and development of regulations is ongoing; and
- The list of regulated occupations that are covered under the Act include:

<ul style="list-style-type: none"> ○ Licensed Practical Nurses ○ Physicians ○ Nurse Practitioners ○ Registered Nurses ○ Social Workers ○ Medical Laboratory Technologists ○ Respiratory Therapists ○ Pharmacists and Pharmacy Technicians 	<ul style="list-style-type: none"> ○ Clinical Psychologists ○ Advanced Care Paramedics and Primary Care Paramedics ○ K-12 Teachers ○ Early Childhood Educators ○ Engineers ○ Heavy Duty Equipment Technicians ○ Transport Truck Drivers
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Indicator 3 **Promoted a greater understanding of diversity and multiculturalism and took steps to eliminate racism in all its forms.**

2022-23 Results

Celebrating diversity, strengthening our sense of community, and fighting racism and discrimination in the province is essential to planning for future growth. In 2022-23, the department made progress in these following areas:

Continued to support the Ministerial Committee on Anti-Racism

- The department continued the work of the Ministerial Committee on Anti-Racism in partnership with the Department of Justice and Public Safety, Department of Education, and Office of Indigenous Affairs and Reconciliation in 2022-23;
- The department met with other government departments throughout 2022-23 to work on various items noted during the consultation campaign. This work included reviewing options to fund anti-racism community-led initiatives. As a result of this review, anti-racism has become a funding priority for proposals to the Settlement and Integration Program, with four projects funded in 2022-23 that addressed anti-racism;
- The Ministerial Committee on Anti-Racism met with the City of St. John's in September 2022 to discuss work both governments are doing to address racism; and
- Ongoing anti-racism actions included upgrading curriculum in schools to include a specific anti-racism lens, and offering intercultural competency and trauma-informed training to employees in the justice sector.

Offered intercultural competency training in partnership with the Centre for Learning and Development

- Between October 2022 and March 2023, 18 two-hour mini sessions designed to support culturally responsive public services were offered to members of the public service. Over 300 public servants from core government departments participated in the sessions.

Funded diversity, equity and inclusion initiatives under the Newfoundland and Labrador Multiculturalism Grant Program (NLMGP)

- The NLMGP helps communities celebrate cultural diversity in the province and offers an opportunity to advance intercultural exchanges and collaboration. Throughout 2022-23, the department communicated with cultural groups to ensure they were aware of and engaged with the application process;
- Grants of up to \$1,500 were made available under the NLMGP and culturally connected food was deemed an eligible expense for the first time under the program; and
- In 2022-23, a total of 85 applications were received from 75 different community groups. A total of \$121,508 in funding was provided to 85 projects and initiatives throughout the province.

Indicator 3 **Promoted a greater understanding of diversity and multiculturalism and took steps to eliminate racism in all its forms.**

2022-23 Results

Enhanced the Office of Immigration and Multiculturalism's digital presence

- The Office of Immigration and Multiculturalism continued to maintain an active social media presence on Facebook and Twitter. This included disseminating news and sharing employee testimonials and personal lived experiences; and
- In January 2023, the department published the 2023 Commemorative Days for Newfoundland and Labrador Communities Calendar on its website. The calendar was developed in consultation with the Department of Canadian Heritage, and includes input from various community groups and organizations in the province. The calendar is updated throughout the year based on public consultation.

2021-23 Goal Reporting

As this annual report represents the end of the 2021-23 planning cycle, the department is required to report on progress of its two-year goals. The following section describes the results of the two-year goal to advance the attraction and retention of newcomers to the province.

Indicator 1 **Increased the number of newcomers coming to the province.**

2021-23 Results

Departmental efforts in 2022-23 have resulted in record-breaking progress towards increasing the number of newcomers coming to the province.

In the 2021 calendar year the province welcomed a historic high of 2,059 newcomers. This represented a 127.8 per cent increase from the previous year and an 11.3 per cent increase from the last pre-pandemic year. In 2022, the province welcomed another historic high of 3,490 newcomers. This represented a 69.5 per cent increase from the prior year and an 88.6 per cent increase from the last pre-pandemic year. For the first time in the province's history, the Government of Newfoundland and Labrador utilized all of its yearly allocated spaces from the Federal Government to nominate newcomers for permanent residency in 2022.

Indicator 2 **Improved immigration outcomes and services for newcomers.**

2021-23 Results

Ensuring newcomers and their families have access to the services they need to succeed and establish connections is critical to ensuring the desired outcome of retaining them in the province long-term. In 2021-23, the department worked closely

with partners to improve immigration outcomes by introducing new services and enhancing existing services. This work included:

- Providing \$10 million for community projects and initiatives that support newcomers in building a sense of belonging to their new communities;
- Providing \$138,662 for diversity, equity and inclusion initiatives under the Newfoundland and Labrador Multiculturalism Grant Program;
- Establishing the Ministerial Committee on Anti-Racism with a mandate to work towards a diverse, inclusive and equitable society that is void of racism and discrimination;
- Engaging with the public and community groups to discuss long-standing and emergent issues on racism;
- Implementing intercultural competency training for public service employees to equip them with the skills to understand, communicate and interact effectively with people across different cultures; and
- Utilizing a diversity and inclusion lens for new and existing policies.
- Updating immigration policies to improve public accountability.

Indicator 3 Enhanced supports for employers to employ newcomers.

2021-23 Results

Welcoming newcomers is an important mechanism for providing support to employers experiencing labour supply shortages. Providing assistance to employers looking to employ newcomers is also essential for helping newcomers successfully integrate into the province. In 2021-23, the department worked closely with employers, community groups and industry to enhance the supports available to those looking to hire newcomers. This work included:

- Engaging employers to discuss how immigration can help address workforce needs and supporting their navigation of the system;
- Hosting virtual and in-person job fairs for organizations;
- Expanding the Office of Immigration and Multiculturalism to enable employer outreach in key sectors;
- Partnering with Canadian Embassies abroad to promote Newfoundland and Labrador to the host nations' workforce; and
- Recommending the **Fair Registration Practices Act** for introduction in to the House of Assembly to ensure registration practices for scheduled occupations are transparent, timely and fair.

Issue 2

The need for a strengthened workforce to respond to emerging labour market demands and economic diversification opportunities.

A productive, knowledge-based economy requires a workforce that is trained and ready for current jobs as well as adaptive to future labour market opportunities. The Provincial Government supports the development of Newfoundlanders and Labradorians to ensure businesses and industry have access to the skilled workers they need to remain competitive and create jobs in a changing economy.

With over 81,000 job openings forecasted from 2021-2030, the Provincial Government acknowledges that taking advantage of these opportunities will require individuals who have a strong foundation of education, skills and experience. This requires collaboration among partners (government, industry, labour and education) to provide sustainable employment opportunities that are matched with a skilled workforce. The pursuit of economic diversification and associated private sector growth will also identify new job opportunities. Increasing the skilled labour supply also requires that the Provincial Government support organizations that work with underrepresented groups, including women, persons with disabilities, newcomers, youth, Indigenous peoples and older workers. This will enable these groups to fully participate in the provincial economy and in so doing, create local and regional economic benefits.

Efforts to attract individuals to live and work in Newfoundland and Labrador, both within Canada and internationally, will remain a priority in order to support employers struggling to find labour, as well as improve the economic competitiveness of the province. Promotion and delivery of services and initiatives aimed at strengthening the workforce must continue to be inclusive and target all residents, including newcomers.

During the second and final year of the Strategic Plan, the department made progress in implementing initiatives to fulfill its performance indicators. The results outlined in the

next section provide details on the work completed to meet the 2022-23 Strategic Plan objective.

Goal

By March 31, 2023 the Department of Immigration, Population Growth and Skills will have worked to strengthen the provincial workforce to respond to emerging labour market demands and economic diversification opportunities.

2022-23 Objective

By March 31, 2023 the department will have furthered initiatives to strengthen the provincial workforce.

Indicator 1 Furthered initiatives to support labour market responsiveness.

2022-23 Results

As economic conditions shift, it is essential that Newfoundland and Labrador be prepared to respond to changing labour market demands. In 2022-23, the department advanced the following initiatives in support of this aim:

Worked with public and post-secondary stakeholders to develop responsive labour market programming

- Partnered with the Department of Health and Community Services and the College of the North Atlantic to develop a Primary Care Paramedicine Blended Program for online and part-time delivery for Emergency Medical Responders currently working in the province. This program will assist in upskilling Emergency Medical Responders who have experience working in ambulance settings;
- Partnered with the Departments of Education and Tourism, Culture, Arts and Recreation to support the development of a new Film and Media Production Centre at the College of the North Atlantic in St. John's. This campus will prepare students for exciting and diverse careers in the film industry, with new program offerings in TV and Film Technical Production, Creation, Post-Production, Production Management and Visual Effects. The creation of this new centre supports the film and television industry in the province by expanding the local talent pipeline and creating jobs in Newfoundland and Labrador; and
- Partnered with the Department of Health and Community Services to support an increase in the number of seats available for the Practical Nursing program at the College of the North Atlantic by 92 for the 2022-23 academic year. Additional seats were added to the Bay St. George, Gander, St. Anthony, and Burin campuses, with increased intake within existing programs currently being delivered in Corner Brook and Grand Falls-Windsor. This expansion helps support

Indicator 1 Furthered initiatives to support labour market responsiveness.**2022-23 Results**

the need for practical nurses, particularly in rural regions and areas of the province where long-term care facilities are being constructed.

Developed and distributed relevant, timely, targeted labour market information

- Labour market information (LMI) is information that assists people in making informed decisions about the labour market. The department develops and distributes LMI to stakeholders, which is essential for effective workforce development planning, responsiveness to workforce adjustments, and identifying training and retraining needs. LMI supports include information such as occupational forecasting overviews, career and regional profiles, and job vacancy analysis. The department maintains key LMI on its [website](#).

Indicator 2 Promoted the province as a choice destination for life and work.**2022-23 Results**

Promoting Newfoundland and Labrador as an ideal destination in which to settle, work and raise families plays an important role in attracting newcomers, growing our population and addressing labour market needs. The expansion of remote work opportunities has given workers in some industries increased flexibility and mobility to work anywhere. In 2022-23, the department took the following actions to promote the province as a choice destination for life and work:

Continued to showcase the province as an ideal destination for remote work

- The department continued its efforts on the Work Remote Campaign which aims to attract remote workers. The campaign included advertisements on digital and social media along with a website promoting the province as a choice destination for remote work ([WorkRemoteNL.ca](#)), which includes the option to subscribe to a newsletter; and
- For Come Home Year 2022, the campaign was refreshed and rebranded as the Work from Home Campaign ([WorkfromNL.ca](#)). The campaign targeted expatriate Newfoundlanders and Labradorians and sought to build awareness about the opportunity to work from home in the province. The campaign ran from August to October 2022 with airport displays for the campaign continuing into December 2022. The entire campaign, including both the Work Remote and Work from Home components, generated 368,326 website sessions, with over 5,000 e-news subscribers.

Indicator 3 Supported industry and community-led workforce development initiatives.

2022-23 Results

The department maintains relationships with industry and community stakeholders, supporting key initiatives to drive workforce development. Examples of key successes in this area include:

Supported labour market activities, research and projects through the Workforce Innovation Centre

- In 2022-23, the department continued to provide funding supports to the Workforce Innovation Centre. The Workforce Innovation Centre engages with government, business, community partners, Future Skills Centre, Labour Market Information Council, and other organizations, to support workforce innovation and test innovative approaches to workforce development.

Supported employers, associations, and organizations in strategies and activities for responding to labour force adjustments and demands

- In partnership with the Department of Tourism, Culture, Arts and Recreation, the department announced that \$2.1 million out of the \$8.7 million in funding for the first round of the 2022 Job Creation Partnership would be allocated to support Come Home Year 2022 projects. A total of 47 Come Home Year 2022 projects were approved; and
- The department reached an agreement to provide the Newfoundland and Labrador Federation of Agriculture (NLFA) \$2 million over three years to drive workforce development and support of the agricultural sector in the province. Through this investment, the NLFA has begun developing strategies to continue diversifying the province's agriculture industry, and stimulating employment by updating skills the sector requires.

Indicator 4 Advanced work to connect individuals to the workforce, including those from underrepresented groups.

2022-23 Results

The department continued to work with its partners to remove barriers to employment by providing targeted supports to individuals to assist them in gaining and maintaining long-term employment. Examples of work undertaken to connect individuals to the workforce include:

Partnered with community organizations to offer employment supports, connecting individuals with employment barriers to the workforce

- In 2022-23, the department provided funding to 24 organizations to enable them to offer employment assistance services to unemployed persons. These services can include self-service Employment Resource Centres; needs assessments; development of employment plans; employment counseling; assistance with job search, resume writing and interview preparation; and referrals to program funding or other services;

Indicator 4 Advanced work to connect individuals to the workforce, including those from underrepresented groups.

2022-23 Results

- The department collaborated with 22 community agencies in 2022-23 to deliver supports and initiatives to help individuals prepare for, attain and maintain employment, as well as supports for those making the transition to a new job;
- In 2022-23, the department collaborated with the Community Sector Council, through the Assisting My Potential – Labour Initiatives for Youth to create 167 jobs for at-risk youth; and
- The department provided annual funding to 19 non-profit, youth-serving organizations under the Service Agreements for Youth and Students program to assist with the design and delivery of programs and services related to furthering education, employment and career development. Approximately 8,000 youth and students are supported each year.

Supported Employment Insurance (EI) claimants with rapid re-employment and employability development

- In October 2020, the department implemented a Targeting, Referral and Feedback (TRF) process to identify EI claimants early in their claim. The goal is to identify new claimants who require assistance with rapid re-employment and employability development. In 2022-23, the department began initiating an automated response for TRF, which will permit the streamlined contact to more EI claimants;
- The Job Creation Partnerships program supports community-based, not-for-profit projects that provide EI-eligible participants opportunities to gain work experience and improve their employment prospects. In 2022-23, 226 projects were supported that provided work opportunities for 1,062 participants;
- The Skills Development program assists EI-eligible individuals with training supports to help them obtain the skills they need to connect to work opportunities. At the end of March 2023, the department assisted students participating in Adult Basic Education (983), post-secondary education (3,072 including both long-term and short-term training), and advanced level training for Apprentices (1,328).
 - In 2022-23, the department announced changes to the Skills Development program to put an additional estimated \$16 million dollars annually in the pockets of program participants; and
- The Self-Employment Assistance program provides financial and entrepreneurial assistance to eligible individuals to help them create jobs for themselves by starting a business. In 2022-23, 327 individuals were supported to start their own business, and 17 agencies were supported in assisting individuals with business development, planning and supports. This is an increase of 10 clients from the previous year.

Provided support to employers to hire and train workers

- In 2022-23, the department continued to deliver several wage subsidy programs to support employers in creating employment opportunities for unemployed or

Indicator 4 **Advanced work to connect individuals to the workforce, including those from underrepresented groups.**

2022-23 Results

underemployed individuals, students, recent graduates, apprentices and persons with disabilities. These include:

- JobsNL – 839 individuals employed (increase of 77 from the previous year),
- Apprenticeship Wage Subsidy – 407 individuals employed (increase of 89 from the previous year), and;
- Employment Enhancement Program – 26 individuals employed (increase of 13 from the previous year); and
- The Canada – Newfoundland and Labrador Job Grant program provides funding to eligible businesses and organizations to help offset the cost of training for their existing and future employees. In 2022-23, the department assisted 369 employers to train 1,962 individuals as part of this program.

Explored labour market challenges and opportunities for underrepresented groups

- In partnership with Supported Employment NL, the department continued its pilot project to provide supports and services in the creation of new employment opportunities for individuals living with autism and to provide monitoring and maintenance using a Supportive Employment Delivery Model;
- Newfoundland and Labrador continued to be a participating member of the FLMM Participation of Underrepresented Groups Working Group. This group is co-chaired by Employment and Social Development Canada and British Columbia's Ministry of Advanced Education and Skills Training. It meets monthly with representation from each province and territory; and
- The department launched the Employment Steps for Success Pilot Program, which provides funding to non-profit community organizations to develop, implement and deliver career planning and/or employment readiness programming. The pilot was developed after a review of previous programming and replaces the Linkages and Transitions to Work Programs. The program provides more flexibility to organizations allowing them to determine what activities will best suit the needs of the individuals they serve who are seeking to enter or re-enter the workplace. In March 2023, 19 organizations were contracted to provide Employment Steps for Success programming.

2021-23 Goal Reporting

As this annual report represents the end of the 2021-23 planning cycle, the department is required to report on progress of its two-year goals. The following section describes the results of the two-year goal to strengthen the provincial workforce to respond to emerging labour market demands and economic diversification opportunities.

Indicator 1 Helped equip the provincial labour force to respond to labour market demands and economic diversification opportunities.

2021-23 Results

As the economy of the province continues to expand and diversify, the provincial labour force must be prepared to adapt and respond to shifting labour market demands. In 2021-23, the department worked to introduce and advance several initiatives to help equip workers in the province with the skills and information that is required for them to avail of work opportunities. This work included:

- Working with public post-secondary institutions and stakeholders to develop responsive labour market programming;
- Promoting Newfoundland and Labrador as a choice destination for life and work through the Work Remote and Work From Home campaigns; and
- Developing and distributing relevant, timely, targeted labour market information online at <https://www.gov.nl.ca/labourmarketinformation/>.

Indicator 2 Supported private industry sector growth in key priority sectors.

2021-23 Results

Just as workers require support as the economy of the province continues to expand and diversify, so too do employers and industry groups. In 2021-23, the department has undertaken work to implement labour market strategies and activities to help industry make necessary labour force adjustments and meet human resource requirements. This work included:

- Providing funding to the Newfoundland and Labrador Workforce Innovation Centre to support labour market activities, research and projects focused on innovation;
- Increasing financial support (for a total of \$3.2 million) and enhancing eligibility requirements for programs that support employers hiring students;
- Supporting employers, associations, and organizations in strategies and activities for responding to labour force adjustments and demands;
- Providing \$1.1 million in funding over three years to support Hospitality NL to rebuild the tourism workforce;
- In partnership with the Department of Tourism, Culture, Arts and Recreation, providing \$2.1 million in funding to support 47 Come Home Year 2022 projects through the Job Creation Partnership program; and

Indicator 2 Supported private industry sector growth in key priority sectors.

2021-23 Results

- Providing \$2 million in funding over three years to the Newfoundland and Labrador Federation of Agriculture to drive workforce development and support the agricultural sector in the province.

Indicator 3 Provided opportunities for individuals from underrepresented groups to transition into the workforce.

2021-23 Results

Individuals from underrepresented groups in the workforce, such as women, persons with disabilities, newcomers, youth, Indigenous peoples, and older workers, face barriers that make obtaining and maintaining employment more difficult. Over the past two years, the department worked with its partners to remove barriers to employment by providing targeted supports to these individuals to assist them in gaining and maintaining long-term employment. This work included:

- Providing a total of \$12 million in annual funding to 28 organizations to enable them to offer employment assistance services to unemployed persons;
- Collaborating with 22 community agencies to deliver supports and initiatives to help individuals prepare for, attain and maintain employment. This includes supports for those making the transition to a new job;
- Working with the Community Sector Council to create nearly 350 jobs for at-risk youth through Assisting My Potential – Labour Initiative for Youth;
- Providing \$3.1 million in annual funding to 19 non-profit, youth-serving organizations under the Service Agreements for Youth and Students program to assist with the design and delivery of programs and services related to furthering education, employment and career development. Approximately 8,000 youth and students are supported each year;
- Through the Job Creation Partnerships program, supporting 367 projects that provided work opportunities for over 1,600 participants;
- Through the Skills Development program, supporting Adult Basic Education (2,092), post-secondary education (6,035), and advanced level training for apprentices (2,470) to help them obtain the skills they need to connect to work opportunities;
- Through the Self-Employment Assistance program, providing financial and entrepreneurial assistance to 644 individuals to start their own business, and 17 agencies to assist individuals with business development, planning and supports;
- Delivering several wage subsidy programs to support employers in creating opportunities for unemployed or underemployed individuals, students, recent graduates, apprentices and persons with disabilities. These programs include:
 - JobsNL – 1,601 individuals employed in 2021-23,
 - Apprenticeship Wage Subsidy – 725 individuals employed in 2021-23, and
 - Employment Enhancement Program – 39 individuals employed in 2021-23;

Indicator 3

Provided opportunities for individuals from underrepresented groups to transition into the workforce.

2021-23 Results

- Through the Canada – Newfoundland and Labrador Job Grant program, providing funding to 743 employers to help offset the cost of training 5,911 individuals;
- Partnering with provincial departments and community organizations to explore labour market challenges and opportunities for underrepresented groups. This work includes:
 - Undertaking a pilot project aimed at improving the self-reliance of Income Support participants,
 - Continuing with a pilot project which provides supports and services in the creation of new employment opportunities for individuals living with autism, and
 - Providing \$458,825 in funding to support the delivery of an ocean careers immersion program for Newfoundland and Labrador youth;
- Continuing to serve as a member of the FLMM Participation of Underrepresented Groups Working Group;
- Supporting the Public Legal Information Association of Newfoundland and Labrador (PLIAN) for an expansion of the PLIAN Legal Rights for Newcomers, which focuses on developing and distributing employment rights materials and information to newcomers across the province; and
- Launching the Employment Steps for Success Pilot Program which provides funding to non-profit community organizations to develop, implement and deliver career planning and/or employment readiness programming.

Issue 3

The need for a more innovative and flexible provincial system for skilled trades training and certification.

Apprenticeship is a proven workforce training strategy to develop new talent in highly skilled occupations, combining paid on-the-job learning with related technical instruction in the classroom. As technology advances, tradespeople are required to adapt or risk having their skills become obsolete. At the same time, the Provincial Government must keep pace to ensure that the apprenticeship system is easy to join, navigate and complete.

The demand for highly skilled tradespeople in Newfoundland and Labrador mirrors the cyclical nature of economic activity in the province. That is why innovative and flexible training methods of service and program delivery are continually being developed, to ensure high-quality education that meets industry needs during times of both economic expansion and contraction.

Further, the Government of Newfoundland and Labrador must support the mobility of workers through Atlantic and National harmonization initiatives, ensuring Newfoundland and Labrador skilled trades workers can take advantage of opportunities across Canada and abroad when seeking employment.

During the second and final year of the Strategic Plan, the department made progress in implementing initiatives to fulfill its performance indicators. The results outlined in the next section provide details on the work completed to meet the 2022-23 Strategic Plan objective.

Goal

By March 31, 2023 the Department of Immigration, Population Growth and Skills will have worked to advance the innovation and flexibility of the provincial system for skilled trades training and certification.

2022-23 Objective

By March 31, 2023 the department will have furthered initiatives to advance innovation and flexibility in the provincial system for skilled trades training and certification.

Indicator 1

Further implemented Atlantic and National apprenticeship harmonization initiatives.

2022-23 Results

The department is an active participant in Atlantic and National trade harmonization initiatives. These initiatives include the Atlantic Apprenticeship Harmonization Project (AAHP) for the Atlantic provinces and the Canadian Council of Directors of Apprenticeship (CCDA) Harmonization Initiative for jurisdictions across Canada.

The goal of these projects is to provide greater consistency in apprenticeship training and certification requirements in the areas of training, such as trade hours, sequences of training, and trade names. This will help improve labour and apprentice mobility in the Atlantic provinces and across Canada. In 2022-23, the department undertook the following work to further implement Atlantic and National harmonization initiatives:

Worked to further implement Atlantic harmonization initiatives

- Continued to host the AAHP office and facilitated the transition to a maintenance office that manages and updates trades that have since been harmonized at the national level. Work includes adjusting training levels and content sequencing;
- Continued to work with Atlantic Trade Advisory Committees on the harmonization of six of the seven Phase Three Trades (Sheet Metal Worker; Insulator (Heat and Frost); Refrigeration and Air Conditioning Mechanic; Powerline Technician; Auto Body and Collision Technician; and Machinist); and
- Attended 14 Atlantic Trade Advisory Committee meetings to develop standard curriculum components, logbooks and exams for each training level as per the newly developed curriculum standards.

Worked to further implement National harmonization initiatives

- Continued to be involved in activities of the National Harmonization initiative. This initiative aims to align training and improve consistency with the goal of enhancing the mobility of apprentices, supporting an increase in Red Seal completion rates, and enabling employers to access a larger pool of apprentices. Currently there are nine phases to the initiative;

Indicator 1

Further implemented Atlantic and National apprenticeship harmonization initiatives.

2022-23 Results

- Commenced work on Phase Eight and Phase Nine of the National Apprenticeship Harmonization Project for implementation in 2023-2024 and 2024-2025 respectively:
 - Phase Eight: Started development and review of new Red Seal examinations for the trades of Painter and Decorator; Transport Trailer Technician; Truck and Transport Mechanic; and Steamfitter/Pipefitter, and
 - Phase Nine: Reached consensus on harmonization elements through Red Seal Occupational Standard workshops, jurisdictional reviews, and ratification for the trades of Baker, Floorcovering Installer, Tower Crane Operator, and Tiler. The trades of Welder and Auto Service Technician were identified for post-harmonization implementation review; and
- Completed maintenance reviews of two Phase Six Trades (Instrumentation and Control Technician, and Bricklayer) and five Phase Seven Trades (Carpenter, Construction Electrician, Industrial Electrician, Cabinetmaker, and Mobile Crane Operator).

Indicator 2

Created the Apprenticeship e-toolkit online modules for all apprenticeship stakeholders.

2022-23 Results

Developing awareness among apprentices, journeypersons, employers, advanced level training instructors and training institutions about their roles and responsibilities in the apprenticeship system is critically important. In 2022-23, the department made the following progress in creating the Apprenticeship e-toolkit online modules:

Engaged an external consultant to develop an e-toolkit to bolster the understanding of all shareholders about their roles and responsibilities

- Identified four online module videos for development for public dissemination as a resource for all stakeholders. The videos include information on how to prepare for Level Exams; how to prepare for Red Seal Exams; the role of employers in apprenticeship training; and guidance for employers on the process of hiring an apprentice.
 - Completed three videos with work ongoing on the remaining video. Videos are available online at <https://www.gov.nl.ca/atcd/>.

Indicator 3

Supported training providers in implementing online skilled trades training opportunities.

2022-23 Results

Supporting online learning enables apprentices and those seeking a career in the trades to participate in training while working in their communities. A higher level of training flexibility supports industry by promoting the availability of skilled workers. In

Indicator 3

Supported training providers in implementing online skilled trades training opportunities.

2022-23 Results

2022-23, the department made the following progress in supporting training providers with the process of implementing online skilled trades training opportunities:

Continued the exploration of opportunities to expand current online training

- Since 2015, the department has invested in the transfer of traditional in-class curriculum to an online format to reduce barriers to training for apprentices. In 2022-23, the department continued to support the College of the North Atlantic's efforts to transfer Industrial Electrician; Plumber; Sheet Metal Worker; Metal Fabricator; Heavy Duty Equipment Technician/Truck and Transport Mechanic; Industrial Mechanic (Millwright); Cook; and Refrigeration and Air Conditioning Mechanic curriculum into an online format.

Continued the exploration of opportunities to develop online refresher training for those unsuccessful in their certification exam and the development of online support modules to enhance apprentice learning and skill acquisition

- Continued to collaborate with College of the North Atlantic on the development of online refresher training for individuals who are unsuccessful in their certification exam and online learning modules for apprentices to complete concurrently with their advanced level training. The College of the North Atlantic has identified a project manager for the initiative who is reviewing all completed online curriculum and developing a plan for creating modular training.

2021-23 Goal Reporting

As this annual report represents the end of the 2021-23 planning cycle, the department is required to report on progress of its two-year goals. The following section describes the results of the two-year goal to advance the innovation and flexibility of the provincial system for skilled trades training and certification.

Indicator 1

Worked to further Atlantic and National apprenticeship harmonization initiatives.

2021-23 Results

The demand for highly skilled tradespeople in this province mirrors the cyclical nature of economic activity of the local economy. The needs of industry must be met during both times of economic expansion and contraction. In order for skilled tradespeople to be able to take advantage of all economic opportunities across the province and abroad, it is imperative that worker mobility be supported by the Provincial Government through Atlantic and National apprenticeship harmonization initiatives. In 2021-23, the department undertook many actions to further Atlantic and National apprenticeship harmonization efforts. This work included:

- Hosting Atlantic Apprenticeship Harmonization (AAHP) office, which was created to align the rules, processes and standards for apprenticeship in the four Atlantic provinces;
- Supporting the harmonization of six of the seven trades identified under AAHP Phase Three, which includes Sheet Metal Worker; Insulator (Heat and Frost); Refrigeration and Air Conditioning Mechanic; Powerline Technician; Auto Body and Collision Technician; and Machinist;
- Completing work to support Phases Seven, Eight and Nine of the National Harmonization Initiative; and
- Participating in maintenance activities on previously Atlantic harmonized trades.

Indicator 2 Enhanced online program and service delivery in the provincial apprenticeship system.

2021-23 Results

The transitioning of apprenticeship training to online formats is critical to ensuring the provincial apprenticeship system is current with the times and work environment in which we live. Online learning enables apprentices the flexibility to better balance work and training while staying in their communities. The flexibility also benefits employers in industry as it promotes the availability of skilled workers. In 2021-23, the department made progress in enhancing online program and service delivery in the provincial apprenticeship system. This work included:

- Providing \$3 million to the College of the North Atlantic to support the transfer of some curriculum into online format, including Industrial Electrician; Plumber; Sheet Metal Worker; Metal Fabricator; Heavy Duty Equipment Technician/Truck and Transport Mechanic; Industrial Mechanic (Millwright); Cook; and Refrigeration and Air Conditioning Mechanic;
- Exploring opportunities with the College of the North Atlantic to develop online refresher training for those unsuccessful in their certification exam and supplement level-training with online support modules; and
- Developing an Apprenticeship e-toolkit with an external consultant, which included completing three online module videos.
 - Completed videos are currently available online at the departmental website at <https://www.gov.nl.ca/atcd/>.

Opportunities and Challenges

Shifting economic conditions in the province and around the world have created growing uncertainty. Inflation has placed increased stress on employers and employees as earnings and wages have not kept pace with price pressures.⁵

However, emergent opportunities in the green economy, natural resources, technology, and other growing sectors present opportunities for workers and local businesses to prosper.

To help people pivot and retrain to take advantage of these opportunities, the department must be adaptive and responsive to the needs of clients, partners and industry.

Accessibility and availability of services, programs and policies will continue to be a priority. Virtual service delivery increases the accessibility of programs and services to clients. The department will continue to work internally and with partners to bolster the accessibility of immigration services, employment supports and apprenticeship training to ensure that individuals and employers are properly supported.

Welcoming 5,100 newcomers annually by 2026 will continue to be a priority. In 2022, the province welcomed a record total of 3,490 newcomers while utilizing all of its allocated yearly immigration spaces. With Newfoundland and Labrador's yearly immigration spaces doubling in 2023, there is a greater opportunity for the Provincial Government to meet its goal by 2026.

Supporting Ukrainians fleeing the illegal Russian invasion of Ukraine will continue to be a priority. The Government of Newfoundland and Labrador's swift response in

⁵ [Research to Insights: Consumer price inflation, recent trends and analysis \(statcan.gc.ca\)](https://www150.statcan.gc.ca/n1/pub/75-662-x/2022001/article/00001-eng.htm)

helping displaced Ukrainians resettle in this province is only the beginning of the support process. The department must continue to provide supports to Ukrainians as they integrate into their new communities to help them adjust and thrive.

Financial Information

Summary of Expenditure and Related Revenue for the Year Ended March 31, 2023 (unaudited)				
		Actual Expenditure	Amended Budget	Original Budget
		\$	\$	\$
Executive and Support Services				
	Minister's Office	244,378	265,300	265,300
	Executive Support	1,082,891	1,084,700	979,900
	Administrative Support	765,580	1,099,900	1,256,200
	Program Development & Planning	343,680	359,800	519,800
Employment and Skills Development				
	Employment and Training Programs	828,569	1,313,800	1,313,800
	Employment Development Programs	6,632,147	7,463,600	8,013,600
	Labour Market Development Agreement	167,102,007	168,245,900	166,531,900
	Workforce Development Agreement	8,988,803	9,287,800	9,287,800
	Employment Assistance Program for Persons with Disabilities	9,234,009	9,638,800	9,638,800
	Youth and Student Services	5,333,210	5,900,700	5,900,700
	Apprenticeship and Trades Certification	9,606,479	9,935,600	11,099,600
Regional Service Delivery				
	Client Services	4,891,008	5,244,100	5,258,300
Immigration and Workforce Development				
	Office of Immigration and Multiculturalism	16,704,863	18,193,300	6,766,600
	Workforce Development and Productivity Secretariat	804,651	879,800	879,800
	Total Gross Expenditures	232,562,275	238,913,100	227,712,100
	Total Revenue	(-131,182,541)	(-154,919,200)	(-154,919,200)
	Total Net Expenditures	101,379,734	83,993,900	72,792,900
Branch Totals				
	Executive and Support	2,436,529	2,809,700	3,021,200
	Employment and Skills Development	207,725,224	211,786,200	211,786,200
	Regional Service Delivery	4,891,008	5,244,100	5,258,300
	Immigration and Workforce Development	17,509,514	19,073,100	7,646,400
	Total Department Gross Expenditures	232,562,275	238,913,100	227,712,100

