

# Strategic Plan

2026-2029

Jobs, Growth, and  
Rural Development





## MESSAGE FROM THE MINISTER

As the Minister responsible for the Department of Jobs, Growth and Rural Development, I am pleased to present the department's 2026-2029 strategic plan. As a category one public body, this three-year departmental strategic plan was prepared in accordance with the **Transparency and Accountability Act**, Provincial Government strategic directions, and other applicable guidelines.

This strategic plan provides a guiding framework for the department to follow as it works to advance sustainable economic development. It focuses on the department's role in supporting a strong and competitive economy through workforce development; population growth initiatives, including targeted immigration and improved retention; business and sectoral growth; and rural economic development. These efforts aim to create lasting benefits for everyone living in Newfoundland and Labrador.

The department will continue working with a range of partners, including individuals in or who want to join the labour force, newcomers, employers, businesses and industry interest holders, community organizations, educational and innovation institutions, and governments at all levels to achieve the plan's objectives. I welcome the opportunity to work with departmental staff and other contributors as we advance the implementation of this strategic plan.

My signature below attests to my accountability for the preparation of this plan and achievement of the specific goals, objectives, and performance indicators.

Sincerely,

Hon. A.M. (Lin) Paddock  
Minister of Jobs and Growth  
Minister of Rural Development  
Minister of Immigration  
Minister of Francophone Affairs

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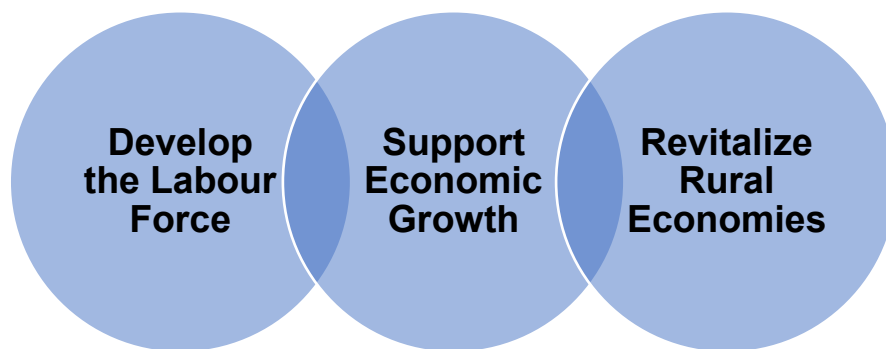
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## Introduction

In accordance with the **Transparency and Accountability Act**, the strategic plan for the Department of Jobs, Growth and Rural Development identifies three priority areas, which will be addressed over the period April 1, 2026 to March 31, 2029 to help meet the economic needs of the province (see **Annex A: Strategic Directions** for more details on the department's strategic directions). Goals, objectives, and performance indicators have been developed to address these three strategic issues. These goals aim to:



Using specified indicators, an Annual Report will be tabled in the House of Assembly for the period covered by this plan. This performance report will provide a summary of the progress in achieving the goals, objectives, and performance indicators set out in this plan, and will outline performance indicators for the year ahead.

## Department Overview

The Department of Jobs, Growth and Rural Development supports a strong, inclusive, and resilient economy, with a focus on:

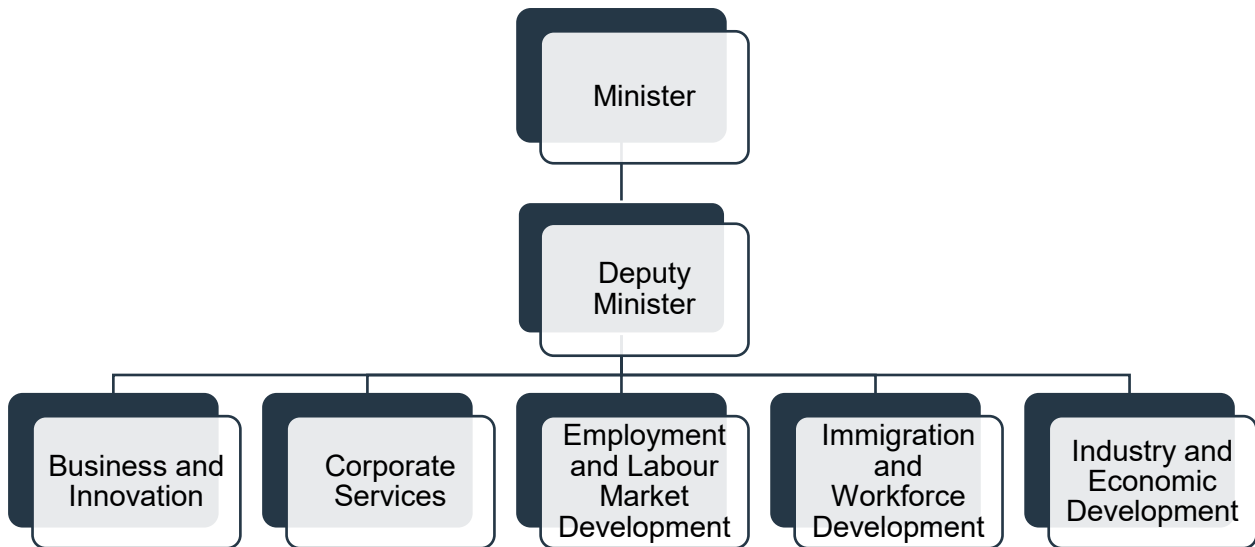
- Workforce development and employment supports
- Business growth, innovation, and investment
- Population growth including immigration, attraction and retention
- Regional and rural economic development
- Employer support and labour market alignment

## Strategic Plan 2026-2029

The department delivers this work in partnership with individuals, businesses, and communities throughout the province, supporting economic growth, job creation, and a more prosperous Newfoundland and Labrador.

For a list of the entities that report directly to the Minister, see **Annex B: Public Entities**.

### Organizational Structure



For information on the activities of each branch, see **Annex C: Branch Overview**.

### Geographic Overview

The department is headquartered in the Confederation Building and on Elizabeth Avenue in St. John's, has 18 regional economic development offices, and operates 19 client-facing Employment Centres throughout Newfoundland and Labrador.

For a list and map of locations, see **Annex D: Office and Employment Centre Locations**.

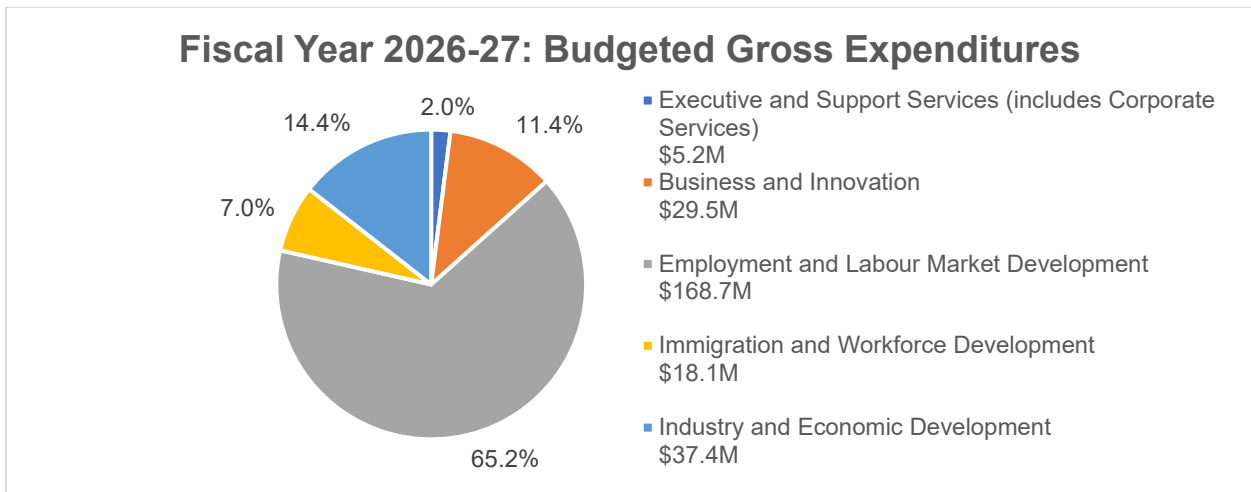
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### Staff and Expenditures

As of March 31, 2026, the department's staff complement consists of 406 employees. The following table provides staff complement and budget by branch.

Branch	# of Employees	Budget
Executive and Support Services (includes Corporate Services)	28	\$ 5,178,300
Business and Innovation	37	\$ 29,474,600
Employment and Labour Market Development	203	\$168,721,900
Immigration and Workforce Development	72	\$ 18,149,500
Industry and Economic Development	66	\$ 37,409,700
<b>Total</b>	<b>406</b>	<b>\$258,934,000</b>

Based on the Estimates released for the 2026-27 fiscal year, the Department of Jobs, Growth and Rural Development has budgeted gross expenditures of \$258,934,000. The following diagram shows the major expenditure categories:



The largest gross expenditure budgeted in the department for the 2026-27 fiscal year is \$168,700,000, which provides employment and skills developments, largely under the Labour Market Transfer Agreements. The second largest gross expenditure budgeted is \$37,400,000 for Industry and Economic Development; followed by \$29,500,000 for Business and Innovation; and \$18,100,000 for Immigration and Workforce Development. Executive and Support Services accounts for the remaining \$5,200,000.

## Mandate

The Department of Jobs, Growth and Rural Development advances Newfoundland and Labrador's economic prosperity by strengthening the connections between people, businesses, and communities.

The department supports sustainable economic growth by cultivating a skilled and adaptable workforce, supporting business and sector growth and innovation, and advancing population growth to ensure employers and regions have the talent, capacity, and scale needed to succeed. This includes supporting long-time residents and newcomers alike through workforce development, labour market policy, and immigration pathways and settlement services that respond to economic and labour market needs.

Working collaboratively with employers, community and industry partners, and other orders of government, the department helps create a competitive, resilient economy that enables opportunity and long-term prosperity across all regions of the province.

## Lines of Business

The department delivers a range of programs and services to help advance economic prosperity. Those programs and services are grouped in the following areas:

- **Business Growth and Regional Economic Development:** Supports business and export growth, investment attraction, and regional development through funding, advisory services, and promotion of economic opportunities.
- **Employment Supports and Career Services:** Helps individuals prepare for, find, and keep employment through career services, training, and partnerships that address labour market needs.
- **Fair Registration:** Improves access to regulated professions by supporting fair, timely credential recognition and reducing licensure/registration barriers for out-of-province and internationally trained workers.

- **Immigration:** Attracts and retains newcomers by nominating candidates for permanent residency, supporting employers with international recruitment, and providing settlement supports.
- **Population Growth and Workforce Development:** Supporting workforce planning, labour market analysis, and talent attraction and retention.
- **Support for Innovation and Sector Diversification:** Advances innovation and economic diversification through sector collaboration, support for technology adoption and commercialization, and investments in the innovation ecosystem.

For a list of all programs, see **Annex E: List of Departmental Programs**.

### Primary Clients

The department serves a broad group of clients, including:

Individuals who are unemployed or under employed	Businesses, including co-operatives and social enterprises
Employers and employer associations	Venture capital firms
Occupational regulatory bodies	Newcomers and immigrants
Post-secondary institutions	Community organizations
Technology incubators	Sector groups and industry associations
Cities, towns, and local service districts	Governments and government agencies

### Vision

A strong and competitive economy where talent, business growth, and vibrant communities drive long-term prosperity throughout Newfoundland and Labrador.

For more information about the Department of Jobs, Growth and Rural Development, please visit <https://www.gov.nl.ca/jgrd/>.

## Strategic Issues

Strategic issues represent the most significant internal or external factors within a department's control it must address to achieve its mandate. The goals identified for each issue reflect the results expected in a three-year time frame (2026-2027 to 2028-2029) and the objectives provide an annual focus for each respective fiscal year.

For each of the three-year goals, performance indicators are provided along with the first year's objectives (2026-2027). All of these elements assist the department and the public in monitoring and evaluating progress. Following a thorough review of the departmental mandate, financial resources, and key priorities of the Minister, three strategic issues have been identified for the department over the next three years:

1. Helping people and employers in Newfoundland and Labrador prepare for and fully take advantage of current and emerging employment and business opportunities.
2. Supporting a strong economy where businesses thrive and people choose Newfoundland and Labrador as a place to live, work, and build their lives.
3. Strengthening rural economies so communities throughout Newfoundland and Labrador can grow and thrive.

## Strategic Issue 1

### **Helping people and employers in Newfoundland and Labrador prepare for and fully take advantage of current and emerging employment and business opportunities.**

The Department of Jobs, Growth and Rural Development develops the labour force by helping people and businesses navigate Newfoundland and Labrador's rapidly changing labour market. Many employers are having difficulty finding workers with the right skills, even when people are available and willing to work. At the same time, individuals that are looking for work may face barriers such as accessing or navigating employment and training supports, getting work in jobs they are trained for, and understanding how to make informed career decisions.

Departmental programming must remain updated, informed, and relevant to address these labour market challenges. To do so, people, employers, and training partners will need to be connected to employment and training programs, labour market information, and credential recognition supports. Over the next three years, the department will focus on integrating its supports. While different areas of the department contribute in distinct ways, this work is most effective when it is coordinated and aligned toward labour force outcomes.

Together, the department's efforts will develop the labour force by helping individuals prepare for in-demand jobs and supporting employers and businesses to find the skills they need. Successfully maintaining, delivering, and informing employment and training activities will advance economic prosperity, cultivate a skilled and adaptable workforce, and equip the people and institutions of Newfoundland and Labrador with supports needed to navigate the dynamic labour market.

**Issue 1: Develop the Labour Force**

**Goal:** By March 31, 2029, the Department of Jobs, Growth and Rural Development will help develop the labour force by improving access to employment and training programs, supporting fair and transparent credential recognition processes, and providing timely labour market information to inform education, training, and workforce planning.

**Three-Year Performance Indicators:**

1. A three-year policy review cycle for employment and training programs is developed and implemented.
2. Use of employment and training programs and services increases over the life of the plan.
3. Transparent, timely, and fair credential recognition processes supported through ongoing promotional activities with regulatory bodies to ensure adherence to the **Fair Registration Practices Act**.
4. Labour market information products are produced and maintained on a regular basis to support education, training planning, and workforce planning.

**Objective 1 (2026-2027)**

By March 31, 2027, the department will help people, employers, and training partners access opportunities by connecting them to relevant and timely employment and training supports.

**Annual Performance Indicators:**

1. A three-year employment and training program policy review cycle is developed and initiated for identified year-one programs.
2. Outreach and awareness activities are delivered to promote the department's employment and training programs and services, with a baseline number set for tracking.
3. Engagement sessions with occupational regulatory bodies are delivered to support awareness of fair, transparent, and timely credential recognition practices.

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### **Objective 2 (2027-2028)**

By March 31, 2028, the department will help people, employers, and training partners access current and emerging opportunities by determining workforce and immigration priorities and strengthening employment and training supports.

### **Objective 3 (2028-2029)**

By March 31, 2029, the department will help people, employers, and training partners confidently navigate and prepare for current and emerging opportunities by improving access to employment and training supports and implementing evidence-based labour force development activities.

## Strategic Issue 2

### **Supporting a strong economy where businesses thrive and people choose Newfoundland and Labrador as a place to live, work, and build their lives.**

Newfoundland and Labrador's long-term economic success depends on reducing barriers that limit participation in the economy. These challenges can affect workforce attachment, business growth, and community sustainability. The Department of Jobs, Growth and Rural Development plays a key role in addressing these barriers by enabling economic growth and opportunity across the province.

Like many jurisdictions, the province competes for workers, investment, and new business activity in a changing global and national economy. Population growth, business growth, and workforce availability are closely linked; people are needed to support business expansion, and strong businesses and economic opportunities help make the province a desirable place to live and stay.

Over the next three years, the department will support economic growth by leading population growth planning, supporting recruitment and settlement activities with partners, and helping businesses and targeted sectors grow, compete, and attract investment. While these outcomes rely on collaboration with employers, communities, service providers, other provincial government departments, and other governments, the department's work helps set priorities, align efforts, and support economic activity that benefits both current residents and newcomers.

The department's work will help advance economic prosperity by supporting the conditions businesses, sectors, and communities need to grow, ensuring Newfoundland and Labrador remains a place where people can live, work, and build their lives.

**Issue 2: Support Economic Growth**

**Goal:** By March 31, 2029, the Department of Jobs, Growth and Rural Development will support economic growth and sustainability by developing and implementing a population growth strategy, supporting recruitment and retention efforts with partners, and advancing business, trade, and investment attraction activities that help targeted sectors grow and compete.

**Three-Year Performance Indicators:**

1. A provincial population growth strategy is developed and implementation is underway to guide workforce, recruitment, and economic development priorities.
2. Targeted recruitment and retention activities are supported with partners, and retention information is collected and reported over the life of the plan.
3. Business, trade, and investment attraction activities are delivered to support growth and competitiveness in targeted areas.

**Objective 1 (2026-2027)**

By March 31, 2027, the department will develop a population growth strategy to guide workforce, recruitment, and economic development priorities.

**Annual Performance Indicators:**

1. Employers, communities, service partners, and other interest holders are engaged to inform population growth priorities.
2. Priority population and workforce needs are identified using available labour market and demographic information.
3. Research and analysis to inform the population growth strategy are completed, including a jurisdictional scan and review of best and promising practices.

**Objective 2 (2027-2028)**

By March 31, 2028, the department will support population growth and labour supply by advancing targeted recruitment and retention activities and strengthening coordination with employers, communities, and service partners.

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### **Objective 3 (2028-2029)**

By March 31, 2029, the department will support economic growth by advancing business, sector, trade, and investment attraction activities that help employers grow, modernize, and compete in target markets.

### Strategic Issue 3

#### **Strengthening rural economies so communities throughout Newfoundland and Labrador can grow and thrive.**

Rural communities across Newfoundland and Labrador play a vital role in the province's economy and quality of life. While these communities have strong local assets, industries, and people, many face challenges related to changing demographics, access to infrastructure, and fewer economic opportunities. Addressing these challenges requires a coordinated, locally led approach that reflects the unique needs and strengths of different regions.

The Department of Jobs, Growth and Rural Development supports rural economic development by working with communities, industry, and other partners to advance regional priorities, support locally driven economic activity, and help guide investments that strengthen economic conditions in rural areas. Over the next three years, this will include efforts to improve connectivity, support regional initiatives, and align programs and services to respond to local opportunities.

The department's work to strengthen rural economies will help overcome regional economic development barriers, contribute to long-term rural prosperity, and support all Newfoundlanders and Labradorians to thrive.

**Issue 3: Revitalize Rural Economies**

**Goal:** By March 31, 2029, the Department of Jobs, Growth and Rural Development will support economic growth by initiating a rural revitalization strategy, enhancing connectivity investments, and supporting regionally driven initiatives that build on local strengths.

**Three-Year Performance Indicators:**

1. A provincial rural revitalization strategy is developed to guide rural economic development priorities and investments.
2. Connectivity gaps in rural areas are identified and used to inform coordinated investment planning.
3. Rural economic development initiatives are supported that align with identified regional strengths and priorities.

**Objective 1 (2026-2027)**

By March 31, 2027, the department will establish a foundation for strengthened regional economic development.

**Annual Performance Indicators:**

1. Engagement activities undertaken with communities, municipalities, Indigenous Governments and Organizations, industry, and other partners to inform economic development priorities for the rural revitalization strategy.
2. A high-level action plan and a comprehensive cross-jurisdictional scan of rural economic development best practices are developed.
3. Broadband and cellular projects are advanced in unserved and underserved areas.

**Objective 2 (2027-2028)**

By March 31, 2028, the department will support rural economic growth by identifying regional priorities.

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### **Objective 3 (2028-2029)**

By March 31, 2029, the department will strengthen rural economies by supporting regionally driven economic initiatives and continuing to coordinate connectivity investment planning that builds on regional strengths and priorities.

## Annex A: Strategic Directions

Strategic directions are the articulation of a desired physical, social, or economic outcome that would normally require action or involvement of more than one government entity. They are a way for government to communicate its high-level priorities to the public.

Aligned with the Provincial Government's priorities set out in the **For All of Us** document, the Department of Jobs, Growth and Rural Development's strategic directions are as follows:

### 1. Workforce Development and Labour Market Alignment

Ensure the province's workforce is prepared to meet current and emerging labour market needs by aligning training, post-secondary programming, and upskilling opportunities with workforce demand. Advance credential recognition and harmonization across jurisdictions to improve labour mobility, enabling individuals to work in their field of expertise and supporting economic growth.

### 2. Population Growth

Support sustainable population growth by developing a population growth strategy that responds to workforce needs, supports families and regional growth, and effectively utilizes immigration pathways. This includes targeted recruitment and retention of skilled workers in target sectors, responsive settlement and integration supports, initiatives to encourage Newfoundlanders and Labradorians to return home, and the promotion of an inclusive and equitable province where diversity is valued and supported. These objectives will help Newfoundland and Labrador lead the Forum of Ministers Responsible for Immigration over the next three years through coordinated intergovernmental engagement.

### 3. Rural Economic Development and Connectivity

Strengthen rural economies by developing a rural revitalization strategy focused on sustainable, locally led economic development. Collaborate with municipalities,

communities, Indigenous Governments and Organizations, industry, and other partners to reduce duplication and leverage regional strengths. Improve connectivity, including expanded cellular coverage, to support workforce attraction, business growth, and access to services throughout the province.

#### **4. Trade, Technology, Innovation, and Defence**

Position Newfoundland and Labrador for long-term competitiveness by ensuring businesses and sectors have the tools, talent, and environment needed to grow. Strengthen the province's technology and innovation ecosystem by supporting the growth of local technology companies, expanding and retaining skilled talent, and attracting investment. Renew the province's Ocean Strategy to support research, building on Newfoundland and Labrador's expertise in ocean science and technology. Advocate for Newfoundland and Labrador as a strategic partner in achieving Canada's defence objectives by leveraging the province's location, infrastructure, capabilities, and expertise to create good jobs and economic opportunities while strengthening Canadian sovereignty.

## **Annex B: Public Entities**

The Innovation and Business Investment Corporation and Newfoundland Hardwoods Limited are public entities that report to the Minister of Jobs, Growth and Rural Development. Both entities are classified as Category 3 entities under the **Transparency and Accountability Act**.

## **Annex C: Branch Overview**

### **Business and Innovation**

The Business and Innovation Branch negotiates, assesses, and monitors funding proposals and agreements for large-scale and special projects, providing business and financial support throughout project development and implementation. The branch delivers operational support to the Innovation and Business Investment Corporation, including accounting, payment, and collection services, and participates as a limited partner in venture capital funds in support of government funding commitments for technology startup companies in the province. The branch also promotes Newfoundland and Labrador as a premier destination for foreign direct investment and pursues key opportunities to attract new investment. Through its programs, the branch supports provincial businesses to increase productivity, adopt new technologies, minimize market expansion risks, grow exports, diversify trade, undertake business development, and engage in commercial research and development.

### **Corporate Services**

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

### **Employment and Labour Market Development**

The Employment and Labour Market Development Branch provides strategic leadership through the development of policies, programs, and services related to employment and economic job growth working closely with workers, employers, training partners, industry groups, not-for-profit organizations, and provincial and federal departments.

Delivered regionally, programs and services help individuals prepare for, find, and keep meaningful work while supporting employers in meeting labour supply needs. Through a network of 19 Employment Centres throughout the province, the branch offers career

advice, job search assistance, pre-employment supports, training and skills development, wage subsidies, and other employment and training supports.

Services are delivered both in person and online, and are available to a wide range of clients, including individuals who require additional support to prepare for employment or training.

### **Immigration and Workforce Development**

The Immigration and Workforce Development Branch provides strategic leadership to advance immigration and workforce development by designing and delivering effective policies, programs, and services in collaboration with internal and external partners.

The branch provides support to employers to help them find available skilled workers and helps them identify and recruit international workers when jobs cannot be filled locally or domestically. The branch promotes Newfoundland and Labrador in international and Canadian markets as a place to live, work and settle, and helps retain newcomers by connecting them with available settlement supports in their communities.

The branch also promotes multicultural awareness, supports efforts to eliminate racism, and through the Fair Registration Practices Office, works with regulatory bodies to ensure skilled workers and internationally educated professionals can have their credentials recognized through fair, transparent, and timely processes. This helps reduce barriers to licensing and supports labour mobility across Canada.

Through the Workforce Development Secretariat, the branch leads labour market and workforce policy and stakeholder engagement. Key work includes leading the development of a population growth strategy focused on workforce development, growing families, growing regions and returning Newfoundlanders and Labradorians home. Additionally, the Workforce Development Secretariat engages with the federal and provincial governments and gathers and analyzes labour market data to inform the department's workforce policy.

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From April 1 2026 to March 31, 2029, the branch is also housing the Provincial/Territorial (P/T) Secretariat of the Forum of Ministers Responsible for Immigration (FMRI) as the P/T Co-Chair. The Secretariat helps lead federal-P/T collaboration to advance shared immigration priorities and strengthen Canada's immigration policies and programs.

### **Industry and Economic Development**

The Industry and Economic Development Branch is responsible for regional economic development as well as sector growth and diversification for the provincial economy.

Through its regional offices, the branch leads provincial planning and program delivery, and provides capacity building, facilitation, and advisory services to commercial and non-commercial clients, as well as financial support for commercial and non-commercial clients. It engages communities, businesses, co-operatives, social enterprises, industry associations, and other interest holders to advance regional economic development.

To support economic diversification and growth, the branch identifies opportunities in established and emerging technology sectors to foster new business growth, develop the technology ecosystem, and advance regional diversification. In doing so, it engages in and supports sectoral research and provides financial and non-financial support to post-secondary institutions, industry associations, and other non-commercial clients to strengthen partnerships and interest holder engagement. The branch also supports non-commercial research and development and works with the federal government and service providers to expand both broadband and cellular connectivity throughout the province.

## **Annex D: Employment Centre and Regional Office Locations**

### **Employment Centres**

Employment Centres offer walk-in and appointment-based career advice, job search assistance, pre-employment supports, training and skills development, wage subsidies, and other employment and training supports.

There are 19 Employment Centres are located in 18 communities throughout Newfoundland and Labrador including Carbonear, Channel-Port aux Basques, Clarenville, Corner Brook, Dunville, Gander, Grand Falls-Windsor, Happy Valley-Goose Bay, Lewisporte, Marystown, Mount Pearl, Port Saunders, Springdale, St. Alban's, St. Anthony, St. John's (two centres), Stephenville, and Wabush.

### **Regional Offices**

Regional Offices are staffed with employees who lead economic development program delivery. They provide capacity building, facilitation, and advisory services to commercial and non-commercial clients, as well as financial support for commercial and non-commercial clients. Staff provide regional presence and engage communities, businesses, co-operatives, social enterprises, industry associations, and other interest holders to advance regional economic development.

There are 18 regional offices are located in 18 communities throughout Newfoundland and Labrador, including Carbonear, Channel-Port aux Basques, Charlottetown, Clarenville, Corner Brook, Deer Lake, Ferryland, Forteau, Gander, Grand Falls-Windsor, Happy Valley-Goose Bay, Labrador City, Marystown, Placentia, Port Saunders, St. Alban's, St. Anthony, and Stephenville.

### Map of Headquarters, Employment Centres, and Regional Offices



## Annex E: List of Departmental Programs

### Business and Innovation Branch

Program	Description
<a href="#"><u>Business Growth Program</u></a> <sup>1</sup>	Provides financial supports to help businesses improve productivity, innovate, commercialize products, and expand into new markets.
<a href="#"><u>Business Investment Program</u></a> <sup>1</sup>	Provides repayable financing to small and medium sized enterprises in strategic growth sectors to support business expansion and leverage private investment.
<a href="#"><u>Harvester Enterprise Loan Program</u></a>	Provides loan guarantees, downpayment loans, and interest rebates to support the development of the province’s independent fish harvesting industry by increasing access to affordable financing through participating financial institutions.
<a href="#"><u>Investment Attraction Fund</u></a>	Provides customized financial assistance to attract inward investment that supports the establishment or expansion of businesses in Newfoundland and Labrador through foreign direct investment.
<a href="#"><u>Job Accelerator and Growth Program</u></a>	Provides payroll incentives to support incremental job creation by established companies that commit to long-term operations in the province.

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<sup>1</sup> This program is jointly delivered by the Business and Innovation Branch and the Industry and Economic Development Branch.

## Employment and Labour Market Development Branch

Program	Description
<a href="#"><u>Adult Basic Education</u></a>	Provides financial support to eligible individuals pursuing literacy and academic upgrading.
<a href="#"><u>Advance Apprenticeship Level Training</u></a>	Provides short-term financial support to registered apprentices attending block training toward Red Seal certification.
<a href="#"><u>Apprenticeship Wage Subsidy</u></a>	Provides wage subsidies to employers to support the employment and training of apprentices.
<a href="#"><u>Core Funded Community Partnerships</u></a>	Provides funding to organizations that deliver employment preparation and support services for individuals with disabilities and other under-represented groups.
<a href="#"><u>Educational Assessments</u></a>	Provides assessments to identify academic strengths, learning needs, and cognitive functioning, including the identification of learning or intellectual disabilities and giftedness.
<a href="#"><u>Employment Assistance Services</u></a>	Provides funding to organizations to deliver employment assistance services to unemployed individuals.
<a href="#"><u>Employment Enhancement Program</u></a>	Provides wage subsidies and training allowances to employers in forestry, aquaculture, and fishing sectors to support value-added processing and employment creation.
<a href="#"><u>Internship Programs</u></a>	Provides work-based learning opportunities that help individuals gain practical experience and improve employment outcomes.
<a href="#"><u>Job Creation Partnerships</u></a>	Provides time-limited work experience opportunities to help participants develop skills and improve employability.
<a href="#"><u>JobsNL Wage Subsidy Program</u></a>	Provides wage subsidies to employers to support the creation of employment opportunities and promote sustainable employment outcomes.
<a href="#"><u>Labour Market Partnerships</u></a>	Provides funding to organizations, employers, and communities to develop and implement strategies that

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Program	Description
	respond to labour market challenges and workforce adjustment needs.
<a href="#"><u>Pre-Employment Supports</u></a>	Provides supports to help individuals prepare for employment, including life skills development, career planning, and employment readiness training.
<a href="#"><u>Research and Innovation</u></a>	Provides funding for research and innovative projects that identify new or improved approaches to workforce participation and employment supports.
<a href="#"><u>Self-Employment Assistance</u></a>	Provides financial and entrepreneurial support to eligible unemployed individuals to help them start and operate their own businesses.
<a href="#"><u>Service Agreements for Youth and Students</u></a>	Provides funding to non-profit organizations and post-secondary institutions to design and deliver education, employment, and career development programs for youth and students.
<a href="#"><u>Short-Term Training</u></a>	Provides financial support for short-duration skills training for individuals who are not eligible for student financial assistance.
<a href="#"><u>Skills Development</u></a>	Provides financial support to Employment Insurance-eligible individuals pursuing full-time post-secondary training.
<a href="#"><u>Summer Employment Program for Students</u></a>	Provides funding to private sector and not-for-profit employers to create summer employment opportunities for high school and post-secondary students.
<a href="#"><u>Supported Employment Program</u></a>	Provides funding to organizations to deliver job coaching and workplace supports that help individuals with intellectual (developmental) disabilities participate in meaningful employment.

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Program	Description
<a href="#"><u>Tutoring for Tuition</u></a>	Provides opportunities for high school students to earn tuition vouchers by delivering tutoring support to other students.
<a href="#"><u>Wage Subsidy Community Coordinator</u></a>	Provides funding to organizations to coordinate wage subsidy projects that encourage employers to hire Employment Insurance-eligible participants.
<a href="#"><u>Work Supports</u></a>	Provides financial assistance for work-related supports that help individuals seek, obtain, and maintain employment.
<a href="#"><u>Working Opportunities</u></a>	Provides retraining and upskilling opportunities for individuals with limited work or educational experience who are not eligible for the federally funded Skills Development program.
<a href="#"><u>Work-related Disability Supports</u></a>	Provides financial assistance for additional disability-related supports that help individuals seek, obtain, or maintain employment.

## Immigration and Workforce Development Branch

Program	Description
<a href="#"><u>Atlantic Immigration Program</u></a>	Supports employers in hiring qualified foreign nationals to fill labour gaps when local candidates are unavailable.
<a href="#"><u>Credential Recognition Navigation Services</u></a>	Provides personalized support to help individuals seeking licensure in regulated occupations.
<a href="#"><u>Labour Market Information</u></a>	Provides information to assist individuals, employers, community groups, and other interest holders to understand current and forecasted labour market conditions.
<a href="#"><u>Newfoundland and Labrador Multiculturalism Grant Program</u></a>	Provides funding to support events and initiatives that promote multiculturalism, inclusion, and intercultural understanding.
<a href="#"><u>Newfoundland and Labrador Settlement and Integration Program</u></a>	Provides project-based funding to organizations that deliver settlement, integration, and newcomer support services.
<a href="#"><u>Provincial Nominee Program</u></a>	Supports employers and skilled individuals by nominating eligible applicants for permanent residence to meet labour market needs in Newfoundland and Labrador.

## Industry and Economic Development Branch

Program	Description
<a href="#"><u>Business Growth Program</u></a> <sup>1</sup>	Provides financial support to help businesses improve productivity, innovate, commercialize products, and expand into new markets.
<a href="#"><u>Business Investment Program</u></a> <sup>1</sup>	Provides repayable financing to small and medium sized enterprises in strategic growth sectors to support business expansion and leverage private investment.
<a href="#"><u>Green Transition Fund</u></a>	Provides non-repayable funding to support the development and implementation of projects that advance green transition objectives.
<a href="#"><u>Innovation and Business Development Fund</u></a>	Provides funding to support collaboration, investment, and industry growth, particularly in targeted sectors such as oil and gas development.
<a href="#"><u>Regional Development Fund</u></a>	Provides non-repayable funding to support projects that advance regional economic development, innovation, and capacity building.
<a href="#"><u>Research and Innovation Fund</u></a>	Provides non-repayable funding to non-commercial organizations undertaking research and innovation projects that deliver long-term economic benefits to the province.
<a href="#"><u>Small Business Loan Guarantee Pilot Program</u></a>	Provides loan guarantees, through the Department of Finance, to support credit union lending to small businesses undertaking eligible investments.

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<sup>1</sup>This program is jointly delivered by the Business and Innovation Branch and the Industry and Economic Development Branch.