

Labour Market Transfers and the Implications for Literacy and Essential Skills



Briefing Package





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**Labour Market Transfers and the Implications for Literacy and
Essential Skills**

**Prepared for the Canadian Literacy and Learning Network
and the provincial and territorial literacy coalitions**

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December 30, 2011

(Revised January 16, 2012)

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INTRODUCTION

This report was prepared for the Canadian Literacy and Learning Network (CLLN) and the thirteen-member provincial and territorial literacy coalitions. The purpose of the report is:

1. To provide background information on the labour market transfers from the Federal Government to the provincial and territorial governments.
2. To outline why one of these labour market transfers, in particular, the Labour Market Agreement, should matter to CLLN and the provincial/territorial literacy coalitions.
3. To offer the provincial/territorial coalitions a customized package outlining the situation in their province/territory, giving an analysis of the situation, and suggesting questions that might be raised with the provincial/territorial governments.

Section 1 introduces the different labour market tools, with information based upon on-line research.

1. Labour Market Development Agreement (LMDA)
2. Aboriginal Labour Market Agreements
3. Labour Market Agreement for Persons with Disabilities
4. Labour Market Partnership Agreement, a short-lived instrument that was replaced by the Labour Market Agreement (LMA).
5. Labour Market Agreement and an amendment to the LMA, the Strategic Training and Transitions Fund (STTF), a two-year initiative arising from the Economic Stimulus package.

Section 2 focuses on the provincial and territorial literacy coalitions and the labour market agreements. It provides an analysis of the key elements of the LMAs from a literacy and Essential Skills perspective. The section concludes with general questions that could be asked of the various provincial/territorial and federal governments.

Section 3 is customized for each province and territory. As a result, there are, in fact, thirteen different versions of this report. A report with the full set of all thirteen different Section 3's is held by CLLN.

The report is as accurate as possible as of December 2011. Comments and clarifications about any of the material are welcome.

SECTION 1 – AN INTRODUCTION TO LABOUR MARKET TRANSFER AGREEMENTS

Labour market funding and programs are designed to support the “supply” side of the labour market, that is, the specific skills and supports required to obtain and retain employment.

A longstanding constitutional debate over which level of government had jurisdiction for training saw the provinces, particularly Quebec, asserting that training and related employment programs and services belonged under the broader jurisdictional umbrella of education. The Federal Government had maintained that training must be an area of shared responsibility. However, in the late 1990s, the Federal Government began to turn over or “devolve” responsibility to the provinces and territories.

The federal and provincial governments signed a number of agreements stipulating how labour market funding and programming were to be conducted. These agreements include:

1. **Labour Market Development Agreements (LMDA) – 1996 –**
 - Federal transfers of funds under Employment Insurance (EI) Part II to provinces and territories to deliver Employment Benefits and Support Measures (EBSM).
2. **Labour Market Agreements for Persons with Disabilities (LMAPD) – 2003 –**
 - Bi-lateral cost-shared agreements with all provinces (territories have not signed LMAPDs).
3. **Labour Market Partnership Agreements (LMPA) – 2005 – 2006**
 - Cost shared agreements signed by the Federal Government and three provinces but never implemented.
4. **Labour Market Agreements (LMA) – 2007 – 2014**
 - Federal transfer of Consolidated Revenue Funds (CRF) to provinces and territories for skills development training of those not eligible under the LMDA.

The Federal Government has a complementary approach to respond to the labour market needs of Aboriginal people through agreements signed with Aboriginal organizations:

1. **Aboriginal Human Resource Development Strategy (AHRDS) – 1996 – 2010**
2. **Aboriginal Skills and Employment Training Strategy (ASETS) – 2010 – 2015**

1. LABOUR MARKET DEVELOPMENT AGREEMENTS (LMDA)

The Federal Government made a formal proposal on May 31, 1996 offering to negotiate with the provinces and territories for the transfer of responsibility for programs and services covered under Part II of the *Employment Insurance (EI) Act*.¹ The Labour Market Development Agreements (LMDA) are the tools used to govern the provinces and territories delivery of EI Part II programming.

The EI Act of 1996 has several parts; the most important to this discussion are Part I and Part II. Part I governs “passive measures” or benefit payments (unemployment cheques). Part II governs “active measures” – funds to assist people to get back to work and is referred to as Employment Benefits and Support Measures (EBSMs).

Benefit Measures include:

1. *Targeted Wage Subsidies* provide employers with financial assistance for the wages of participants whom they would not normally hire without a subsidy.
2. *Targeted Earnings Supplements* (no longer actively used).
3. *Skills Development Benefit* (formerly Skills Loans and Grants) helps participants obtain employment skills by providing direct financial assistance that enables them to select, arrange, and pay for training. (Note that Apprentices are supported through EI Part I).
4. *Self-Employment Assistance* participants receive financial assistance and business planning advice during the critical stages of building their own business.
5. *Job Creation Partnerships* are delivered through community-developed projects, providing participants with the opportunity to gain work experience while benefiting the community and the local economy.

Only people who are eligible for EI Part I can benefit from these measures.

Support Measures include:

1. *Employment Services* – Employment Assistance Services (EAS), Group Services, and Individual Counselling. These include interventions such as the provision of labour market information, job-finding clubs, group sessions on a client’s rights and obligations,

¹ Toronto Economic Development. *Toronto Labour Force Readiness Plan: A Labour Market Development Agreement of Ontario?* 2003.

job matching, and job banks. The majority of services on this list are available to all Canadians.

2. *Labour Market Partnerships* are used to encourage, support, and facilitate partnerships that enable human resource planning and labour market adjustments.
3. *Research and Innovation* projects enable organizations to develop better ways of helping clients obtain and keep employment.
4. *Pan-Canadian activities* comprises activities and interventions that respond to inter-provincial or national labour market issues.

A. TOTAL LMDA SPENDING

In 2009-10, the most recent fiscal year for which data is available, the amount of money spent under EI Part II was \$2,612.3 million.

Table 1 Employment Benefits and Support Measures Expenditures 2009/10

Employment Benefits and Support Measures Expenditures 2009/10 (\$ millions) ²		
Intervention Type	Expended \$	%
Employment Benefits	1,678.5	64.3%
Employment Services	606.4	23.2%
Labour Market Partnerships; Research and Innovation	163.7	6.3%
<i>Pan-Canadian Activities (Labour Market Partnerships; Research and Innovation) (see detail below)</i>	163.7	6.3%

Pan-Canadian activities are not included in the LMDAs. OLES uses the Pan-Canadian envelope to draw EI Part II Funds (Labour Market Partnerships) to fund coalitions and literacy and Essential Skills projects.³ Sector Councils and youth programs also draw upon the Pan-Canadian fund.

² Human Resources and Skills Development Canada. *2010 Monitoring and Assessment Report*. http://www.hrsdc.gc.ca/eng/employment/ei/monitoring_assessment/index.shtml

³ Human Resources and Skills Development Canada. *2010 Monitoring and Assessment Report*. http://www.hrsdc.gc.ca/eng/employment/ei/monitoring_assessment/index.shtml

Table 2 Pan-Canadian Activities Expenditures 2009 – 2010 (\$ millions)⁴

Pan-Canadian Activities Expenditures 2009 – 2010 (\$ millions) ⁵		
Intervention Type	Expenditures \$	%
Aboriginal Human Resources Development Strategy - providing Aboriginal programming	\$94.0	55.4%
Labour Market Partnerships - enhancing investments in workplace skills	\$56.5	33.3%
Research and Innovation - funding innovative solutions to reduce risk to program design, and supporting agreements with provinces, territories, and Aboriginal people	\$13.1	7.7%
Supporting Agreements (not included in EBSM expenditures above)	\$6.2	3.6%

B. ADMINISTRATION

That EBSMs are actually contained in the EI legislation is vital to understanding the current environment for labour market measures. The EI legislation applies to whatever body or level of government takes responsibility for decision-making and delivery. In other words, what may at first appear to be a wholesale shift of jurisdictional responsibility for labour market programs, is only a form of delegated administrative authority, albeit with substantial political ramifications⁶.

When the LMDAs were first introduced, provinces and territories had options about how they would be administered. There were three main types of agreements negotiated:

1. Alberta, Manitoba, New Brunswick, Quebec, Saskatchewan, NWT, and Nunavut chose “devolution” agreements allowing them to design and manage the delivery of Part II benefits. This also involved the transfer of federal employees to the provincial/territorial government.

⁴ Human Resources and Skills Development Canada. *2010 Monitoring and Assessment Report*. http://www.hrsdc.gc.ca/eng/employment/ei/monitoring_assessment/index.shtml

⁵ Human Resources and Skills Development Canada. *2010 Monitoring and Assessment Report*. http://www.hrsdc.gc.ca/eng/employment/ei/monitoring_assessment/index.shtml

⁶ Toronto Economic Development. *Toronto Labour Force Readiness Plan: A Labour Market Development Agreement of Ontario?* 2003.

2. “Co-management” agreements maintained the federal delivery of programming, but included provision for extensive provincial/territorial input. PEI, Newfoundland and Labrador, British Columbia, and Yukon chose this option.
3. A third type of agreement called a Strategic Partnership was signed between Nova Scotia and the Federal Government. This partnership had all control of LMMA funds with what was then HRDC. Nova Scotia and the Federal Government applied cooperative and collaborative approaches to labour market development that aligned provincial and federal labour market priorities.

In 2007, the Federal Government called for all agreements to use the full devolution model, with provinces and territories delivering EBSMs directly. Today, EBSMs are totally delivered by the provinces and territories.

C. LMDAS BY PROVINCE AND TERRITORY

Table 3 Summary Information - Labour Market Development Agreements by Province/Territory

Province / Territory	Planned Amount of Transfer ⁷ 2011 – 2012 (\$ millions)	Responsible Agency	Date of Evaluation ⁸
Alberta	\$106.9	Ministry of Human Services	April 2009 (summative - LMDA)
British Columbia	\$287.7	Ministry of Social Development	April 2004 (summative -EBSMs) July 1999 (formative – EBSMs)
Manitoba	\$44.8	Entrepreneurship, Training and Trade	March 2000 (formative)
New Brunswick	\$91.1	Department of Post-Secondary Education, Training and Labour	June 2009 (summative - EBSMs) July 1999 (formative – Provincial BSMS)
Newfoundland and Labrador	\$132.0	Department of Advanced Education and Skills	June 2006 (summative - EBSMs) June 2000 (formative – EBSMs)
Northwest Territories	\$3.2	Department of Education, Culture and Employment	September 2009 (summative - EBSMs)
Nova Scotia	\$80.2	Department of Labour and Advanced Education	March 2000 (formative – LMDA) December 1999 (formative – EBSMs)
Nunavut	\$2.8	Department of Education	June 2005 (formative and summative)
Ontario	\$552.7	Ministry of Training, Colleges and Universities	October 2009 (summative - EBSMs) (before LMDA was signed)
Prince Edward Island	\$27.1	Department of Innovation and Advanced Learning	January 2011 (summative - EBSMs) March 2000 (formative – EI Part II)
Quebec	\$589.2	Ministry of Employment and Social Solidarity	
Saskatchewan	\$37.8	Ministry of Advanced Education, Employment and Immigration	March 2009 (summative - LMDA) December 2001 (formative)
Yukon	\$3.5	Department of Education	September 2009 (summative - EBSMs) June 2000 (formative – EBSMs)
Total	\$1,950.0	Human Resources and Skills Development	

⁷ http://www.hrsdc.gc.ca/eng/publications_resources/dpr/rpp/detailed_information/2011_2012/index.shtml

⁸ http://www.hrsdc.gc.ca/eng/publications_resources/evaluation/index.shtml#9 accessed October 2011.

Subsequently, these reports were removed from the site except of the PEI Summative evaluation from January 2011.

2. ABORIGINAL LABOUR MARKET PROGRAMS⁹

A. ABORIGINAL SKILLS AND EMPLOYMENT TRAINING STRATEGY (ASETS)

The Aboriginal Skills and Employment Training Strategy (ASETS) is an integrated approach to Aboriginal labour market programming. ASETS links training to labour market demand and ensures that Aboriginal people can fully participate in economic opportunities. It replaced the Aboriginal Human Resources Development Strategy (AHRDS) in 2010.

ASETS focuses on three priorities:

- supporting demand-driven skills development
- fostering partnerships with the private sector and the provinces and territories
- placing emphasis on accountability and results

All Aboriginal people, regardless of status or location, may access its programs and services, which include:

- skills development
- training for high-demand jobs
- job finding
- programs for youth
- programs for urban and Aboriginal people with disabilities
- access to child care

Aboriginal agreement holders deliver ASETS across Canada through an extensive network of service points. Flexible agreements with Aboriginal organizations throughout Canada ensure that they have the authority to make decisions that will best meet the needs of their clients. Each organization must meet accountability requirements and demonstrate strong performance results.

B. ABORIGINAL SKILLS AND EMPLOYMENT PARTNERSHIP (ASEP)

The Aboriginal Skills and Employment Partnership (ASEP) is nationally managed, opportunity-driven, project-based program that:

⁹ HRSDC. Aboriginal Labour Market Programs. <http://www.hrsdc.gc.ca/eng/employment/almp/index.shtml>

1. promotes maximum, sustainable employment for Aboriginal people in major economic developments
2. supports multi-year training strategies developed by Aboriginal organizations and industry employers

ASEP supports multi-year training-to-employment strategies that are developed and managed by formal partnerships between Aboriginal organizations and major employers and that lead to at least 50 long-term sustainable jobs.

ASEP supports Aboriginal-industry partnerships established to deliver large-scale, job-specific training that responds to employer demand for skilled workers, which complements ASETS.

C. SKILLS AND PARTNERSHIP FUND (SPF)

The Skills and Partnership Fund (SPF) is available to all Aboriginal organizations, including those who are not current Aboriginal agreement holders. The SPF:

1. drives innovation in service delivery and systems through partnership (**system improvement**)
2. responds to economic partnership opportunities with targeted labour force development initiatives (**training-to-employment**)
3. addresses program delivery weaknesses and/or gaps in Canada's network of Aboriginal organizations that provide labour market services (**service delivery gaps**)

3. LABOUR MARKET AGREEMENTS FOR PERSONS WITH DISABILITIES (LMAPD)

Labour Market Agreements for Persons with Disabilities (LMAPD) are bilateral, cost-shared agreements between the Federal government and the provinces based on the Multilateral Framework for Labour Market Agreements for Persons with Disabilities. The Federal Government transfers \$218 million annually to the provinces for the LMAPDs.

The Federal Government, the provinces, and the territories have offered many programs over the years to assist persons with disabilities. In 1962, the Vocational Rehabilitation of Disabled Persons (VRDP) Agreement established funding arrangements between the federal and provincial governments to provide comprehensive programs for the vocational rehabilitation of persons with disabilities. In 1998, the Employability Assistance for People with Disabilities (EAPD) Agreement replaced the VRDP and placed a stronger focus on employment within programs funded to assist persons with disabilities. In 2004, the LMAPD replaced the EAPD.

The LMAPDs provide provinces with funding for programs and services that improve the employment situation for Canadians with disabilities. This arrangement gives provinces the flexibility to determine their own priorities and approaches to best address the needs of persons with disabilities in their jurisdictions.

The objectives of the LMAPDs are to:

- enhance the employability of persons with disabilities
- increase the employment opportunities available to persons with disabilities
- build on the existing knowledge base.

Provinces are responsible for the design and delivery of employment programming within the following five priority areas:

1. Education and training
2. Employment participation
3. Employment opportunities
4. Connecting employers and persons with disabilities
5. Building knowledge

A wide range of activities may be supported under LMAPDs, including, employment counselling, career planning, pre-employment preparation, post-secondary education, skills training, wage subsidies, self-employment assistance, technical aids and other supports, and assistance in accessing job opportunities.

4. LABOUR MARKET PARTNERSHIP AGREEMENTS (LMPA)

Labour Market Partnership Agreements (LMPA) were developed by the Federal Government in 2005 to deal with the issue of how to provide training support to those who were not EI eligible. The formative evaluation of the Canada-PEI LMDA had concluded¹⁰:

Moreover, there was a pervasive concern that the relevance of the EBSMs is limited by the restrictive program eligibility criteria imposed by the *Employment Insurance (EI) Act*. This concern appears to stem from a widely held misperception that the mandate of the LMDA encompasses the entire PEI labour force, when in fact the Agreement is designed to serve EI clients only.

Each LMPA set out the shared labour market goals of both the federal and provincial government, joint priorities, and levels of investment by the Federal Government. These priorities were:

- Expand and Enhance Apprenticeship
- Labour Market Integration of Recent Immigrants
- Literacy and Essential Skills
- Workplace Skills Development (e.g. incentives for upgrading skills of new and existing workers)
- Aboriginal peoples
- Assistance to others facing labour market barriers (e.g., older workers and others who are displaced, persons with disabilities).

They established provision for ongoing collaboration and input from employers, unions, Aboriginal organizations, training institutions and community-based organizations as well as third-party delivery agencies. Federal spending would come from the less restrictive Consolidated Revenue Fund (CRF) and not from EI funds.

Three provinces had signed LMPAs before the Conservative government cancelled them in 2006 before they could be implemented. Those provinces would have received more funds under the LMPA than they eventually did under the Labour Market Agreements.

¹⁰ *Formative Evaluation of EI Part II Under the Canada/Prince Edward Island Labour Market Development Agreement - March 2000* <http://www.hrsdc.gc.ca/en/cs/sp/hrsdcedd/reports/2000-000610/page12.shtml>
Accessed September 11, 2008

Table 4 Comparison of Labour Market Partnership Agreements and Labour Market Agreements Planned Expenditures – Ontario, Manitoba and Saskatchewan

Province	LMPA Planned Expenditures 6 years (\$ millions)	LMA Planned Expenditures 6 Years (\$ millions)
Ontario	\$1,368.000	\$1,200.000
Manitoba	\$128.919	\$108.000
Saskatchewan	\$109.000	\$90.690

LMPAs held the promise that both new federal spending and existing provincial investments would be directed at jointly agreed upon priorities based on input from the major stakeholders. Moreover, literacy and Essential Skills were explicitly named as a priority area.

5. LABOUR MARKET AGREEMENTS (LMA)

The March 2007 federal budget re-introduced elements of the LMPAs, now called the Labour Market Agreements (LMA), but without the requirements for input from the workplace partners, provincial contributions, or literacy and Essential Skills programming (although people without grade 12 or low literacy and Essential Skills are a priority). LMAs addressed a problem resulting from the 1996 EI Act – the lack of support for the training needs of employed workers and of those who are not eligible for EI. Under the LMA, \$500 million per year for six years is transferred to the provinces and territories, on a per capita basis, to train people who are not eligible for EI.

A. Target Groups

LMAs specifically target:

- Employed workers who do not have a high school diploma or recognized certification, or who have low levels of literacy and Essential Skills.
- Unemployed workers who are not eligible for EI Part II programming including immigrants, new entrants and re-entrants to the labour market, older workers, people with disabilities, social assistance recipients, unemployed individuals previously self-employed, and youth.

Additional target groups were identified in some jurisdictions. All jurisdictions except Quebec targeted Aboriginal peoples. Five jurisdictions listed women as a target group (Manitoba, New Brunswick, Nunavut, PEI, NWT, and Yukon) while Nova Scotia listed African Nova Scotians.

B. Vision and Principles

Each province and territory has signed a LMA with the Federal Government. The agreements are similar although each province/territory developed its own menu of programs and initiatives.

LMAs are based on a common vision “to create the best-educated, most-skilled, and most flexible workforce in the world.” The objectives of each agreement are:

- *Quantity* – To increase the participation of Canadians and immigrants in the workforce to meet current and future labour requirements

- *Quality*
 - To enhance the quality of skills development and training (AB, BC, MB)
 - To enhance the quality of skills development and the labour force (NB)
 - To enhance the quality of skills development and labour force development (NL, PEI)
 - To enhance the quality of skills development (NS, NT, NU, YK)
 - To enhance the quality of skills (ON, SK)
- *Efficiency* – To facilitate workforce mobility and provide the information necessary to make informed labour market choices.

Quebec established its own more extensive set of objectives:

- i. Support individuals in their efforts to achieve long-term labour market entry through the use of a variety of methods adapted to their needs
- ii. Increase the labour market participation of the Quebec population
- iii. Ensure that Quebec's labour force is educated, skilled, mobile and adaptable
- iv. Provide quality employment and training measures and services that are accessible to both unemployed and employed individuals
- v. Strike a quantitative and qualitative balance between labour supply and demand, in particular in sectors experiencing labour shortages
- vi. Improve the employability of unemployed individuals and support their job entry and retention efforts
- vii. Promote the acquisition and mastery of skills that will encourage job entry and retention, and promote recognition of labour force knowledge and skills
- viii. Manage employment and training measures and services by focussing on regional and local involvement and on the achievement of results
- ix. Encourage employers to become more involved in developing a skilled labour force and encourage employed and unemployed individuals to develop the skills needed to achieve long-term labour market entry

Agreements are guided by the following principles:

- *Accessibility* – access to comparable programs for EI-eligible and non-EI eligible individuals to enhance the labour market participation of all Canadians, particularly low-skilled workers and under-represented groups
- *Effectiveness* – effective programs that draw on best practices from within Canada and abroad, respond to the needs of employers, and reflect local labour market conditions
- *Quality Client-Centred Delivery* – a coherent “no wrong door” approach to providing client-centered programs
- *Fairness* – fair treatment of all Canadians through principle-based arrangements with provinces and territories, respecting primary provincial responsibility for design and delivery of labour market programming to individuals
- *Efficiency* – improving the efficiency of the national labour market and strengthening the economic union by facilitating adjustment and removing barriers to mobility.

The “no wrong door” principle is reflected in the creation in many provinces of single-window services, e.g. Employment Ontario, Skills PEI, among others. In some cases, literacy is now delivered through these employment-directed agencies.

C. FUNDING

LMAs are not intended to “displace” existing funding, therefore, provinces/territories cannot use the LMA money to replace their own spending. In addition, commitments have been made in most agreements to provide services in both official languages where there is demand.

There is some variation in the approaches to the LMAs. Some provinces, such as Ontario, have integrated the LMA money into its existing programs. Other provinces created new programs/initiatives specifically for the LMA money and generally acknowledge the federal contribution in press announcements about funded projects.

Table 5 Labour Market Agreements – Provincial/Territorial Responsible Agency and Six-Year Planned Expenditures¹¹

Province/Territory	Responsible Agency	Planned LMA Spending – 6 years
Alberta	Department of Human Services	\$315,503,000
British Columbia	Ministry of Jobs, Tourism and Innovation	\$398,496,000
Manitoba	Department of Entrepreneurship, Training and Trade	\$108,000,000
New Brunswick	Department of Post-Secondary Education, Training and Labour	\$68,400,000
Newfoundland and Labrador	Department of Advanced Education and Skills	\$46,058,000
Northwest Territories*	Department of Education, Culture and Employment	\$3,900,000
Nova Scotia	Department of Labour and Advanced Education	\$84,600,000
Nunavut*	Department of Education	\$3,624,000
Ontario	Ministry of Training, Colleges and Universities	\$1,200,000,000
Prince Edward Island	Department of Innovation and Advanced Learning	\$12,600,000
Quebec	Ministry of Employment and Social Solidarity	\$700,000,000
Saskatchewan	Ministry of Advanced Education, Employment and Immigration	\$90,690,000
Yukon*	Department of Education	\$2,982,000
Total		\$3,034,853,000

**Nunavut, NWT, and Yukon signed their agreements in 2009.*

Since there is no uniformity of reporting on expenditures among jurisdictions, a variety of different methods were used in order to determine the actual amounts spent. The primary source were the publicly available provincial/territorial Annual Reports and Annual Plans. In some cases, information was gathered from other sources such as Public Accounts or departmental reports within the various jurisdictions.

Using these reports, an estimate was made of the annual spending. In most cases, this required comparing the planned spending outlined in an Annual Plan with an actual amount in the Annual Report. In the case of British Columbia and Quebec, it was not

¹¹ Information based on HRSDC LMA website, <http://www.hrsdc.gc.ca/eng/employment/partnerships/lma/index.shtml>, individual provincial/territorial agreements, and individual provincial/territorial government websites

possible to determine actual spending and so these provinces have been omitted from the following chart. This chart provides, to the best possible estimate, planned, actual and variances in spending.

Jurisdictions did not always distinguish the LMA spending from the STTF spending. In order to give a comparable across-the-board picture, Except for the three territories, the chart only contains LMA money, not STTF money.

Under-spending took place in the first years of the LMAs. However, provinces and territories are able to roll forward the funds and spend them in subsequent years. In addition, in years two and three, provinces and territories were able to spend STTF funds in addition to LMA funds.

Table 6 Estimated LMA Spending by Province/Territory – 2008/09 – 2010/11¹²

	2008-09			2009-10			2010-11		
	Planned \$000's	Actual \$000's	Variance \$000's	Planned \$000's	Actual \$000's	Variance \$000's	Planned \$000's	Actual \$000's	Variance \$000's
Alberta	52,584	30,397	-22,187	52,583	74,115	21,532	52,584	51,790	-794
Manitoba	18,000	9,806	-8,194	18,000	14,835	-3,165	18,000		
New Brunswick	11,400	2,773	-8,627	11,400	9,614	-1,786	11,400		
Newfoundland	1,851	-	-1,851	8,787	7,410	-1,377	9,127		
NWT				1,467	1,437	-30	1,467	1,505	38
Nova Scotia	14,100	4,536	-9,564	14,100	16,300	2,200	14,100	15,400	1,300
Nunavut				1,604	966	-638	1,604	1,502	-102
Ontario	200,000	141,000	-59,000	200,000	255,800	55,800	200,000		
PEI	2,100	1,341	-759	2,100	-126	-2,226	2,100	79	-2,021
Saskatchewan	15,115	14,006	-1,109	15,115	15,250	135	15,266		
Yukon				1,457	1,352	-105	1,457		
Annual Totals	315,150	203,859	-111,291	326,613	396,953	70,340	332,214	70,276	-1,579
Cumulative Totals				641,763	600,812	-40,951	968,868	671,088	-42,530

Note: "Planned" figures are based on the initial six-year LMA plans and have not been adjusted to reflect updated plans.

¹² Information estimated based on provincial/territorial annual reports and annual plans.

D. Reporting

Provinces and territories annually submit reports on the previous year's activities and plans for the future year's activities. An annual plan is filed before the beginning of the fiscal year (April 1). An annual report is required to be made public within six months of the end of the fiscal year (October 1).

Provinces and territories are subject to performance measures. The performance measures are outlined in the LMA itself. While the wording varies from agreement to agreement, in general, the indicators are:

- Eligible Client indicators:
 - Total number of eligible clients served/in training by employment status (employed, unemployed, self-employed)
 - Education level of eligible clients prior to intervention (i.e. less than high school, with high school diploma, with post-secondary education)
 - Number of eligible clients served in an intervention by designated client group (Aboriginal peoples, immigrants, older workers, persons with disabilities, women, and youth).
- Service Delivery Indicators:
 - Number of Eligible Clients participating in interventions by intervention type
 - Proportion of Eligible Clients "satisfied" with service received upon completion of the intervention.
- Eligible Client Outcome and Impact Indicators:
 - Proportion of Eligible Clients who have completed their intervention, by intervention type
 - Number of Eligible Clients who have earned credentials or certification through participation in the intervention
 - Average hourly earnings of Eligible Clients following the intervention

- Proportion of Eligible Clients who, 3 months and 12 months after leaving the intervention, indicate their training helped prepare them for future employment
- Proportion of eligible beneficiaries who, 3 months and 12 months after leaving the intervention are (a) employed or (b) in further intervention or (c) unemployed.

Provinces and territories are not required to include their LMA spending results in their Annual Reports although many do so. They are required to submit a financial report to Human Resources and Skills Development Canada (HRSDC).

In the main, each Annual Plan uses same format:

- an environmental scan that provides a profile of the current labour market challenges
- a description of the eligible clients who are to be targeted as priorities in the coming fiscal year
- a description of the priority areas for programming and intended objectives
- a brief description of the eligible programs, planned activities and projected expenditures for the coming fiscal year by priority area that are attributable to funding provided under the LMA
- the results expected for the planned activities
- a description of the consultation process and the groups to be consulted.

While provinces and territories may be preparing annual plans and annual reports, not all jurisdictions have posted these on-line. The following chart outlines the on-line availability of Annual Reports and Plans at the time of the preparation of this document.

Table 7 Annual Plans and Reports Available On-Line, by Province/Territory

	AB	BC	MB	NB	NL	NS	NU	NT	ON	PE	QC **	SK	YK	CAN
Original 6-year Plan	✓	✓	✓	✓	✓	✓	✓*	✓*	✓	✓	✓	✓	✓*	
2008-09 Annual Plan	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓		
2008-09 Report	✓	✓	✓	✓	***	✓			✓	✓	✓	✓		✓
2009-10 Annual Plan	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓		
2009-10 Report	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
2010-11 Annual Plan	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
2010-11 Report	✓					✓	✓	✓						
2011-12 Annual Plan	✓			✓		✓	✓	✓		✓			✓	

Note: The three territories signed a five year agreement ** Quebec does not file separate reports.
 ***HRSDC reports as “not applicable” As of December 27, 2011. Reports and plans available on-line.

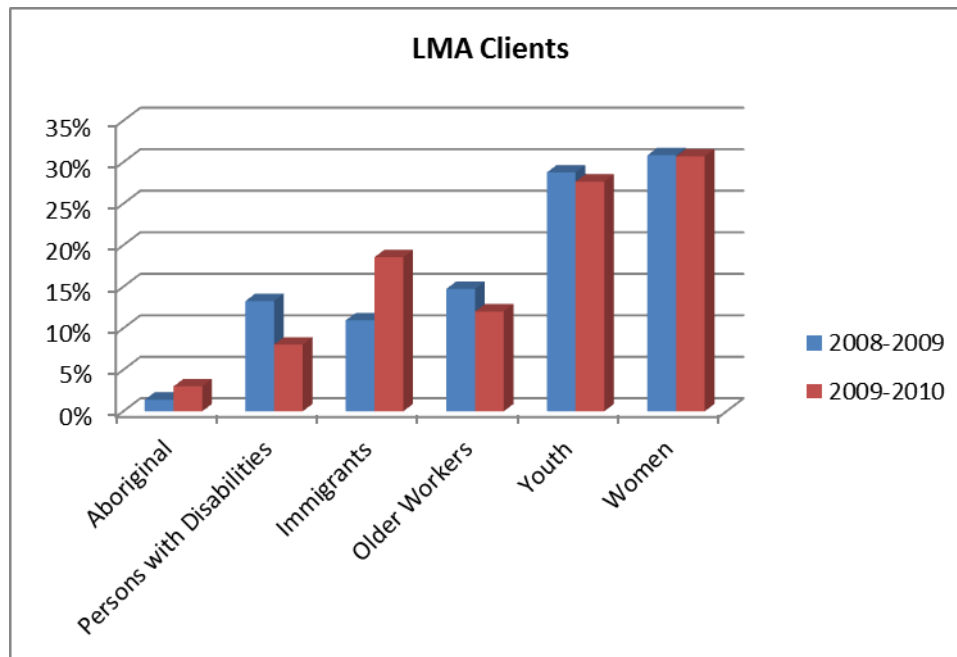
In the LMAs, HRSDC committed to creating a national report summarizing each of the provincial and territorial Annual Reports. The first such report covered fiscal years 2008-09 and 2009-10. It is dated August 2011 and was posted on the HRSDC website on October 12, 2011. The report amalgamates client and service delivery performance measures. The data on client outcomes and impact performance measures will be reported in the 2010-11 report.

In the national report, HRSDC reports for 2008-09, over 375,000 interventions (programs, services, and supports to return to employment) were provided to 198,000 individuals. 55% were employed before the intervention, while 44% were unemployed. The highest level of education was high school or less (55% of clients). Women represented the greatest proportion of clients followed by youth, older workers, persons with disabilities, immigrants, and Aboriginal people.

In 2009-10, 404,000 interventions were delivered to just under 350,000 individuals (of which 52,000 benefited from Strategic Training and Transition Fund support). In sharp comparison to the previous year, employed clients were 38% of the clientele, with 62% unemployed. High school or less was the highest level of education for 57% of the clientele. As in the previous year, women represented the highest proportion of the

clientele, followed by youth, immigrants, older workers, persons with disabilities and Aboriginal people. The proportion of immigrants served rose by 8% in the second year.

Chart 1 LMA Clients based on HRSDC National Report, 2008/09 and 2009/10¹³



HRSDC grouped the interventions by five types:

1. **Employment Services for Unemployed or Low Skilled Employed Clients** (e.g., labour market information, service needs determination, Prior Learning Assessment and Recognition, employment assessment, counseling and referral, résumé-writing and job interview assistance, other one-on-one coaching sessions or short group workshops). This grouping includes generic employment information and assistance services that are not related to a specific job. It also includes employment services for non-Employment Insurance eligible workers who have been, or are about to be, laid off, to facilitate their adjustment.
2. **Skills Development and Upgrading Interventions for Unemployed Clients** (e.g., wage subsidies, earnings supplements, job placements, and project-based job creation.) Includes all types of formal training provided by public, private, community, and project-based trainers, usually in a classroom setting, where

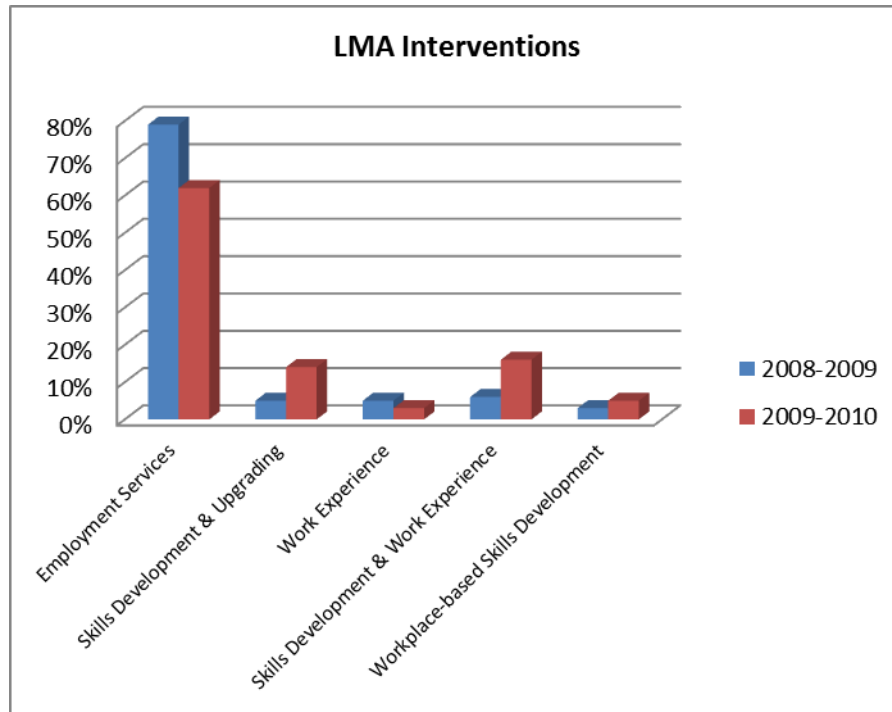
¹³ Skills and Employment Branch, *Human Resources and Skills Development Canada. Canada's Labour Market Agreements: A National Report for 2008/09 and 2009/10*. August 2011. <http://www.hrsdc.gc.ca/eng/employment/partnerships/lma/index.shtml>, accessed October 24, 2011.

there is an instructor/pupil relationship and a set curriculum. Also includes e-learning.

3. **Work Experience Interventions for Unemployed Clients** (e.g. wage subsidies, earnings supplements, job placements, and project-based job creation). Includes on-the-job employment supports for persons with disabilities. The principal focus of this grouping is employment; however, the intervention may also include a short training component that is a prerequisite for the job in question.
4. **Interventions that Offer Skills Development and/or Work Experience Components for Employed and/or Unemployed Clients** (Includes interventions such as integrated projects for youth at risk, persons with disabilities, or non-Employment Insurance eligible workers who have been or are about to be laid off.)
5. **Skill Development and Training for Low Skilled Employed Clients (Workplace Based)** (Includes training offered by the employer to their employees, either in the workplace or off-site.)

In both 2008-09 and 2009-10, Employment Services interventions were by far the highest proportion of interventions at 79% and 62% respectively. In the second year reported, the percentage of Skills Development and Upgrading interventions and the combined Skills Development and Work Experience interventions both rose. These are the areas where literacy and Essential Skills training would likely be categorized. Workplace-based Skills Development interventions were only 3% of all 2008-09 interventions and 5% of those in 2009-10.

Chart 2 LMA Interventions based on HRSDC National Report, 2008/09 and 2009/10¹⁴



The HRSDC report does not provide any actual spending figures (the report only provides planned allocations), information on consultations, nor any examples of programs. Three project examples are provided.

E. LITERACY AND ESSENTIAL SKILLS ACTIVITIES

There is a wide variety of activities involving literacy and Essential Skills in the provinces and territories. Activities range from enhancements to existing adult literacy programming and the establishment of workplace Essential Skills programming, to embedding Essential Skills in programming for immigrants, Aboriginal people, and apprentices.

The following table provides examples of literacy and Essential Skills activities taken from the Annual Plans and Reports.

¹⁴ Skills and Employment Branch, *Human Resources and Skills Development Canada. Canada's Labour Market Agreements: A National Report for 2008/09 and 2009/10*. August 2011. <http://www.hrsdc.gc.ca/eng/employment/partnerships/lma/index.shtml>, accessed October 24, 2011.

Table 8 Examples of Literacy and Essential Skills Initiatives by Province/Territory

Prov / Terr	Examples of Literacy and Essential Skills Initiatives
Alberta	<ul style="list-style-type: none"> • Increased both contract-based and tuition-based funding for Work Foundations as well as occupational and integrated training programs. • Supported young, single mothers with Alberta Works grants to complete secondary school and learn parenting and self-management skills. • Developed Easy Reading Job Profiles for adults with low literacy skills with occupation-specific information as well as an accompanying advisor’s guide. • Developed an adult literacy pilot initiative delivered in both the classroom, and at employer worksite. • Handbook developed as a resource tool for use in the classroom for multi-barrier immigrants with low literacy and learning issues. • Connected the ESL literacy providers and developed an online shared resource that promotes opportunities for professional development and outlines curriculum guidelines. • Developed and delivered improved English language proficiency, literacy skills, Essential Skills, and strategic competence of young adult immigrants with interrupted formal education. • Provided ESL/Adult Literacy training off-site at public libraries for new Canadians. • Built awareness within the construction sector regarding the impacts of language learning and Essential Skills safety training and created effective language learning model for safety in the workforce, including train the trainer, safety posters, Essential Skills and Language Quick Tips information materials. • Launched ESL literacy and settlement/integration language resources relevant to the Alberta Adult ESL Continuum plan. • Expanded Workplace Essential Skills Training (WEST) including literacy training to LMA eligible Albertans employed at various workplace settings, including construction, manufacturing, energy, non-profit, tourism and hospitality/retail sectors.
BC	<ul style="list-style-type: none"> • Trades Training for Immigrants - The program is for landed immigrants wanting to build careers in British Columbia’s construction industry. It provides job coaches, who are qualified trades people capable of assessing skills and job potential and who understand the needs of the industry, match suitable job ready immigrants and employers. In addition, projects may include career assessment and planning, workplace language upgrading and orientation, skill enhancements and mentorship. • Aboriginal Apprenticeship Strategy - The program is targeted to Aboriginal participants wanting a career in the trades. Enhanced entry-level programs that integrate numeracy, literacy and other Essential Skills into trade related technical training focus on preparing Aboriginal people for successful entry into a variety of trades that will allow them to participate in apprenticeship in any major sector in BC or work with their

Prov / Terr	Examples of Literacy and Essential Skills Initiatives
	<p>own First Nations should they choose to remain in their communities.</p> <ul style="list-style-type: none"> Return to Work Employability Program - Provides services to low-skilled employed who lack Essential Skills or lack certification, or non-EI eligible unemployed individuals who are within communities that are highly dependent on a single employer or industry that has experienced significant downsizing. The pilot provided employment assistance activities such as assessment, counselling, resume writing, interview techniques, and job finding clubs. In addition, projects included basic skills upgrading, certification, preparation for self-employment, work experience, direct marketing to employers, training allowances, work experience placements, and post-project follow-up, and mentoring. Skills Plus - Essential Skills Initiative - Supports small and mid-sized businesses to enhance the Essential Skills of current employees.
Manitoba	<ul style="list-style-type: none"> EAL, literacy, gap, and other Essential Skills training, particularly for immigrants and Aboriginal peoples. Supported the delivery of project-based training in high demand occupations throughout the province in response to local labour market needs and requirements. This included training projects to provide the opportunity for unemployed and low-income individuals to develop employability and basic construction skills. Supported the provision of Essential Skills assessment services and training solutions through the Workplace Essential Skills Training (WEST) Centre, supported employers by establishing Essential Skills assessment services and training for existing workers and new hires, including under-represented groups, apprentices, and trades qualifiers in Winnipeg, rural and northern Manitoba. Support the capacity of community organizations to implement Recognition of Prior Learning (RPL) and Essential Skills services to local residents. Support programs/services to prepare individuals to access employment/training opportunities, including assessments, employment counselling, employment/training plan development, EAL/literacy, etc. Supported the development and delivery of portfolio workshops for Aboriginal individuals using a customized training framework of Essential Skills, Recognition of Prior Learning, and Portfolio Development that resulted in individuals completing portfolios to assist them in their career goals.
New Brunswick	<ul style="list-style-type: none"> Provide support for academic upgrading. Funding supports include tuition, and other financial supports such as day care, transportation, books, etc. The focus of Community Adult Learning Services is on providing skills needed for further training or employment. The program has two objectives: Provide adults with low literacy skills and/or formal credentials deficits access to appropriate training and educational opportunities; and increase the employability of adults who have low literacy skills and/or lack formal credentials.

Prov / Terr	Examples of Literacy and Essential Skills Initiatives
	<ul style="list-style-type: none"> • Work Ability program provides short-term workplace opportunities, to support employment action plans that will develop the skills necessary for permanent employment. Among its objectives is to assist unemployed New Brunswickers, who are case-managed, become eligible for Training and Skills Development (TSD) or facilitate their access to academic upgrading (Grades 7-9). • Adult Literacy Collection - Allocation of LMA funds to support the purchase of library materials for adult learners and adult literacy programs. Funds also support the purchase of library materials on topics related to Essential Skills and employability of interest to adult learners. • Development and delivery of the new Workplace Essential Skills Program. The newly designed WES Service Delivery Model includes the WES Central Office, two WES Centres of Excellence, and Regional WES teams. The WES Program provides learners and employers with Workplace Needs Assessments, Learner Prior Learning Assessment (PLA), Learner Needs Assessment, Individualized WES Learning Plan, and Learner Post-Assessment.
Newfoundland and Labrador	<ul style="list-style-type: none"> • Successful Transition to Training (ABE) Scholarships - Funding was provided to double the number of scholarships available to eligible individuals who graduate from ABE and go on to pursue postsecondary education. • Literacy Supports and Services - Expand and enhance access to adult literacy and Essential Skills programming. This includes support for unemployed, non-EI eligible individuals and low skilled workers to access support allowances while participating in Adult Basic Education Level I courses. • Fund implementation of initiatives under the Newfoundland and Labrador Strategic Literacy Plan. • Adult Workplace Literacy and Essential Skills - Develop and implement a workplace-directed Adult Literacy and Essential Skills program to support delivery of literacy training and upgrading in the workplace.
NWT	<ul style="list-style-type: none"> • Skills Development supports eligible clients to develop essential employability skills, participate in training programs at accredited institutions, and upgrade their skills and knowledge to the demands of an ever-changing labour market. Supports to individuals may include course and tuition costs, books, travel and living allowances, special equipment and supports, childcare, license or certificate fees, and client assessment. Eligible skill development programs include but are not limited to Building Essential Skills, Ready to Work North, Adult Literacy and Basic Education, Pre-employment, Community Skills for Work. • Community Initiatives - Working with partners, the NWT supported community and regionally focussed activities aimed at engaging under-represented groups in the labour market. Examples of community initiatives included course purchase of training programs, supporting workplace education programs, and community projects.

Prov / Terr	Examples of Literacy and Essential Skills Initiatives
	<ul style="list-style-type: none"> • Building Capacity - The NWT focused on building capacity through targeted projects that support territorial wide programming. This included research and curriculum development. A few notable ones included: <ul style="list-style-type: none"> ◦ Essential Skills and Literacy Online Tool - the NWT Literacy Council developed an interactive, online tool and facilitator manual to support Essential Skills development in the North.
Nova Scotia	<ul style="list-style-type: none"> • Provided older workers (aged 55-64) with the skills and tools needed to successfully re-integrate into the workforce through the provision of employment assistance services, Essential Skills training, and work experience. • Increased access to literacy and Essential Skills programs for hundreds of unemployed Nova Scotians. • Adult Learning Initiatives - Supports to career development interventions and skills upgrades for job readiness, language training, computer skills training and literacy & Essential Skills training to improve access to, and retention of, meaningful employment. Adult Learning GAP Program (ALP-GAP) increases participant's employment potential from both a practical and academic standpoint by teaching life skills, adult learning (ALP curricula II and III) and work experience to integrate participants back into the work force. • Development of Transferable Work Skills - increase the number of adults accessing the adult learning and employer-partnered skill development programs. The Province will also provide mentorships and work placements for immigrants, and employability skills and on-the-job training. • Integrated Educational Certification and Workplace Experience - Building on the Nova Scotia School for Adult Learning program, the province provided integrated literacy and certificate programs with work experience components that lead to high school completion, post-secondary certificates, and employment for priority groups. • Workplace Essential Skills - Expanded the Nova Scotia Workplace Education Initiative to provide literacy and Essential Skills to workers in Nova Scotian companies. • Supported the provision of Essential Skills and occupation-specific training with a guaranteed job upon completion to over 160 Nova Scotians who were affected by the downturn in the economy. The Health Care, Tourism and Trucking sectors were supported via the One Journey Work and Learn Initiative. • Supported the development of practical apprenticeship exams to assist individuals experiencing difficulties with written exams to receive their trade certifications through physical demonstrations of their skills and abilities.

Prov / Terr	Examples of Literacy and Essential Skills Initiatives
Nunavut	<ul style="list-style-type: none"> • Implement workplace based training and literacy programs through an expansion of Nunavut Arctic College’s pre-employment course and the addition of better Essential Skills curricular resources. • Increased level of foundation skills and Essential Skills to increase opportunities for employment.
Ontario	<ul style="list-style-type: none"> • Second Career - Up to one year of academic upgrading, required to support skills training, can be considered for these individuals. The maximum duration of skills training cannot exceed two years, excluding a maximum of one year for academic upgrading or language training. • Literacy and Basic Skills - To expand support for adults needing to acquire higher levels of literacy and basic skills before entering (or moving up in) employment or training. Focus is on Ontario Works and Ontario Disability Support clients and those needing literacy upgrading prior to receiving skills training through Second Career. Examples of Ontario activities: <ul style="list-style-type: none"> ○ Expand Literacy and Basic Skills Training, including Academic upgrading ○ Distance learning / e-channel for the Deaf ○ Workplace literacy • Ontario Works: Employment Assistance - Employment assistance activities may include: <ul style="list-style-type: none"> ○ Literacy Screening Questionnaire, Assessment and Training ○ Adult Basic Education and Language Training
PEI	<ul style="list-style-type: none"> • Training PEI - Program to assist individuals obtain the skills necessary for employment, ranging from basic to advanced skills through direct assistance to individuals and, where applicable, contribution to provincially-funded training institution to cover tuition. • Workplace Training - Employers often require assistance in training their employees with respect to Essential Skills or job specific skills. This initiative will provide financial support to employers to assist in the development and provision of job-specific training by funding a portion of the salaries of employees while on training and other related training costs. • Workforce Re-Entry Assistance - Support to adults enrolled in adult education programs who are experiencing difficulties that affect their learning and future employment success, by providing professional counseling from Leadership Development Associates Inc. • A project for Island Aboriginal people facing multiple employment barriers rooted in the lack of appropriate life/ Essential Skills, career knowledge, hands-on experience and transition to education and employment
Saskatchewan	<ul style="list-style-type: none"> • Adult basic education on-reserve through the province’s training system. • On-the-job workplace Essential Skills training in partnership with firms and/or sectors to support business and industry, equity organizations and training institutions to

Prov / Terr	Examples of Literacy and Essential Skills Initiatives
	<p>provide training for low-skilled job seekers and employees.</p> <ul style="list-style-type: none"> • Programs and services delivered through community-based organizations and institutions that provide individuals with basic employability skills, life skills, workplace literacy, and other Essential Skills needed to attain employment. • Transitions to Employment assists youth with severe cognitive and physical disabilities to gain employability skills essential to the workplace, and to make a transition to employment in their communities.
Yukon	<ul style="list-style-type: none"> • Ready to Work and Canadian Workplace Essentials are nationally recognized programs that teach skills such as understanding responsibility, positive attitudes, adaptability, value of safety, communication, numeracy, job searching, demonstrating confidence, healthy regimen, etc., as well as industry-specific knowledge in tourism and customer service. • Essential Skills for Food Prep – Yukon College, Old Crow Campus • Approximately 18% of the LMA budget is being invested in activities that facilitate on-the-job training or workplace based upgrading.

F. CONSULTATION

Each LMA contains a clause committing the province or territory to undertake consultation:

In developing each annual plan referred to in subsection (2), [province/territory] agrees to consult with stakeholders, including business and labour representatives, community organizations and representatives of the official language minority community in [province/territory].

Quebec's agreement does not have the above provision. Rather it references Quebec's existing consultative processes for labour market development.

In comparison, the intention of the consultation mechanisms in the former LMPAs would appear to be broader, extending to the operation of the agreement itself, and committed the provinces to:

seek input from key stakeholders on the operation of this agreement (including such groups as employers, municipalities, service providers, labour organizations, voluntary sector, Aboriginal peoples, official

language minority communities and other interested stakeholders).
(Ontario agreement)

G. EVALUATION

According to each LMA, an evaluation is required covering the period from the date of the agreement until March 31, 2013. A copy of the evaluation report is to be filed no later than June 30, 2013. Saskatchewan is the only province that included the implementation of the evaluation in its most recent Annual Plan.

Each province and territory was to undertake a year two review in fiscal year 2009-10 and which was to be completed in 2010-11. While the requirement for a Year 2 review might have been met, none of the provinces or territories nor HRSDC has posted a Year 2 review report.

In November 2011, the PEI Literacy Alliance was informed by Skills PEI that a Year 2 Review did take place but it only covered a review of the process of devolution from the Federal Government. Skills PEI indicated that a copy could be made available if requested.

6. STRATEGIC TRAINING AND TRANSITION FUND (STTF)

The 2009 Federal Budget created a Strategic Training and Transition Fund (\$500 million over 2009-10 and 2010-11) as part of the Federal Government's Economic Action Plan. The funds was to support the particular needs of individuals who do not qualify for EI training, such as the self-employed or those who have been out of work for a prolonged period. The fund supported provincial and territorial initiatives to help workers in communities and sectors affected by the economic downturn retrain to stay employed or transition to new jobs.

The STTF was intended to be broader in scope, objectives, and application than the LMAs in order to inject immediate stimulus, promote long-term growth, and help Canadians cope with a tightening job market. Its broader approach was designed to give provinces and territories more flexibility to support job transition, create opportunities for employment, enable community self-reliance, and support skills upgrading and training, including employer-based training.

The STTF was delivered as part of the LMAs (each province and territory signed an amendment to their LMAs), and was in addition to the \$500 million of annual LMA spending. The funding was based on each jurisdiction's share of the unemployed across Canada (in contrast to the LMA's per capita allocation). Because of their low populations, PEI and the three territories received a base amount of \$1.25 million to top up their funding in order to have sufficient funds to make program delivery viable.

Provinces and territories chose different ways to utilize their STTF funds. A number of provinces rolled their STTF funds into their LMA programming and increased the scope of existing initiatives. Some of these provinces, e.g. Alberta and Prince Edward Island, did not report on their STTF activities separately, while others separated their STTF activities from their LMA activities in their annual reports (Newfoundland, New Brunswick, Ontario, and Saskatchewan). Others created new initiatives for STTF funding (British Columbia, Nova Scotia). Manitoba chose to use its STTF funds to augment existing LMA activities as well as to create two new priority areas.

The three territories, having signed their five-year LMAs a year after the provinces, chose to use the STTF funds for the first two years and defer using their LMA funds until the last three years of their agreements.

STTF funding ended March 31, 2011. A few provinces used their STTF funds in addition to their LMA funds over the two years, spending their total allocations within each fiscal year (Alberta, Ontario, and Saskatchewan). This resulted in major reductions in overall spending beginning in

fiscal year 2011-12. Others chose to use their STTF funds to spend what they had more or less planned to spend with their LMA funds, thereby deferring (“re-profiling”) LMA spending until the last three years of the agreements when programs are fully operational (Manitoba, New Brunswick, Newfoundland, PEI).

In the provincial and territorial overviews prepared for this report, the STTF funds were considered separately; that is, actual reporting of expenditures was based on LMAs only. While the STTF funds could have been rolled into the LMA funds for the purpose of this analysis, by keeping them separate, the analysis of LMA spending is independent of what happened during this two-year period.

A. FUNDING

Table 9 Strategic Training and Transition Funds Allocations by Province/Territory, 2009/10 – 2010/11

Province/Territory	Total STTF 2009-10 / 2010-11
Alberta	\$33,000,000
British Columbia	\$51,200,000
Manitoba	\$11,000,000
New Brunswick	\$14,000,000
Newfoundland and Labrador	\$17,800,000
Northwest Territories	\$2,934,000
Nova Scotia	\$16,000,000
Nunavut	\$3,208,000
Ontario	\$206,000,000
Prince Edward Island	\$6,000,000
Quebec	\$128,000,000
Saskatchewan	\$9,000,000
Yukon	\$2,914,000
Total	\$501,056,000

SECTION 2 – PROVINCIAL/TERRITORIAL LITERACY COALITIONS AND LABOUR MARKET AGREEMENTS

1. WHY SHOULD THIS MATTER TO COALITIONS

- The provinces and territories control training dollars and programs – not the Federal Government.
- Enormous amounts of funding are involved and provinces/territories are spending it on “literacy and Essential Skills.”
- Attention has shifted to employment and labour market outcomes for literacy and Essential Skills training.
- In some cases, responsibility for the LMA and Essential Skills lies in a different department from the department responsible for literacy. This could affect whether adult literacy initiatives benefit from the LMA.

2. MAKING THE CASE FOR COALITION INTEREST/INVOLVEMENT

- Coalitions are strategically placed to advise government, channel information to the national level, and monitor LMA/STTF activities.
- Coalitions can provide assistance to programs/organizations that are trying to embed literacy and Essential Skills in their programming (e.g. apprenticeship, employability programs, trades training).
- Coalitions can assist government in determining the best means to deploy resources intended for literacy and Essential Skills.
- Coalitions provide the government credibility that it is aware of literacy and Essential Skills issues and activities.

3. SPECIFIC AREAS FOR INTERVENTION

A. FUNDING

- Determining actual LMA expenditures has been challenging. Many Annual Reports do not provide actual spending amounts; British Columbia provides no spending information at all.

- Without complete information, determining where and how much was spent is difficult. Even more challenging is the lack of specific information on literacy and Essential Skills spending.
- Coalitions require this information if they are to be effective advocates for literacy and Essential Skills spending that meets the needs of learners.

B. CONSULTATION

- LMA Agreements require consultation with stakeholders.
 - Few provinces and territories consult literacy organizations in the development of the annual plan – Manitoba, Nunavut, and Ontario indicate they reviewed reports in which literacy organizations had given policy advice.
 - Several provinces have partnership groups which inform the LMA plan development:
 - Québec - *Commission de partenaires du marché du travail*.
 - Newfoundland and Labrador - Labour Market Committee of the Strategic Partnership Council
 - Manitoba - Advisory Council on Workforce Development
- However, coalitions are not part of these processes.
- Coalitions are well-positioned to remind government and other stakeholders that literacy has outcomes other than employment.

C. EVALUATION

- The Year 2 review was to be completed in 2010-2011 (2011-12 for the territories) – no information has been found to indicate if this was done.
- Provincial/territorial evaluations to cover from date of signing until March 31, 2012 are due March 31, 2013. The only province to mention evaluation is Saskatchewan which has put the evaluation in its 2011-12 Annual Plan.
- The evaluation will influence the last years of the LMA and the discussions about any potential successor to the LMA. Questions about whether literacy and Essential Skills funds were spent efficiently and effectively should also be part of the evaluation.

D. MONITORING

- The Federal Government agreed to provide a national roll-up. A report covering two fiscal years, 2008-09 and 2009-10, was posted on the HRSDC website in October 2011.
- The roll-up only reports on clients and number of interventions. No information was provided regarding expenditures or program initiatives.
- Some Annual Reports track actual expenditures for literacy and Essential Skills, while most do not provide this detail.

E. RE-NEGOTIATIONS

- It is now the last three years of LMAs; governments should be thinking about what will succeed the LMA.
- Efforts are needed to determine if the LMAs will be re-negotiated and if so, what the place of literacy and Essential Skills will be in the new agreements.
- The PEI Literacy Alliance has learned that Skills PEI believes the decision to renew lies in the hands of the Federal Government.

F. ACCOUNTABILITY

- The current LMA outline accountability measures related to literacy and Essential Skills to include:
 - “Number of Eligible Clients who have earned credentials or certification through participation in the intervention”
 - “Proportion of Eligible Clients who, 3 months and 12 months after leaving the intervention, indicate their training helped prepare them for future employment”
- These measures are beginning to affect how literacy programs report and are funded, i.e. certification/credential and employment are the most critical outcomes.
- Coalitions can help develop principles for accountability that support learning as well as LMA objectives

4. QUESTIONS FOR THE PROVINCIAL, TERRITORIAL AND FEDERAL GOVERNMENTS

1. Did the 2010-2011 Year 2 Review take place?
2. If it did, is a copy publicly available?
3. What is the plan for the LMA evaluation that is to be completed by March 31, 2013?
4. Is there are role that the literacy coalition can play in the evaluation?
5. Will the LMA evaluation be made public in 2013?
6. How much money was spent specifically on literacy and Essential Skills in each of the first 3 years of the LMA?
7. Which programs have a literacy and Essential Skills component?
8. How many clients received literacy and Essential Skills programming?
9. How many clients received certification related to literacy and Essential Skills?
10. What role can the coalition play in setting the next (2012-2013) annual plan?
11. Will there be a successor to the LMA beginning in 2014?
12. If so, what role will literacy and Essential Skills play in the new LMA?
13. What are the plans for re-negotiating the LMA – will there be a public discussion on the LMA, its impact, and future directions?

SECTION 3 – ALBERTA

LABOUR MARKET DEVELOPMENT AGREEMENT (LMDA)

Date Signed	Planned Amount of Transfer 2011 – 2012 (\$, millions)	Responsible Agency	Date of Evaluation
Signed December 6, 1996 Amended May 22, 2009	\$106.9	Ministry of Human Services	April 2009 (summative - LMDA)

LABOUR MARKET AGREEMENT (LMA)

Date Signed	Planned Amount of Transfer Over 6 years (\$, millions)	Responsible Agency	Annual Plans Available	Annual Reports Available
Signed September 8, 2008 Amended May 22, 2009	\$316.0	Ministry of Human Services	Original 6 year plan 2008-09 2009-10 2010-11	2008-09 2009-10 2010-11

STRATEGIC TRAINING AND TRANSITION FUND (STTF)

Date Signed	Planned Amount of Transfer 2009-10 – 2010-11 (\$, millions)
May 22, 2009	\$33.0

1. DETAILS – LABOUR MARKET AGREEMENT

A. PRIORITY AREAS AND PLANNED EXPENDITURES

Priority Area (\$, millions)	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	Six Year Total	Notional %
Training for Work	\$17.759	\$20.898	\$22.650	\$22.650	\$22.650	\$22.650	\$129.257	41%
Basic Skills and Academic Upgrading	\$2.471	\$3.113	\$2.520	\$2.520	\$2.520	\$2.520	\$15.664	5%
Career Development Services	\$4.500	\$2.250	\$2.000	\$2.000	\$2.000	\$2.000	\$14.750	5%
Disabilities Related	\$3.500	\$3.400	\$3.300	\$3.300	\$3.300	\$3.300	\$20.100	7%
Employment Services								
Immigrant Training Programs	\$1.367	\$1.467	\$1.567	\$1.567	\$1.567	\$1.567	\$9.102	3%
English as an Additional Language	\$6.880	\$6.407	\$6.228	\$6.228	\$6.228	\$6.228	\$38.199	12%
Support for Immigrants	\$1.950	\$1.550	\$1.650	\$1.650	\$1.650	\$1.650	\$10.100	3%
Workforce Development	\$3.500	\$3.750	\$2.300	\$2.300	\$2.300	\$2.300	\$16.450	5%
Workforce Partnerships	\$6.525	\$6.400	\$7.025	\$7.025	\$7.025	\$7.025	\$41.025	13%
Program Administration Costs	\$4.132	\$3.348	\$3.344	\$3.344	\$3.344	\$3.344	\$20.856	6%
TOTAL	\$52.584	\$52.583	\$52.584	\$52.584	\$52.584	\$52.584	\$315.503	100%

B. ACTUAL AND PLANNED EXPENDITURES

Priority Area (\$, millions)	2008-2009 Actual	2008-2009 Actual Activities	2009-2010 Actual	2009-2010 Actual Activities	2010-2011 Actual	2010-2011 Actual Activities	2011-2012 Planned	2011-2012 Planned Activities
Employment and Training (includes Basic Skills/AU, Career Development Services; Disabilities Related Employment Services)	\$19.869	<ul style="list-style-type: none"> • Delivery of career information and employment supports such as resume preparation, job placement and safety training services for youth at 38 rural and urban Youth Connections sites • Increased contract/tuition-based funding for full and part-time occupational training, as well as integrated training providing <i>employability skills</i> both in the classroom and/or at the work-site • Targeted integrated training programs for persons with disabilities and mature workers. • Targeted training for women in non-traditional occupations including pre-trades and warehouse training • Career decision-making workshops for women in non-traditional occupations • Targeted job placement and job search services for persons with 	\$56.681	<ul style="list-style-type: none"> • Increased both contract-based and tuition-based funding for <i>Work Foundations</i> as well as occupational and integrated training programs. • Developed and delivered training programs to increase the supply of healthcare workers through occupational and integrated programs. • Expanded workforce adjustment activities to address Alberta's slowing economy. • Supported 47 job and career fairs. • Provided over 180 on-site Employer Connections recruitment events. • Delivered career information and employment supports at 38 Youth Connections sites. • Developed career decision making workshops and training programs to support women in non-traditional occupations including pre-trades and 	\$41.674	<ul style="list-style-type: none"> • Increased funding and focus on integrated training programs. • Provided employment services and placement for clients with multiple barriers. • Initiated two part-time integrated training pilot projects for Income Support clients to provide personalized training. • Received designation approval for two additional Integrated Training programs: Trades Preparation and Building Services Worker. • Promoted and prepared women for careers in the trades. • Supported occupational training programs in high demand areas such as professional insurance and customer service representative, early childhood services, community/disabilities support worker, bookkeeping, security officer, and general industrial pre-trades training. • Through Alberta 	\$45.8	<ul style="list-style-type: none"> • Respond to sector specific employment and career needs through targeted interventions • Target training and employment options for under-represented groups (Aboriginal strategies, youth strategies, disability strategies). • Provide career development services to help Albertans, including under-represented groups, find and keep employment, manage their careers and adapt to the changing labour market. • <i>Identify literacy and Essential Skills best practices</i> in consultation with stakeholders and <i>develop policy for pre- and post-testing for literacy and Essential Skills.</i> • Implement improved assessments for Albertans who require training.

Priority Area (\$, millions)	2008-2009 Actual	2008-2009 Actual Activities	2009-2010 Actual	2009-2010 Actual Activities	2010-2011 Actual	2010-2011 Actual Activities	2011-2012 Planned	2011-2012 Planned Activities
		<ul style="list-style-type: none"> disabilities and immigrants • Francophone services developed to support career and job placement services • Targeted job fairs promoting employment opportunities with employers who engage in hiring from non-traditional labour sources • School to work transition supports provided for Aboriginal communities • E-Learning training programs provided to Aboriginal and urban communities throughout Alberta • Increased activities to support Aboriginal and First Nations Training to Employment (FNTEP) programs. • Entrepreneurial training for eligible Albertans including targeted training for Aboriginals, Aboriginal women entrepreneurs, youth and immigrants • Developed an <i>adult literacy pilot initiative</i> delivered in both the classroom, and at employer worksite • Development and 		<ul style="list-style-type: none"> heavy equipment operator. • Increased activities to support Aboriginal and First Nations Training to Employment (FNTEP) programs. • Expanded on-reserve employment services for Aboriginal residents. • Provided transitional employment supports for Aboriginal people transitioning to urban communities. • Targeted integrated training, job placement and employment supports provided for persons with disabilities. • Developed 24 new videos providing occupation-specific information. • <i>Developed Easy Reading Job Profiles</i> for adults with low literacy skills with occupation-specific information as well as an accompanying advisor's guide. • Updated the print resource <i>What Works: Career building strategies for people from diverse groups</i> • Developed 20 online videos to support effective use of the 		<ul style="list-style-type: none"> Supports, participated in youth career planning initiatives. • Supported young, single mothers with Alberta Works grants to <i>complete secondary school</i> and learn parenting and self-management skills. • Placed high priority on helping Albertans find jobs. Examples include assigning job marketers and coaching individuals in effective job search, hosting job fairs and job clubs. • Implemented Acceleration to Employment project to assist Income Support applicants get back to work. • Hosted weekly information sessions to Albertans on E&I programs and services prior to providing Alberta Works funding. • Provided one-day Who Wants What motivational workshops for employable clients. • Offered sessions entitled: Work Life Balance and How Volunteering Can Help You Get Employed. 		

Priority Area (\$, millions)	2008- 2009 Actual	2008-2009 Actual Activities	2009- 2010 Actual	2009-2010 Actual Activities	2010- 2011 Actual	2010-2011 Actual Activities	2011-2012 Planned	2011-2012 Planned Activities
		<ul style="list-style-type: none"> distribution of new career planning and assessment publications at 42 labour market information centres. Development of seven new videos providing occupation-specific career information on health careers. 		<ul style="list-style-type: none"> career planning. Completed the content development and technical design specifications for an online career planning resource. 				
Immigration (includes EAL; Support for Immigrants)	\$2.730	<ul style="list-style-type: none"> Increased training opportunities in English as an Additional Language <i>Handbook</i> developed as a resource tool for use in the classroom for multi-barrier immigrants with <i>low literacy and learning issues</i> Increased programming for immigrant bridging training initiatives that assist immigrants with prior experience /education in a specific occupation to bridge gaps in knowledge or skills in order to gain entry into the related occupation. Conducted information sessions for international education credentials for approximately 100 representatives from post-secondary institutions and professional regulatory 	\$14.672	<ul style="list-style-type: none"> <i>Connected the ESL literacy providers</i> and developed an online shared resource that promotes opportunities for professional development and outlines curriculum guidelines. Developed and delivered improved English language proficiency, <i>literacy skills, Essential Skills</i>, and strategic competence of young adult immigrants with interrupted formal education. Established and implemented a distance education delivery model for English as a Second Language (ESL) to rural Albertans using a videoconferencing platform. Provided transitional programming to assist the youth to get into 	\$11.563	<ul style="list-style-type: none"> Completed four language training projects assisting immigrants to integrate into the workforce for health occupations. Consulted on the Pan-Canadian Foreign Qualification Recognition (FQR) Framework and developed action plans for all eight target occupations to ensure progress and continuous improvement in FQR. Supported professional regulatory organizations to make positive and substantial improvements in their foreign qualification recognition processes. Hosted an FQR Forum for over 80 representatives from professional regulatory organizations to promote best practices and continuous improvement in the FQR system in Alberta. 	\$8.600	<ul style="list-style-type: none"> Support foreign qualification assessments and credentialing Increase resources/tools to support immigrant integration into the labour market. Provide information to immigrants and potential employers to improve their labour force participation. Provide immigrants with access to employment and training through Immigrant bridging programs and career services. Implement enhancements to English Language Training based on the <i>Literacy Framework</i> and ESL review.

Priority Area (\$, millions)	2008- 2009 Actual	2008-2009 Actual Activities	2009- 2010 Actual	2009-2010 Actual Activities	2010- 2011 Actual	2010-2011 Actual Activities	2011-2012 Planned	2011-2012 Planned Activities
		<p>bodies</p> <ul style="list-style-type: none"> Expanded services to assist internationally educated health professionals to navigate the registration and licensure processes to support them practicing in their field or similar profession. Facilitated business engagement sessions to discuss foreign qualification recognition and receive input into best practices, new tools and resources Increased supports across the province for International Qualification Assessment Services (IQAS) for eligible immigrants interested in obtaining an assessment of their foreign education and skills recognizing their credentials obtained outside of Canada. 		<p>post-secondary programs or the workforce, expanded the curriculum of the program, and developed materials to meet the needs of the learner group.</p> <ul style="list-style-type: none"> Disseminated and supported the use of the Guide to English in the Workplace resource. Developed an online resource to support teaching and learning of workplace integration language skills for newcomers. Developed immigrant bridging programming to bridge the gap between foreign trained/skilled individuals with related occupations in order to gain entry into their profession. Delivered a program which includes language training, occupation skills training, employment preparation, work experience, job placement, and job maintenance for marginalized immigrant and refugee women to attain certificates as child development assistants. Developed occupational English language 		<ul style="list-style-type: none"> Developed 30 additional accreditation fact sheets that outline requirements for immigrants to become licensed in Alberta. In total 65 fact sheets are now posted on the Alberta-Canada Immigration website. Developed Education Overview Guides that provide web-based information to immigrants, potential immigrants and employers on how international credentials compare to educational standards in Alberta. Developed three interactive tutorials, a Brochure and an updated application form to improve the understanding and access to foreign credential recognition resources for internationally trained individuals, as well as employers, professional regulatory bodies and post-secondary institutions. Enhanced access to English as an Additional Language programs across the majority of 		

Priority Area (\$, millions)	2008- 2009 Actual	2008-2009 Actual Activities	2009- 2010 Actual	2009-2010 Actual Activities	2010- 2011 Actual	2010-2011 Actual Activities	2011-2012 Planned	2011-2012 Planned Activities
				<ul style="list-style-type: none"> requirements for benchmarking methodology. Built awareness within the construction sector regarding <i>the impacts of language learning and Essential Skills safety training</i> and created effective language learning model for safety in the workforce, including train the trainer, safety posters, <i>Essential Skills and Language Quick Tips</i> information materials. 		<ul style="list-style-type: none"> the province. Provided <i>ESL/Adult Literacy training</i> off-site at public libraries for new Canadians. Drafted the "Adult ESL E-Learning Strategic Framework" for internal use to increase understanding about delivering ESL to adults and through E-learning. Developed tools for instructors and administrators when making decisions on incorporating e-learning into blended ESL programming and the appropriate use of resources. Launched <i>ESL literacy</i> and settlement /integration language resources relevant to the Alberta Adult ESL Continuum plan. Developed phase one of a strategic framework of best practices for English in the Workplace programming. Supported occupation-specific language training, with a focus on accounting. 		
Workforce Partnerships (includes	\$3.666	<ul style="list-style-type: none"> Developed community action plans to increase workforce participation 	\$7.130	<ul style="list-style-type: none"> The Alberta Hotel and Lodging Association developed and tested a 	\$4.982	<ul style="list-style-type: none"> Hosted an employer symposium focusing on building your business. 	\$6.400	<ul style="list-style-type: none"> Work with stakeholders to increase support for workplace training and

Priority Area (\$, millions)	2008-2009 Actual	2008-2009 Actual Activities	2009-2010 Actual	2009-2010 Actual Activities	2010-2011 Actual	2010-2011 Actual Activities	2011-2012 Planned	2011-2012 Planned Activities
workforce development)		<p>for First Nations and Métis Settlements</p> <ul style="list-style-type: none"> • <i>Expanded Workplace Essential Skills Training (WEST)</i> including literacy training to LMA eligible Albertans employed at various workplace settings, including construction, manufacturing, energy, non-profit, tourism and hospitality/retail sectors • Held a series of industry events providing information to employers on how to respond to attraction and retention issues, including untapped labour sources • Organized educational events for business and industry to facilitate success stories of businesses engaged in recruitment and retention of professional/skilled immigrants • Facilitated business engagement sessions to discuss foreign qualification recognition and receive input into best practices, new tools and resources • Developed partnerships with industry targeting 		<p>training tool to teach occupational skills and standards for hospitality industry workers.</p> <ul style="list-style-type: none"> • A pilot project, Welcoming Workplace, was developed to attract, integrate and retain employees in the non-profit sector. • A demonstration project helped to address the organizational development of non-profit organizations through improved human resources management and practices. • The Business Link provided enhanced small business development services for immigrant entrepreneurs by creating/adapting information and resources. • An employment development and job maintenance consultant was recruited for an employment preparation program targeting at-risk youth. • A pilot project on money management was developed targeting youth that focused on skills to save towards 		<ul style="list-style-type: none"> • Partnered with different industries to promote industry-specific career paths and career planning tools for career fairs and other events. • Supported the MLA Committee on the First Nations, Métis and Inuit (FNMI) Workforce Planning Initiative. • Assisted Aboriginal and First Nations people with the transition into urban centers and secure employment and training placement. • Revised the Aboriginal Health Careers Strategy Committee work plan to introduce a number of online health career training programs. • Implemented a variety of southern Alberta sector-specific strategies such as in the non-profit and greenhouse sectors through industry partnerships. • Provided Employment Standards and Health & Safety information to employers and individuals through publications, brochures, and a call-centre. • Helped implement various industry 		<ul style="list-style-type: none"> • encourage employer-sponsored training. • Partner with regional economic development organizations, employers and communities to build community capacity related to labour force planning and development. • Investigate options and approaches to provide training that will meet priority labour force needs in industry sectors/occupations. • Identify and implement enhancements to <i>workplace Essential Skills training</i>. • Facilitate economic development opportunities, particularly for Aboriginal youth and Aboriginal women, and provide access to business advisory services/supports for small businesses.

Priority Area (\$, millions)	2008- 2009 Actual	2008-2009 Actual Activities	2009- 2010 Actual	2009-2010 Actual Activities	2010- 2011 Actual	2010-2011 Actual Activities	2011-2012 Planned	2011-2012 Planned Activities
		sector-specific attraction/retention initiatives.		assets such as education, training or tools for employment. <ul style="list-style-type: none"> • Seven pilot project training programs delivered <i>Essential Skills training</i> to over 266 workers in their workplaces. • In collaboration with The Confederacy of Treaty Six First Nations, Enbridge, Alberta Aboriginal Relations and Indian and Northern Affairs Canada, delivered business development workshops designed to provide tools needed to maximize future contracting opportunities in Alberta's oil and gas industry. 		workforce strategies through the Industry Contributor's Group. <ul style="list-style-type: none"> • Workforce and productivity were also promoted to assist with industry workforce strategy implementation, resulting in the development of 19 grant projects. • Supported 45 Workforce Partnership Agreements (i.e. <i>Workplace Essential Skills Training</i>, Attraction Retention Program), hosted 227 Employer Connection events, and 76 career / job / employment fairs. • Developed and tested a workshop on the topic of resolving workplace conflicts. • Developed a monthly Job Market Update report describing labour market activity in the South region. • Developed a Work Culture DVD about oil sands work culture, cultural diversity, living away from home and making informed decisions. 		
Administration	\$4.132	• Design and implementation of AE&I's newly introduced	\$12.132	• Design and implementation of E&I's newly introduced client	\$10.061	• Internal operating costs in administering eligible LMA programs and	\$5.500	• Develop and/or expand policies and program criteria to better meet

Priority Area (\$, millions)	2008- 2009 Actual	2008-2009 Actual Activities	2009- 2010 Actual	2009-2010 Actual Activities	2010- 2011 Actual	2010-2011 Actual Activities	2011-2012 Planned	2011-2012 Planned Activities
		client service integration data system <ul style="list-style-type: none"> • Expansion of policies and program criteria to better meet client and labour market needs • Internal operating costs incurred in administering eligible LMA programs and services. 		service integration data system. <ul style="list-style-type: none"> • Policy and program revisions and expansions to better meet client and labour market needs. • Increased staffing to respond to higher levels of activity and demands for service due to the slowing economy. • Internal operating costs incurred in administering eligible LMA programs and services. 		services. <ul style="list-style-type: none"> • Increased staffing to respond to higher levels of activity and demands for service due to the slowing economy; hired Employment Placement Counselors to proactively assist Alberta Works Income Support clients gain employment. • Conducted policy and program research, review and revisions to better meet client and labour market needs. • The final phase of implementation of Mobius adjustments for learners. • Implemented various initiatives to streamline service delivery, simplify processes and enhance practices such as the LMI electronic tool. 		client and labour market needs. <ul style="list-style-type: none"> • Supports to manage delivery of programs, services and IT needs.
TOTAL	\$30.397		\$74,115		\$51.790		\$67.300	
% of Total 6-year allocation ¹⁵	10%		23%		16%		21%	

¹⁵ The \$33 million in STTF has been removed from the totals in 2009-10 and 2010-11.

2. DETAILS – STRATEGIC TRAINING AND TRANSITION FUND

A. ACTUAL AND PLANNED EXPENDITURES AND ACTIVITIES

Alberta received \$33.0 over two years under the STTF. However, in its various plans and reports, the province did not breakout its STTF spending and activities from its LMA spending and activities.

3. AREAS OF CONCERN FOR THE LITERACY COALITION

A. LITERACY AND ESSENTIAL SKILLS IN THE LMA AND STTF

- Alberta collapsed its original ten priority areas into four: Employment and Training (includes Basic Skills/AU, Career Development Services; Disabilities Related Employment Services), Immigration (includes EAL; Support for Immigrants), Workforce Partnerships (includes workforce development); and Administration.
- With reporting completed on four of the six years of the LMA, Alberta has spent or planned to spend 70% of its allocation.
- Literacy and Essential Skills are mentioned throughout the various LMA reports from Alberta.
- The priority area **Employment and Training** mentions a number of initiatives and activities that relate to literacy and Essential Skills. These include:
 - Integrated training providing employability skills both in the classroom and/or at the work-site (2008-09)
 - An adult literacy pilot initiative delivered in both the classroom, and at employer worksite (2008-09)
 - Increase in both contract-based and tuition-based funding for **Work Foundations**. The purpose of Work Foundations is to provide full-time and part-time basic skills training and academic upgrading to enable clients who lack the basic academic, language and/or employability skills to pursue further job-related training and/or to find a job and substantially improve their situation. (2009-10)
 - **Easy Reading Job Profiles** for adults with low literacy skills with occupation-specific information as well as an accompanying advisor's guide. (2009-10)

- Support to young, single mothers with Alberta Works grants to complete secondary school and learn parenting and self-management skills (2010-11)
- Identifying literacy and Essential Skills best practices in consultation with stakeholders and develop policy for pre- and post-testing for literacy and Essential Skills (2011-12)
- In the **Immigration** priority area, attention is also paid to literacy and Essential Skills through these activities:
 - Handbook developed as a resource tool for use in the classroom for multi-barrier immigrants with low literacy and learning issues (2008-09)
 - Connected the ESL literacy providers and developed an online shared resource that promotes opportunities for professional development and outlines curriculum guidelines (2009-10)
 - Developed and delivered improved English language proficiency, literacy skills, Essential Skills, and strategic competence of young adult immigrants with interrupted formal education (2009-10)
 - Built awareness within the construction sector regarding the impacts of language learning and Essential Skills safety training and created effective language learning model for safety in the workforce, including train the trainer, safety posters, Essential Skills and Language Quick Tips information materials (2009-10)
 - Provided ESL/Adult Literacy training off-site at public libraries for new Canadians (2010-11)
 - Launched ESL literacy and settlement/integration language resources relevant to the Alberta Adult ESL Continuum plan (2010-11)
 - Implement enhancements to English Language Training based on the Literacy Framework and ESL review (2011-12)
- **Workforce Partnerships** involves a major Essential Skills program:
 - Expanded **Workplace Essential Skills Training (WEST)** including literacy training to LMA eligible Albertans employed at various workplace settings, including construction, manufacturing, energy, non-profit, tourism and hospitality/retail sectors (2008-09). The objectives of the Workplace Essential Skills Training

Program are to support training opportunities in the workplace for working Albertans to acquire the Essential Skills to do their jobs competently, safely and productively, assist employers with their workplace Essential Skills training needs to create highly productive workplaces, and encourage the development of a learning culture in Alberta workplaces.

- Seven pilot project training programs delivered Essential Skills training to over 266 workers in their workplaces (2009-10)
- Supported 45 Workforce Partnership Agreements (i.e. Workplace Essential Skills Training, Attraction Retention Program) (2010-11)
- Identify and implement enhancements to workplace Essential Skills training (2011-12)

B. CONSULTATION PROCESS

- Consultations occur formally and informally. A variety of organizations is involved in the consultations. A key consultation is **Building and Education Tomorrow's Workforce** meetings that involved employers/industry. These meetings support the development and implementation of government labour market strategies. A **Minister's Workforce Forum** was held October 27, 2010.
- Several formal processes are mentioned as being used to consult program delivery partners. These include the **Training Provider Advisory Committee** (public and private colleges and contracted trainers); **Strategic Alliance** (broad social policy issues related to lower income Albertans); **Aboriginal Best Practice Table**, French Language Program consultation, and the **Federal/Provincial/Territorial ESL Discussion Group** (shares resources and information on ESL/Literacy initiatives).

C. ACTUAL SPENDING

- Based on its own LMA reports, Alberta spent 99% of its original per annum allocation during the first three years of the LMA agreement.

2008-09			2009-10			2010-11			Cumulative Variance
Planned \$000's	Actual \$000's	Variance \$000's	Planned \$000's	Actual \$000's	Variance \$000's	Planned \$000's	Actual \$000's	Variance \$000's	
52,584	30,397	-22,187	52,583	74,115	21,532	52,584	51,790	-794	-1,449

D. EVALUATION

- There is no mention in the public documents of an evaluation or of the Year Two Review.

E. COMMENTARY

- Overall Alberta's activities show a strong presence of workplace Essential Skills. The WEST program supports program delivery, which is a new venture for the province. The province has also integrated literacy and Essential Skills in employability programs. Ventures such as the development of the easy reading job profiles and identification of best practices in literacy and Essential Skills speak to the integrated approach.
- Alberta is unique in its explicit attention to the literacy and Essential Skills needs of immigrants. A number of initiatives target these skills. Alberta also focuses on ESL literacy in addition to ESL.
- Alberta's main consultation mechanism involves employers and industry. There does not seem to be a regular or formal means for community organizations to have input, except if they are contract trainers.
- Alberta is on track in terms of its spending and shows only a slight surplus.

4. POSSIBLE QUESTIONS FOR THE PROVINCE

1. Did the 2010-2011 Year 2 Review take place? If it did, is a copy publicly available?
2. What are the province's plans for the LMA evaluation which is due in 2013? Is there a role that Literacy Alberta can play in the evaluation?
3. Will the LMA evaluation be made public in 2013?
4. How much money was spent specifically on literacy and Essential Skills in each of the first 3 years of the LMA?
5. What has been the impact of the LMA funding on community literacy and basic skills programs?
6. How many clients received literacy and Essential Skills programming?
7. Has there been an evaluation of the WEST program?
8. Is there a role that Literacy Alberta can play in the WEST program?
9. Has there been an evaluation of the Work Foundations program?
10. Is there a role that Literacy Alberta can play in the Work Foundations program?
11. How can Literacy Alberta become involved in **Building and Education Tomorrow's Workforce** and the **Minister's Forum** given the organization's connections to literacy and Essential Skills?
12. What was the impact of the STTF funding? What happened once that funding ended?
13. What role can Literacy Alberta play in setting the next (2012-2013) Annual Plan?
14. Will there be a successor to the LMA beginning in 2014?
15. If so, what role will literacy and Essential Skills play in the new LMA?
16. What are the plans for re-negotiating the LMA – will there be a public discussion on the LMA, its impact, and future directions?
17. What support can Literacy Alberta provide to the province to improve the literacy and Essential Skills activities under the LMA?

CONTACT INFORMATION FOR THE LMDA, LMA AND STTF

LMDA information (federal site):

http://www.hrsdc.gc.ca/eng/employment/partnerships/labour_market_development/index.shtml

LMA information (federal site);

<http://www.hrsdc.gc.ca/eng/employment/partnerships/lma/index.shtml>

Alberta-specific LMDA, LMA, STTF information (federal site):

<http://www.hrsdc.gc.ca/eng/employment/partnerships/pdlmdaalberta.shtml>

Alberta-specific LMDA, LMA, STTF information (provincial site):

There is no specific site for information on the LMDA, LMA, or STTF, although both Google searches as well as searches on the Alberta government website will bring up the various plans and reports.

As of October 12, 2011, Employment and Immigration was broken up with Employment becoming part of the new Ministry of Human Services. The website has not yet been changed:

<http://www.employment.alberta.ca/>

SECTION 4 – BRITISH COLUMBIA

LABOUR MARKET DEVELOPMENT AGREEMENT (LMDA)

Date Signed	Planned Amount of Transfer 2011 – 2012 (\$, millions)	Responsible Agency	Date of Evaluation
Original Agreement Signed April 25, 1997 Amended February 20, 2008	\$287.7	Ministry of Social Development	April 2004 (summative - EBSMs) July 1999 (formative – EBSMs)

LABOUR MARKET AGREEMENT (LMA)

Date Signed	Planned Amount of Transfer Over 6 years (\$, millions)	Responsible Agency	Annual Plans Available	Annual Reports Available
February 20, 2008	\$398.496	Ministry of Jobs, Tourism and Innovation	Original 6 year plan 2008-09 2009-10 2010-11	2008-09 2009-10 2010-11

STRATEGIC TRAINING AND TRANSITION FUND (STTF)

Date Signed	Planned Amount of Transfer 2009-10 – 2010-11 (\$, millions)
April 9, 2009	\$56.4

1. DETAILS – LABOUR MARKET AGREEMENT

A. PRIORITY AREAS AND PLANNED EXPENDITURES¹⁶

Priority Area (\$, millions)	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	Six Year Total	Notional %
Client access, communications and transitions	8.500	8.500	8.500	8.000	10.000	7.500	51.000	12%
Career Development Information	6.400	0*	0*	0*	0*	0*	6.400	2%
Employment access, counselling and services	11.600	12.100	12.100	12.100	12.100	12.100	72.100	18%
Job readiness and assessment tools	9.450	9.200	9.200	9.200	9.100	9.200	55.350	14%
Essential Skills and workplace based training	16.100	20.500	20.500	21.000	19.800	20.800	118.700	30%
Financial Supports and Benefits	12.500	14.250	14.250	14.250	13.550	14.950	83.750	21%
Program Administration	1.866	1.866	1.860	1.860	1.860	1.860	11.196	3%
TOTAL	66.416	66.416	66.416	66.416	66.416	66.416	398.496	100%

* After the 2008-09 fiscal year, development of labour market information to support career development information will be funded through the Labour Market Development Agreement.

¹⁶ Initially, BC grouped its planned activities under seven priority areas. However, beginning with its first annual report, the priority areas were changed.

B. ACTUAL AND PLANNED EXPENDITURES^{17,18}

Priority Area (\$, millions)	2008- 2009 \$	2008-2009 Actual Activities	2009- 2010 \$	2009-2010 Actual Activities	2010- 2011 \$	2010-2011 Actual Activities
Employment Services for Unemployed or Low Skilled Employed Clients		<p>Northeast BC Community and Industry Integrated Immigrant Training</p> <p>Facilitate matching existing oil and gas industry related jobs with immigrants from lower mainland BC, support employer diversity awareness, and coordinate labour market activities with industry.</p> <p>Aboriginal Business and Entrepreneurial Training</p> <p>The program assists Aboriginal people who are interested in becoming self-employed or starting their own business. It provides workshops such as 101 Business Ideas for Aboriginal Entrepreneurs, Polishing Your Idea, Building Your Business Plan, and Market Strategy.</p>		<p>Aboriginal Business and Entrepreneurial Skills Training (BEST)</p> <p>Self-employment training series for Aboriginal people.</p> <p>BC Employment Program (BCEP) Helps Income Assistance (IA) participants to increase job and life skills, enhance employability, and become employed and independent.</p> <p>Employment Programming for Aboriginal Persons with Disabilities</p> <p>Culturally-specific training initiatives to reduce gaps in skills levels between Aboriginal & non-Aboriginal people.</p> <p>Equipment and Assistive Technology Initiative</p> <p>Purchase / lease of assistive technology to support employment for persons with</p>		<p>Aboriginal Business and Entrepreneurship Skills Training</p> <p>Self-employment training series for Aboriginal people.</p> <p>Equipment and Assistive Technology Initiative</p> <p>Increase persons with disabilities participation in the labour market by improving access to assistive technology and related services.</p> <p>Northeast BC Community and Industry Integrated Immigrant Training</p> <p>Provides immigrants with assistance to access employment in B.C.'s Northeast Region.</p> <p>Skills Connect for Immigrants</p> <p>Employment bridging to help skilled and lesser-skilled immigrants to obtain jobs that fully use their foreign</p>

¹⁷ BC moved to a different system of categorizing its priority areas beginning with its 2008-09 Annual Report.

¹⁸ BC's Annual Reports do not provide information about spending.

Priority Area (\$, millions)	2008-2009 \$	2008-2009 Actual Activities	2009-2010 \$	2009-2010 Actual Activities	2010-2011 \$	2010-2011 Actual Activities
				<p>disabilities.</p> <p>Northeast BC Community and Industry Integrated Immigrant Training Provides immigrants with assistance to access employment in B.C.'s Northeast Region.</p> <p>Skills Connect for Immigrants Employment bridging to help skilled and lesser-skilled immigrants to obtain jobs that fully use their foreign qualifications and work experience</p> <p>Specialized Community Assistance Program Long term case management for chronically homeless individuals to ensure housing is maintained and supports are in place to assist individuals towards employment and more self-sufficiency.</p> <p>Women's Mentorship Program Provides mentorship to assist women to enter or re-enter the</p>		<p>qualifications and work experience.</p> <p>Specialized Community Assistance Program: Housing and Employment Sustainability Pilots Long term case management for chronically homeless individuals to ensure housing is maintained and supports are in place to assist individuals towards employment and more self-sufficiency.</p> <p>Women's Mentorship Program Projects help immigrants to access trades training and apprenticeship programs in high demand occupations and sectors of the B.C. economy.</p>

Priority Area (\$, millions)	2008-2009 \$	2008-2009 Actual Activities	2009-2010 \$	2009-2010 Actual Activities	2010-2011 \$	2010-2011 Actual Activities
				workforce.		
Skills Development and Upgrading for Unemployed Clients		<p>Energy Efficiency Employment Development Pilot training programs (1 for residential + 1 commercial) support workforce competencies and information for development of residential and commercial energy evaluators.</p> <p>Trades Training for Immigrants The program is for landed immigrants wanting to build careers in British Columbia's construction industry. It provides job coaches, who are qualified trades people capable of assessing skills and job potential and who understand the needs of the industry, match suitable job ready immigrants and employers. In addition, projects may include career assessment and planning, workplace language <i>upgrading</i> and orientation, skill enhancements and mentorship.</p> <p>Aboriginal Apprenticeship Strategy</p>		<p>Aboriginal Training and Employment Program (ATEP) Helps unemployed/under-employed Aboriginal people transition to sustainable employment through job-related training and support services</p> <p>Commercial Driver Training for Women Professional driving training pilot in oil & gas sector.</p> <p>Employment Skills Access Provides free access to skills training at public post-secondary institutions for entry/re-entry into the job market.</p> <p>Energy Efficiency Employment Development Pilot training programs to support workforce competencies & information for development of residential and commercial energy evaluators</p> <p>Environmental Monitoring Assistant Program (EMAP) Provides skills training for entry-</p>		<p>Aboriginal Apprenticeship Strategy Projects help prepare Aboriginal people for success in industry training programs in B.C.</p> <p>Aboriginal Training and Employment Program (ATEP) Helps unemployed/under-employed Aboriginal people transition to sustainable employment through job-related training and support services</p> <p>Bridging Employment Program Helps unemployed/under-employed Aboriginal people transition to sustainable employment through job-related training and support services</p> <p>Employment Skills Access Program Provides free access to skills training at public post-secondary institutions for entry/re-entry into the job market.</p> <p>Environmental Monitoring Assistant Program</p>

Priority Area (\$, millions)	2008-2009 \$	2008-2009 Actual Activities	2009-2010 \$	2009-2010 Actual Activities	2010-2011 \$	2010-2011 Actual Activities
		<p>The program is targeted to Aboriginal participants wanting a career in the trades. Enhanced entry-level programs that integrate <i>numeracy, literacy and other Essential Skills</i> into trade related technical training focus on preparing Aboriginal people for successful entry into a variety of trades that will allow them to participate in apprenticeship in any major sector in BC or work with their own First Nations should they choose to remain in their communities.</p> <p>Student Financial Assistance for Persons with Disabilities The program is for students with permanent disabilities studying full or part-time. It provides an \$800 bursary for full time students with a permanent disability at a course load of 40 percent or greater or a \$400 bursary for students with a permanent disability studying under a 20 - 39 percent course load.</p>		<p>level employment in the mineral exploration and mining industry.</p> <p>Flexible Learning in the Trades (Industry Training Authority) Provides apprenticeship technical training in flexible formats.</p> <p>Multiple Assessment Pathways (Industry Training Authority) Recognizes people's existing competencies in their current trades to enable better access to industry employment.</p> <p>Petroleum Field Services Training for Entrepreneurs Pilot program for potential entrepreneurs to provide skills to start new businesses providing services in the energy sector.</p> <p>Trades Training for Immigrants Projects help immigrants access trades training and apprenticeship programs in high demand occupations and sectors of the B.C. economy.</p>		<p>Provides skills training for entry-level employment in the mineral exploration and mining industry.</p> <p>Flexible Learning in the Trades Increase persons with disabilities participation in the labour market by improving access to assistive technology and related services.</p> <p>Multiple Assessment Pathways Recognizes people's existing competencies in their current trades to enable better access to industry employment.</p> <p>Student Financial Assistance for Persons with Disabilities Provides bursaries for students with a permanent disability studying full time or part-time.</p> <p>Trades Training for Immigrants Projects help immigrants to access trades training and apprenticeship programs in high demand occupations and sectors of the B.C. economy.</p> <p>Women in Trades Training</p>

Priority Area (\$, millions)	2008-2009 \$	2008-2009 Actual Activities	2009-2010 \$	2009-2010 Actual Activities	2010-2011 \$	2010-2011 Actual Activities
		<p>Empowering Women in the Trades The program is targeted to women wanting a career in the trades. The program takes a multifaceted approach to trades training activities including building awareness, marketing, and education, skilled trades training, recruitment, mentoring, and retention.</p>		<p>Aboriginal Apprenticeship Strategy (Industry Training Authority) Projects help prepare Aboriginal people for success in industry training programs in B.C.</p> <p>Student Financial Assistance for Persons with Disabilities Provides bursaries for students with a permanent disability studying full time or part time.</p> <p>Women in Trades Training Program (Industry Training Authority) Projects increase the participation of women in industry training programs in B.C.</p>		<p>Program Projects help immigrants to access trades training and apprenticeship programs in high demand occupations and sectors of the B.C. economy.</p>
Work Experience Interventions for Unemployed Clients						
Interventions That Offer Skills Development and/or Work Experience Components for Employed		<p>Expansion of Bladerunners Program An employment program that helps at-risk youth obtain and sustain full-time employment primarily in construction trades.</p>		<p>BladeRunners Program Provides unemployed youth who have barriers to employment with job readiness skills, work experience/on-the-job training and ongoing support</p>		<p>BladeRunners Program Helps unemployed/under-employed Aboriginal people transition to sustainable employment through job-related training and support services</p>

Priority Area (\$, millions)	2008- 2009 \$	2008-2009 Actual Activities	2009- 2010 \$	2009-2010 Actual Activities	2010- 2011 \$	2010-2011 Actual Activities	
and/or Unemployed Clients		<p>Return to Work Employability Program Provide services to low-skilled employed who lack <i>Essential Skills</i> or lack certification, or non-EI eligible unemployed individuals who are within communities that are highly dependent on a single employer or industry that has experienced significant downsizing.</p> <p>Industrial Transition Programs – MPB/Forestry Employment and training services including assessment, certificate training, and self-employment supports for forest industry clients in the Omineca Beetle Action Region. Services, target groups, sectors, and communities served vary across the three ITP contracts.</p>		<p>Individualized Employment Services - Specified Disabilities Formerly "Expansion of Return to Work Programs for Persons with Disabilities" with a focus on developmental, cognitive, and mental disabilities.</p> <p>Industrial Transition Programs Pilot program providing employment services, small business support and computer technology training for displaced forestry workers and others in Mountain Pine Beetle impacted communities (Omineca Region)</p> <p>Return to Work Employability Program Pilot program for employed low-skilled and unemployed non-EI eligible participants. The pilot provided employment assistance activities such as assessment, counselling, resume writing, interview techniques, and job finding clubs. In addition, projects included <i>basic skills upgrading</i>, certification, preparation for self-employment, work experience,</p>			<p>Individualized Employment Services - Specified Disabilities Increase persons with disabilities participation in the labour market by improving access to assistive technology and related services.</p> <p>Industrial Transition Programs Pilot program providing employment services, small business support and computer technology training for displaced forestry workers and others in Mountain Pine Beetle impacted communities in Omineca Region.</p> <p>Job Options BC Provides unemployed individuals with employment support, short-term certificate training and work experience placements. The program prepares participants for new employment and/or further training.</p> <p>Small Business Skills Training Program Employment bridging to help skilled and lesser-skilled</p>

Priority Area (\$, millions)	2008-2009 \$	2008-2009 Actual Activities	2009-2010 \$	2009-2010 Actual Activities	2010-2011 \$	2010-2011 Actual Activities
				<p>direct marketing to employers, training allowances, work experience placements, and post-project follow-up, and mentoring.</p> <p>Small Business Skills Training Pilot programs range from addressing the needs of small businesses across sectors, to providing training targeted to specific industries.</p>		<p>immigrants to obtain jobs that fully use their foreign qualifications and work experience.</p> <p>Youth Skills BC – Workplace Pilot Program Provides a financial incentive to employers to hire and train unemployed youth who have little or no work experience</p>
Skill Development and Training for Low Skilled Employed Clients (Workplace Based)				<p>Skills Plus Supports small and mid-sized businesses to enhance the <i>Essential Skills</i> of current employees.</p>		<p>Skills Plus - Essential Skills Initiative Supports small and mid-sized businesses to enhance the <i>Essential Skills</i> of current employees.</p>
TOTAL	N/A		N/A		N/A	
% of Total 6-year allocation						

2. DETAILS – STRATEGIC TRAINING AND TRANSITION FUND

A. ACTUAL AND PLANNED EXPENDITURES AND ACTIVITIES

2009-2010 Actual	2009-2010 Actual Activities	2010-2011 Actual	2010-2011 Actual Activities
	<ul style="list-style-type: none"> • Asia Pacific Gateway Skills Table • BC Employment Program (BCEP) • BC Technology Industry Association • Economic Recovery Training Pilot Program • Job Opportunities Program • Women’s Mentorship Program • Workplace Training for Innovation Program 		<p>Asia Pacific Gateway Skills Table Funding to support implementation of the pilot projects.</p> <p>BC Employment Program Helps Income Assistance (IA) clients to increase job and life skills, enhance employability, and become employed and independent.</p> <p>BC Technology Industry Association Funding to support the up-skilling, training and development of entrepreneurial and management capabilities.</p> <p>Economic Recovery Training Pilot Program Provides financial assistance for skills training.</p> <p>Employment Skills Access Program Provides free access to skills training at public post-secondary institutions for entry/ re-entry into the job market.</p> <p>Women’s Mentorship Program Provides mentorship to assist women to enter or re-enter the workforce.</p> <p>Workplace Training for Innovation Program Provides small businesses and not-for-profit organizations with funding for employee training</p>
\$25.6		\$30.8	

3. AREAS OF CONCERN FOR THE LITERACY COALITION

A. LITERACY AND ESSENTIAL SKILLS IN THE LMA AND STTF

- British Columbia revised its initial group of priority areas into
 1. Employment Services for Unemployed or Low Skilled Employed Clients
 2. Skills Development and Upgrading Interventions for Unemployed Clients
 3. Work Experience Interventions for Unemployed Clients
 4. Interventions That Offer Skills Development and/or Work Experience Components for Employed and/or Unemployed Clients
 5. Skill Development and Training for Low Skilled Employed Clients (Workplace Based)

Human Resources and Skills Development Canada (HRSDC) provided these categories as a means to organize information in anticipation of creating a national roll-up report.

- BC does not provide information either on planned expenditures or actual expenditures in either its LMA Annual Plans or Reports. A search of the most recent Ministry of Jobs, Tourism and Innovation Annual Service Plans and Reports and BC Public Accounts did not uncover these figures either.
- The 2010-11 Annual Report indicated that \$25.6 million of STTF funds were spent in 2009-10 and \$30.8 million in 2010-11.
- BC has focused on workplace Essential Skills as well as integrating Essential Skills in several programs. However, the lack of detail in BC's reports means that some programs may actually include literacy and Essential Skills training even though it is not mentioned specifically.
- The key program is the **Skills Plus - Essential Skills Initiative** which supports small and mid-sized businesses to enhance the Essential Skills of current employees.

During the 2008-09 and 2009-10 fiscal years, \$4 million was invested in this program¹⁹.

- Literacy and Essential Skills are also integrated into the **Trades Training for Immigrants** program and the **Aboriginal Apprenticeship Strategy**, that support programs that integrate numeracy, literacy, and other Essential Skills into trade related technical training. **The Return to Work Employability Program** specifically targets low skilled employees who lack Essential Skills.

B. CONSULTATION PROCESS

- British Columbia does not mention its consultation process in its Annual Plans or Reports.

C. ACTUAL SPENDING

- Based on the information available, it is not possible to determine BC actual LMA spending.

2008-09			2009-10			2010-11			Cumulative Variance
Planned \$000's	Actual \$000's	Variance \$000's	Planned \$000's	Actual \$000's	Variance \$000's	Planned \$000's	Actual \$000's	Variance \$000's	
66,416			66,416			66,416			

D. EVALUATION

- There is no mention in the public documents of an evaluation or of the Year Two Review.

E. COMMENTARY

- Workplace Essential Skills programming has a central role in the BC LMA activities through the introduction of Skills Plus. This is the first time the province has sponsored a workplace program. The province has also integrated essential skills into several of its LMA programs.
- Because the Annual Reports do not provide information on spending, the extent of BC's activities in the area of literacy and Essential Skills cannot be assessed.

¹⁹ <http://www.aved.gov.bc.ca/skillsplus/>

- BC does not have a formal consultation process.
- The recent reorganization of BC ministries placing responsibility for the LMA within Jobs, Innovation and Tourism leaves adult education in the Ministry of Advanced Education.

4. POSSIBLE QUESTIONS FOR THE PROVINCE

1. Did the 2010-11 Year 2 Review take place?
2. If it did, is a copy publicly available?
3. Is there any role that Decoda Literacy Solutions can play in the evaluation which will begin in 2011-12?
4. Will the LMA evaluation be made public in 2013?
5. Is it possible to receive information on how much was actually spent on the LMA in each year? In addition, how much was spent on literacy and Essential Skills?
6. Which LMA/STTF programs have a focus on or include literacy and Essential Skills training?
7. What role can Decoda Literacy Solutions play in supporting the province's workplace literacy and Essential Skills efforts?
8. What was the impact of the STTF funding? What happened once that funding ended?
9. What role can Decoda Literacy Solutions play in setting the next (2012-2013) annual plan?
10. Will there be a successor to the LMA beginning in 2014?
11. If so, what role will literacy and Essential Skills play in the new LMA?
12. What are the plans for re-negotiating the LMA – will there be a public discussion on the LMA, its impact, and future directions?
13. What support can Decoda Literacy Solutions provide to the province to improve the literacy and Essential Skills activities under the LMA?

CONTACT INFORMATION FOR THE LMDA, LMA AND STTF

LMDA information (federal site):

http://www.hrsdc.gc.ca/eng/employment/partnerships/labour_market_development/index.shtml

LMA information (federal site):

<http://www.hrsdc.gc.ca/eng/employment/partnerships/lma/index.shtml>

British Columbia-specific LMDA, LMA, STTF information (federal site):

<http://www.hrsdc.gc.ca/eng/employment/partnerships/pdlmdabc.shtml>

British Columbia-specific LMA, STTF information (provincial site):

<http://www.aved.gov.bc.ca/labourmarketagreement/>

SECTION 5– MANITOBA

LABOUR MARKET DEVELOPMENT AGREEMENT (LMDA)

Date Signed	Planned Amount of Transfer 2011 – 2012 (\$, millions)	Responsible Agency	Date of Evaluation
Signed April 17, 1997 Amended May 8, 2009	\$44.8	Entrepreneurship, Training and Trade	March 2000 (formative – LMDA)

LABOUR MARKET AGREEMENT (LMA)

Date Signed	Planned Amount of Transfer Over 6 years (\$, millions)	Responsible Agency	Annual Plans Available	Annual Reports Available
Signed April 11, 2008 Amended May 8, 2009	\$108.0	Entrepreneurship, Training and Trade	Original 6 year plan 2008-09 2009-10 2010-11	2008-09 2009-10

STRATEGIC TRAINING AND TRANSITION FUND (STTF)

Date Signed	Planned Amount of Transfer 2009-10 – 2010-11 (\$, millions)
May 8, 2009	\$11.0

1. DETAILS – LABOUR MARKET AGREEMENT

A. PRIORITY AREAS AND PLANNED EXPENDITURES

Priority Areas (\$, millions)	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	Six Year Total	Notional %
Skills Development	\$10.800	\$10.800	\$10.800	\$10.800	\$10.800	\$10.800	\$64.800	60%
Employer HR Capacity	\$3.600	\$3.600	\$3.600	\$3.600	\$3.600	\$3.600	\$21.600	20%
Community Capacity	\$1.800	\$1.800	\$1.800	\$1.800	\$1.800	\$1.800	\$10.800	10%
Labour Supply	\$900	\$900	\$900	\$900	\$900	\$900	\$5.400	5%
Skills Utilization	\$900	\$900	\$900	\$900	\$900	\$900	\$5.400	5%
TOTAL	\$18.000	\$18.000	\$18.000	\$18.000	\$18.000	\$18.000	\$108,000	100%

B. ACTUAL AND PLANNED EXPENDITURES

Priority Area (\$, millions)	2008-2009 Actual ²⁰	2008-2009 Actual Activities	2009-2010 Actual ²¹	2009-2010 Actual Activities	2010-2011 Planned	2010-2011 Planned Activities
Skills Development Manitobans have the skills required to be successful in the labour market.		<ul style="list-style-type: none"> Provided direct financial supports to assist eligible beneficiaries, including low income Manitobans and Employment and Income Assistance participants, with the cost of participating in labour market training to develop their skills for employment. Individuals were supported to participate in a broad range of occupational training. High 		<ul style="list-style-type: none"> Provided direct financial supports to unemployed workers affected by the economic downturn, including support for Rebound participants, to assist with the cost of participating in labour market training and skills upgrading. Rebound is a two-year retraining and support strategy to help 	\$13.865	<ul style="list-style-type: none"> Enhance/expand direct financial supports to assist with the cost of participating in labour market training, including living allowances and training related financial supports. Expand Self Employment programming to support individuals to start their

²⁰ The 2008 – 09 Manitoba LMA Annual report does not break down the expenditures by priority area.

²¹ The 2009 – 10 Manitoba LMA Annual report does not break down the expenditures by priority area.

Priority Area (\$, millions)	2008-2009 Actual ²⁰	2008-2009 Actual Activities	2009-2010 Actual ²¹	2009-2010 Actual Activities	2010-2011 Planned	2010-2011 Planned Activities
		<p>demand occupational areas supported include Health Care (Nursing and Health Care Aides), Construction (Carpentry and Heavy Equipment Operators), Transport (Truck Drivers), Education (Early Childhood Educators, Education Assistants), and Office/Business Administration.</p> <ul style="list-style-type: none"> Individuals were supported in EAL and educational upgrading in preparation for further training and/or employment opportunities. 		<p>low-income workers hurt by the economic downturn return to work faster. Rebound will help more than 1,000 displaced workers and other low income Manitobans to develop their skills and transition to new employment.</p> <ul style="list-style-type: none"> Supported the delivery of project-based training in high demand occupations throughout the province in response to local labour market needs and requirements. This included training projects to provide the opportunity for unemployed and low-income individuals to develop <i>employability</i> and basic construction skills through on-the-job training in the energy efficiency upgrading / retrofitting of private and public housing units in Winnipeg and Brandon. 		<p>own business.</p> <p>Focus areas for 2010/11:</p> <ul style="list-style-type: none"> Enhancing the skills of Employment and Income Assistance (social assistance) participants and other low income Manitobans, including persons living with disabilities; Advanced occupational specific skills (e.g. health care fields, skilled trades) Entrepreneurial training; and EAL, <i>literacy</i>, gap, and other <i>Essential Skills training</i>, particularly for immigrants and Aboriginal peoples.
Employer HR Capacity Manitoba employers have the capacity to effectively manage and develop their human resources.		<ul style="list-style-type: none"> Provided wage subsidies to employers to assist them in providing workplace based training to new hires. Supported Manitoba employers by establishing <i>Essential Skills assessment services and training</i> for existing workers and new hires, including under-represented groups, 		<ul style="list-style-type: none"> Provided wage subsidies to employers to assist them in providing work experience and job specific skills development to new hires. Manitoba employers were assisted to hire unemployed individuals who were not eligible for EI, including 	\$4.622	<ul style="list-style-type: none"> Implement plans to improve current service delivery approaches for providing workplace-based human resource programs and services. Provide supports to employers/industry to assist them in conducting

Priority Area (\$, millions)	2008-2009 Actual ²⁰	2008-2009 Actual Activities	2009-2010 Actual ²¹	2009-2010 Actual Activities	2010-2011 Planned	2010-2011 Planned Activities
		<p>apprentices, and trades qualifiers in Winnipeg, rural and northern Manitoba.</p> <ul style="list-style-type: none"> Supported the upgrading of skills of existing workers within industry by providing <i>Essential Skills training</i>, training in new technologies and practical work experience. 		<p>Employment and Income Assistance participants, and who were at risk of extended periods of unemployment.</p> <ul style="list-style-type: none"> Assisted Manitoba employers and industry to meet their HR needs by supporting the provision of industry and workplace based training for existing workers and new hires, including Aboriginal peoples and immigrants, apprentices, and trades qualifiers in Winnipeg, rural and northern Manitoba. Supported the provision of <i>Essential Skills assessment services and training solutions through the Workplace Essential Skills Training (WEST) Centre</i>, training in new technologies, and practical work experience in a number of occupations and sectors across the province. Emphasis was placed on industries that had been hard hit by the economic downturn and industries facing skilled labour shortages. 		<p>workplace-based skills assessment and recognition.</p> <ul style="list-style-type: none"> Provide supports to employers to assist them in providing workplace-based training to eligible beneficiaries (new hires and existing workers). Create opportunities for advancement of existing workers and associated entry-level opportunities for new entrants/re-entrants. Support for sector based workforce planning and development. <p>Focus areas for 2010/11 include:</p> <ul style="list-style-type: none"> Integration of human resource services with other services for business and individuals; Sector Councils; Small and medium sized businesses (SME's); <i>Literacy and other Essential Skills</i>, including workplace specific skills for immigrants; Recruitment of Aboriginal peoples; Economic priority industries/sectors.

Priority Area (\$, millions)	2008-2009 Actual ²⁰	2008-2009 Actual Activities	2009-2010 Actual ²¹	2009-2010 Actual Activities	2010-2011 Planned	2010-2011 Planned Activities
Community Capacity Manitoba communities are able to support and benefit from labour market growth.		<ul style="list-style-type: none"> Supported the development and delivery of a continuum of community-based assessment and training programs for unemployed non-EI and low skilled employed individuals in northern Manitoba. Supported the delivery of projects to train, supervise, and provide on the job training opportunities to low income Manitobans including unemployed individuals who are not eligible for Employment Insurance and provincial Employment and Income Assistance. Supported the delivery of career exploration programs, which combined in class and work experience components for individuals to set employment goals, learn job search and maintenance skills, and obtain short-term certificate training (e.g. First Aid). 		<ul style="list-style-type: none"> Supported the delivery of projects to expand employment services and training infrastructure in northern and rural Manitoba. This included approximately \$1.1M in support for the Licensed Practical Nursing (LPN) Training Initiative in partnership with Canada and Aboriginal partners to deliver LPN training to Aboriginal participants in six rural and northern Manitoba communities, providing skilled health care professionals for Manitoba's health care system. 	\$2.311	<ul style="list-style-type: none"> Leverage employment and training opportunities (including pre-employment and on the job training) in capital projects for eligible beneficiaries, particularly for northern and Aboriginal communities. Provide supports to develop and operate community based skills assessment and training programs/projects for eligible beneficiaries. Support the capacity of community organizations to implement Recognition of Prior Learning (RPL) and <i>Essential Skills services</i> to local residents. Deliver workshops for staff of community organizations to increase their capacity to strategically plan and fund training events/activities and engage their local workforce in labour market training opportunities. <p>Focus areas for 2010/11 include:</p> <ul style="list-style-type: none"> Northern, rural and remote communities; Low income urban neighbourhoods; and Resource sectors,

Priority Area (\$, millions)	2008-2009 Actual ²⁰	2008-2009 Actual Activities	2009-2010 Actual ²¹	2009-2010 Actual Activities	2010-2011 Planned	2010-2011 Planned Activities
Labour Supply Manitoba has an adequate supply of labour to support economic growth.		<ul style="list-style-type: none"> Supported, both directly and indirectly through third party service providers, activities such as <i>employability</i> assessment, career/employment counselling, employment / training plan development, and job search assistance. Provided support for project based activities to assist Employment and Income Assistance participants, persons living with disabilities and other underrepresented groups, to participate in pre-employment and employment re-entry programming. Facilitated the delivery of computer skills and <i>literacy training</i> to individuals preparing to transition out of Manitoba's correctional facilities to improve their skills and employability. 		<ul style="list-style-type: none"> Provided support for project based activities to assist Employment and Income Assistance (EIA) participants, persons living with disabilities and other underrepresented groups, to prepare to attend skill training or enter the workforce. Projects delivered a broad range of pre-employment and employment re-entry programming, including the provision of career exploration and planning services, job search and maintenance supports, and <i>employability</i> and life skills training for Employment and Income Assistance (EIA) participants and persons with disabilities. 	\$1.155	<p>including mining and forestry.</p> <ul style="list-style-type: none"> Support programs/services to prepare individuals to access employment/training opportunities, including assessments, employment counselling, employment/training plan development, EAL/<i>literacy</i>, etc. Administer a one-stop comprehensive <i>employability</i>/training readiness assessment and referral process for unemployed low-income workers in partnership with provincial Employment and Income Assistance program. Provide support for project based activities to help better position certain "high-risk" groups for training and/or the labour market (e.g. youth at risk), particularly in the skilled trades. Provide supports for programs and services to assist individuals to remain in training, employment and/or the labour force. <p>Focus areas for 2010/11 include:</p>

Priority Area (\$, millions)	2008-2009 Actual ²⁰	2008-2009 Actual Activities	2009-2010 Actual ²¹	2009-2010 Actual Activities	2010-2011 Planned	2010-2011 Planned Activities
						<ol style="list-style-type: none"> 1. Improvements to employment/training readiness assessment and client referral methods and processes; 2. Preparing Employment and Income Assistance (social assistance) participants and persons living with disabilities for training/employment; 3. Labour market integration of immigrants.
Skills Utilization Manitoba labour force participants are fully utilizing their skills.		<ul style="list-style-type: none"> • Supported the development and delivery of portfolio workshops for Aboriginal individuals <i>using a customized training framework of Essential Skills</i>, Recognition of Prior Learning, and Portfolio Development that resulted in individuals completing portfolios to assist them in their career goals. • Supported Manitoba's immigrant strategy by funding projects that assist immigrants to obtain employment in their field of expertise through work experience opportunities 		<ul style="list-style-type: none"> • Supported enhancements to Manitoba's Career Development Gateway website, which provides single window access to career development information, resources, services, and programs. This resource is a key tool in assisting affected workers to plan and develop their careers during labour market transitions and support timely re-entry into the workforce. • Manitoba assisted skilled and professional immigrants to eliminate the barriers of no Canadian work experience and find permanent employment in their field of expertise through support for the delivery of 	\$1.155	<ul style="list-style-type: none"> • Support eligible beneficiaries to access programs and services to help them to apply and use their skills in the labour market, including: <ul style="list-style-type: none"> ○ Skills assessment and recognition services, including foreign credential and qualifications recognition services; ○ Recognition of prior learning (RPL) services; ○ Career development/management related services, resources, tools, and infrastructure. • Develop and implement improved skills assessment and recognition

Priority Area (\$, millions)	2008-2009 Actual ²⁰	2008-2009 Actual Activities	2009-2010 Actual ²¹	2009-2010 Actual Activities	2010-2011 Planned	2010-2011 Planned Activities
				gap training and internship opportunities.		<p>methods/processes.</p> <ul style="list-style-type: none"> • Support for work experience and internships for skilled immigrants. <p>Focus areas for 2010/11 include:</p> <ul style="list-style-type: none"> • Coordination of client assessment services; • Identification of skills gaps and gap training opportunities (apprenticeship, <i>Essential Skills / literacy</i>); • Foreign credential and qualifications recognition services; • Labour market integration and employment transitions of immigrants.
TOTAL	\$9.806		\$14.835		\$23.109	
% of Total 6-year allocation	9%		14%		21%	

2. DETAILS – STRATEGIC TRAINING AND TRANSITION FUND

A. ACTUAL AND PLANNED EXPENDITURES AND ACTIVITIES

Priority Area (\$, millions)	2009-2010 Actual ²²	2009-2010 Actual Activities	2010-2011 Planned	2010-2011 Planned Activities
Skills Development		<ul style="list-style-type: none"> STTF funds rolled into LMA activities. See descriptions above. 	\$1.601	<ul style="list-style-type: none"> STTF funds rolled into LMA activities. See descriptions above.
Employer HR Capacity		<ul style="list-style-type: none"> STTF funds rolled into LMA activities. See descriptions above. 	\$.750	<ul style="list-style-type: none"> STTF funds rolled into LMA activities. See descriptions above.
Community Capacity			\$ 0	
Labour Supply		<ul style="list-style-type: none"> STTF funds rolled into LMA activities. See descriptions above. 	\$.600	<ul style="list-style-type: none"> STTF funds rolled into LMA activities. See descriptions above.
Skills Utilization		<ul style="list-style-type: none"> STTF funds rolled into LMA activities. See descriptions above. 	\$ 0	<ul style="list-style-type: none"> STTF funds rolled into LMA activities. See descriptions above.
Training System Manitoba's training system is meeting labour market needs.		<ul style="list-style-type: none"> Supported Manitoba's efforts to strengthen the workforce and meet the demand for skilled labour, particularly in the trades. Investments were made in 2009/10 in Manitoba's apprenticeship system, including the development of Apprenticeship Trades Qualifications Supports for the top five trades accessed by international and domestic trades qualifiers and the design and delivery of a series of pilot projects to explore new possibilities of distributed learning for technical training under the e-Apprenticeship Delivery Development Initiative. 	\$2.600	<ul style="list-style-type: none"> Support for curriculum components and program structures that will enable Aboriginal and Immigrant adult students in post-secondary institutions to make more effective and successful transitions to further education, employment, and training. Implement a model for labour market-driven bridge programming within the post-secondary sector, including support for pilot offerings of bridge programs and a program evaluation system that promotes promising practice. Support for implementation of Apprenticeship Futures Commission recommendations, including support for TQ prep courses, the development of curriculum for on line learning, and coordination of High School Apprenticeship Program.
Labour Market Efficiency Manitoba's labour market is		<ul style="list-style-type: none"> Supported the development of a new Labour Market Information Retrieval Initiative in partnership with the Alliance of Manitoba Sector Councils (AMSC) and the Advisory Council on 	\$.100	<ul style="list-style-type: none"> Support the development of labour market information such as skills and services inventories. Invest in effective marketing and communication strategies targeted at individuals and employers.

²² The 2009-10 Manitoba LMA Annual Report does not provide details on spending for each priority area.

operating efficiently.	<p>Workforce Development (ACWD). The focus of the initiative is to develop a new tool to obtain accurate and current labour market information from industry and build capacity to collect and process the information in a timely manner. This will result in more effective and efficient use of provincial and federal training dollars through identification of needs and emerging trends.</p>	<ul style="list-style-type: none"> • Development of a single point of access to all government employment and business programs, services, and activities.
TOTAL	\$5.688	\$4.222

3. AREAS OF CONCERN FOR THE LITERACY COALITION

A. LITERACY AND ESSENTIAL SKILLS IN THE LMA AND STTF

- Manitoba set five priorities for its LMA:
 1. Skills Development
 2. Employer HR Capacity
 3. Community Capacity
 4. Labour Supply
 5. Skills Utilization

- The STTF funding does not appear to have targeted literacy and Essential Skills others than where the STTF funds were applied to existing LMA activities.

- At the halfway point of the LMA, Manitoba has spent or planned to spend 41% of its allocation.

- Literacy and Essential Skills play a strong role within each of Manitoba's priorities. Literacy and Essential Skills activities are focused on the general population as well as on specific populations including Aboriginal peoples and immigrants. These activities are complemented by recognition of prior learning, credential recognition, community based training, training assessments and plan development, and a delivery mechanism which includes the WEST Essential Skills Centre.

- In 2008-09, Manitoba established Essential Skills assessment and training services throughout the province designed to support existing workers and new hires. Essential Skills training was also incorporated into correctional programming.

- In 2009-10, the work of the **Workplace Essential Skills Training (WEST)** Centre was strengthened. Manitoba also extended the concept of Essential Skills into programs for low-income people through on-the-job training in the energy efficiency upgrading / retrofitting of private and public housing units in Winnipeg and Brandon. Employability training was provided to persons with disabilities.

- In 2010-11, the province planned to enhance the capacity of community organizations to deal with Essential Skills and recognition of prior learning within their communities.

B. CONSULTATION PROCESS

In June 2008, the *Advisory Council on Workforce Development Act* was proclaimed. The purpose of this Act is to facilitate and encourage the cooperative participation of employers, employees, and labour organizations in the development of government policies and strategies for developing Manitoba's workforce. Manitoba appears to be the only province to have created such a body although some others, notably Quebec, use pre-existing consultation methods to support the development of LMA plans.

The 2010-11 LMA Annual Plan contains the following reference to the advisory council:

The Advisory Council on Workforce Development provides recommendations and advice to the Minister of Entrepreneurship, Training and Trade on current and future workforce trends and labour market information. The Advisory Council's role is designed to build on the success of Manitoba's Sector Councils by promoting collaboration, information-sharing and co-operation amongst government, other stakeholders, Sector Councils and the organizations they represent. Over the past year, the Advisory Council has assisted with identifying workforce development issues, provided input into and direction for labour market development strategies, and supported the development of LMI tools to assist with identifying current and anticipated labour market issues across sectors in Manitoba.

The members of the Advisory Council on Workforce Development (as of February 2011) are:

- Ron Koslowsky, Canadian Manufacturers and Exporters – Manitoba Division
- David Martin, Manitoba Building and Construction Trades Council
- Wayne Skrypnyk, United Steel Workers
- Dale Neal, Manitoba Government and General Employees' Union
- John Schubert, McCaine Electric
- MaryAnn Mihychuk, Corporate Relations Services
- Bruce Clarke, StandardAero (Retired)
- Lisa Meeches, Eagle Vision Inc.
- Alan Copeland, Assiniboine Community College
- Helen Halliday, Delta Winnipeg

The Council is also represented by the following Deputy Ministers:

- Hugh Eliasson - Manitoba Entrepreneurship, Training and Trade
- Heather Reichert - Manitoba Advanced Education and Literacy

- Gerald Farthing - Manitoba Education
- Jeff Parr - Manitoba Labour and Immigration
- Grant Doak - Manitoba Family Services and Consumer Affairs
- Harvey Bostrom - Manitoba Aboriginal and Northern Affairs

The creation of the Advisory Council on Workforce Development is significant – it is a strong link to stakeholders and involves both business and labour. However, there is little information on the activities of the Council. More transparency would be helpful so that Literacy Partners of Manitoba can influence the discussion.

C. ACTUAL SPENDING

- Based on its own LMA reports, Manitoba spent 68% of its original planned per annum allocation during the first two years of the LMA agreement. However, it did have the benefit of the \$16 million in STTF funds over the past two years.

Table 10 LMA Planned and Actual Spending, 2008/09 – 2009/10

2008-09			2009-10			Cumulative Variance
Planned \$000's	Actual \$000's	Variance \$000's	Planned \$000's	Actual \$000's	Variance \$000's	
18,000	9,806	-8,194	18,000	14,835	-3,165	-11,359

D. EVALUATION

- There is no mention in the public documents of an evaluation or of the Year Two Review.

E. COMMENTARY

- Overall, Manitoba has a positive approach to the LMAs. It has targeted specifically literacy and Essential Skills not just in terms of direct delivery but also in a more holistic fashion with embedded programming and inclusion of RPL, recognition of foreign credentials, and assessment tools. The LMA has also help to create the WEST Centre and several initiatives that have seen Essential Skills become part of the apprenticeship system and northern mega-projects. Literacy training outside of workplace does not appear to be included in the province's LMA activities.

- The province has established a consultation mechanism to assist in LMA plan development. However, that mechanism represents business, labour, and the college.
- Manitoba appears to have used its STTF funds instead of its LMA funds during 2009-10 and 2010-11. This ought to give the province an additional infusion of the extra LMA funds over the last years of the LMA – a time when the initiatives will more likely be fully operational.

4. POSSIBLE QUESTIONS FOR THE PROVINCE

1. Did the 2010-2011 Year 2 Review take place?
2. If it did, is a copy publicly available?
3. What are the province's plans for the LMA evaluation which is due in 2013? Is there a role that Literacy Partners of Manitoba can play in the evaluation?
4. Will the LMA evaluation be made public in 2013?
5. What are the reasons for the large underspending of LMA funds in the first two years of the LMA? What are the plans for ensuring these funds are spent?
6. How much money was actually spent on each of the priority areas? How much money was spent on literacy and Essential Skills in each of the first 3 years of the LMA?
7. How many clients received literacy and Essential Skills programming? How many clients received certification related to literacy and Essential Skills?
8. How much of the LMA funds were made available to Adult Literacy Programs? How much was made available to Adult Learning Centres?
9. What was the impact of the STTF funding? What happened once that funding ended?
10. Is there a role that Literacy Partners of Manitoba can play in the Advisory Council on Workforce Development, i.e., assisting in finding representation that can speak on behalf of literacy and Essential Skills issues?
11. What role can Literacy Partners of Manitoba play in setting the next (2012-2013) annual plan?
12. Will there be a successor to the LMA beginning in 2014? If so, what role will literacy and Essential Skills play in the new LMA?
13. What are the plans for re-negotiating the LMA – will there be a public discussion on the LMA, its impact, and future directions?
14. What support can Literacy Partners of Manitoba provide to the province to improve the literacy and Essential Skills activities under the LMA?

CONTACT INFORMATION FOR THE LMDA, LMA AND STTF

LMDA information (federal site):

http://www.hrsdc.gc.ca/eng/employment/partnerships/labour_market_development/index.shtml

LMA information (federal site):

<http://www.hrsdc.gc.ca/eng/employment/partnerships/lma/index.shtml>

Manitoba-specific LMDA, LMA, STTF information (federal site):

<http://www.hrsdc.gc.ca/eng/employment/partnerships/pdlmdaman.shtml>

Manitoba-specific LMDA, LMA, STTF information (provincial site):

There is no dedicated site for LMDA, LMA or STTF information. The LMA annual reports and plans appear on the home page for ETT.

<http://www.gov.mb.ca/ctt/index.html>

SECTION 6 – NEW BRUNSWICK

LABOUR MARKET DEVELOPMENT AGREEMENT (LMDA)

Date Signed	Planned Amount of Transfer 2011 – 2012 (\$, millions)	Responsible Agency	Date of Evaluation
Signed December 13, 1996 Amended April 2003	\$91.1	Department of Post- Secondary Education, Training and Labour	June 2009 (summative - EBSMs) July 1999 (formative – Provincial BSMS)

LABOUR MARKET AGREEMENT (LMA)

Date Signed	Planned Amount of Transfer Over 6 years (\$, millions)	Responsible Agency	Annual Plans Available	Annual Reports Available
Signed February 29, 2008 Amended May 22, 2009	\$68.4	Department of Post- Secondary Education, Training and Labour	Original 6 year plan 2008-09 2009-10 2010-11	2008-09 2009-10

STRATEGIC TRAINING AND TRANSITION FUND (STTF)

Date Signed	Planned Amount of Transfer 2009-10 – 2010-11 (\$, millions)
May 22, 2009	\$14.0

1. DETAILS – LABOUR MARKET AGREEMENT

A. PRIORITY AREAS AND PLANNED EXPENDITURES

Priority Areas (\$, millions)	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	Six Year Total	Notional %
Employed	\$8.000	\$8.000	\$8.000	\$8.000	\$8.000	\$8.000	\$48.000	70%
Unemployed	\$3.400	\$3.400	\$3.400	\$3.400	\$3.400	\$3.400	\$20.400	30%
TOTAL	\$11.400	\$11.400	\$11.400	\$11.400	\$11.400	\$11.400	\$68.400	100%

B. ACTUAL AND PLANNED EXPENDITURES

Priority Area (\$, millions)	2008- 2009 Actual	2008-2009 Planned Activities	2009- 2010 Actual	2009-2010 Actual Activities	2010- 2011 Planned	2010-2011 Planned Activities
Training and Skills Development	\$.228	<i>Literacy/Workplace Essential Skills Training</i> Currently, under the Training Skills Development (TSD) component, the province funds EI eligible clients for academic upgrading but only if they are upgrading within grade levels 10- 12. Funding supports include tuition, and other financial supports such as day care, transportation, books, etc. The LMA funding will be used to expand the province's support for <i>academic upgrading</i> to include unemployed individuals who are not EI eligible and wish to pursue academic upgrading within the 7-9	\$2.584	The Training and Skills Development Program assists case managed individuals, whose employment action plan identifies skill development as necessary, to access appropriate training and education programs so that they can achieve their goal of becoming self-reliant. To assist in addressing <i>literacy</i> issues within NB, the LMA funding will continue to provide support for <i>academic upgrading</i> . Funding supports include tuition, and other financial supports such as day care, transportation, books, etc. The <i>literacy upgrading service</i> will	\$1.897	The focus of TSD is to support clients entering training or educational programs that will allow them to return to work or to become ready to enter the workforce. To assist in addressing <i>literacy</i> issues within NB, the LMA funding will continue to provide support for <i>academic upgrading</i> . Funding supports include tuition, and other financial supports such as day care, transportation, books, etc. The province provides <i>academic upgrading</i> assistance to EI or non-EI eligible clients who wish to pursue academic

Priority Area (\$, millions)	2008- 2009 Actual	2008-2009 Planned Activities	2009- 2010 Actual	2009-2010 Actual Activities	2010- 2011 Planned	2010-2011 Planned Activities
		grade level as well as the 10-12 grade level. Eventually, academic upgrading supports will be expanded to include <i>Workplace Essential Skills</i> (WES) training once a service provider is in place and services are available province wide. Individuals will receive full TSD supports.		be provided by the Community Adult Learning Program (CALP).		upgrading within the 7-9 and 10-12 level under the both the LMA and LMMA.
Workforce Expansion	\$.273	The Workforce Expansion Program provides wage supplements to eligible employers who intend to create permanent employment or annually recurring seasonal jobs in New Brunswick.	\$5.385	The Workforce Expansion Program provides wage supplements to eligible employers who intend to create permanent employment or annually recurring seasonal jobs in New Brunswick.	\$2.816	The province will use the LMA funding to add to the Workforce Expansion program by providing wage subsidies to businesses and financial/coaching support to individuals approved for self-employment.
Student Employment and Experience Development (SEED)	\$.216	The Provincial Government Co-operative Placements component encourages placements in the public sector for post-secondary students.	\$.520	The Provincial Government Co-operative Placements component of SEED encourages placements in the public sector for students who are enrolled in a recognized college or university co-operative education program. Such programs formally integrate a student's academic studies with work experience.	.600	The Provincial Government Co-operative Placements component of SEED encourages placements in the public sector for students who are enrolled in a recognized college or university cooperative education programs. Such programs formally integrate a student's academic studies with work experience.
Aboriginal Work Exposure and Training Support		Aboriginal clients would receive case management and enter into an Employment Action Plan (EAP) to receive up to 26 weeks work exposure placement related to				

Priority Area (\$, millions)	2008- 2009 Actual	2008-2009 Planned Activities	2009- 2010 Actual	2009-2010 Actual Activities	2010- 2011 Planned	2010-2011 Planned Activities
		their chosen field of study. Upon completion of the work exposure placement, the client would determine if they wish to further their training with the goal to enter the chosen occupation on a full-time basis.				
Work Ability Program	\$.130	This program provides short-term workplace opportunities, to support employment action plans that will develop the skills necessary for permanent employment. Among its objects is to assist unemployed New Brunswickers, who are case-managed, become eligible for Training and Skills Development (TSD) or facilitate their access to <i>academic upgrading</i> (Grades 7-9)	\$1.305	The Work Ability Program provides workplace opportunities for individuals who have an employment action plan to assist them in developing the skills necessary for permanent employment. The Program provides wage subsidies to eligible employers who provide a job experience as defined in an individual's employment action plan.	\$.836	This program will provide work exposure opportunities for individuals who need this type of an intervention as part of their employment action plan and where it will help individuals become 'job ready'. Four (4) distinct types of placements will be implemented: Skills Development, Career Exploration, Transition to Employment, and Contingency.
Employment Services	\$1.215	Employment Assistance Services The purpose of Employment Assistance Services is to provide access to employment-related services to individuals experiencing barriers, which can be more adequately addressed by External Service Providers (ESP's).	\$5.472	Employment Assistance Services The purpose of Employment Assistance Services is to provide access to employment-related services to individuals experiencing barriers, which can be more adequately addressed by External Service Providers (ESP's).	\$2.118	Employment Assistance Services The purpose of Employment Assistance Services is to provide access to employment-related services to individuals experiencing barriers, which can be more adequately addressed by External Service Providers (ESP's).
				Adjustment Services Adjustment Services (AS) is to encourage, support and facilitate	\$.078	Adjustment Services Adjustment Services (AS) is used to encourage, support, and

Priority Area (\$, millions)	2008- 2009 Actual	2008-2009 Planned Activities	2009- 2010 Actual	2009-2010 Actual Activities	2010- 2011 Planned	2010-2011 Planned Activities
				human resource management and labour market adjustments which are in the public interest Labour Market Research and Analysis LMRA is an Adjustment Services component used to improve the capacity to deal with human resources requirements (i.e. labour force imbalances) through means such as human resource planning and research.		facilitate human resource management and labour market adjustments which are in the public interest. \$1.167 Labour Market Research and Analysis To provide funding resources to a group or organization who wants to undertake a very specific initiative that is assessed as likely having a positive impact on the labour market
Community Adult Learning Services		The Community Adult Learning Program (CALP) offers adults <i>literacy</i> training at grade levels 1-9 and GED preparation opportunities. The program has two objectives: <ul style="list-style-type: none"> • Provide adults with low <i>literacy skills</i> and/or lacking formal credentials access to appropriate training and educational opportunities • Increase the employability of adults who have <i>low literacy skills</i> and/or lack formal credentials 		The focus of Community Adult Learning Services is on providing skills needed for further training or employment. The program has two objectives: <ul style="list-style-type: none"> • Provide adults with <i>low literacy skills</i> and/or formal credentials deficits access to appropriate training and educational opportunities; • Increase the employability of adults who have <i>low literacy skills</i> and/or lack formal credentials. 		
Skills Development Support			\$.100	<ul style="list-style-type: none"> • <i>Literacy Collection</i> • Be Welcome @ Your Library Project 	\$.100	<i>Adult Literacy Collection</i> - Allocation of LMA funds to support the purchase of library

Priority Area (\$, millions)	2008- 2009 Actual	2008-2009 Planned Activities	2009- 2010 Actual	2009-2010 Actual Activities	2010- 2011 Planned	2010-2011 Planned Activities
						materials for adult learners and <i>adult literacy</i> . Funds also support the purchase of library materials on topics related to Essential Skills and employability of interest to adult learners.
Workplace Essential Skills	\$.683	The LMA funding will be used to expand the province's support for academic upgrading to include unemployed individuals who are not EI eligible and wish to pursue academic upgrading. Funding will be assigned to assist clients with the following: <ul style="list-style-type: none"> • <i>Literacy</i> • <i>Workplace Essential Skills (WES): reading text, document use, numeracy, writing, oral communication, working with others, computer use, continuous learning and thinking skills</i> • <i>GED preparation and GED Preparation Online</i> 	\$4.001	Implemented a new service delivery model for the <i>Workplace Essential Skills (WES) Program</i> . Seven regional WES teams coordinate program delivery and two Centres of Excellence, one in Bathurst and one in Saint John, provide professional expertise for WES programming. Service delivery commenced in September 2009 and by year-end, 45 initiatives were initiated serving more than 400 learners.	\$5.700	The province will continue development and delivery of the new <i>Workplace Essential Skills Program</i> . The newly designed WES Service Delivery Model includes the WES Central Office, two WES Centres of Excellence, and Regional WES teams. The WES Program provides learners and employers with Workplace Needs Assessments; Learner Prior Learning Assessment (PLA); Learner Needs Assessment; <i>Individualized WES Learning Plan</i> ; Learner Post-Assessment
Administration	.027	•	1.327		1.584	
TOTAL	\$2.773		\$13.614		\$9.896	
% of Total 6-year allocation ²³	4%		20%		14%	

²³ \$3.5 million of STTF funds has been removed from the Total in 2009-10 and 2010-11

2. DETAILS – STRATEGIC TRAINING AND TRANSITION FUND

A. Actual and Planned Expenditures and Activities

New Brunswick received \$14.0 over two years under the STTF. However, in its various plans and reports, the province did not breakout its STTF spending and activities from its LMA spending and activities.

3. AREAS OF CONCERN FOR THE LITERACY COALITION

A. Literacy and Essential Skills in the LMA and STTF

- New Brunswick divided its priority areas into two – the unemployed and the employed.
- At the halfway point of the LMA, New Brunswick has spent or plans to spend 76% of its LMA funds. However, when one considers the additional \$14 million in STTF funds, the difference is not as great.
- New Brunswick has a strong focus on workplace Essential Skills, with over \$10.3 million spent or planned spending on its **Workplace Essential Skills (WES) Program**. The WES Program provides learners and employers with Workplace Needs Assessments; Learner Prior Learning Assessment (PLA); Learner Needs Assessment; Individualized WES Learning Plan; and Learner Post-Assessment. The program is delivered through regional teams as well as two Centres of Excellence.
- The **Training and Skills Development** component provides funding for academic upgrading for EI and non-EI eligible participants. Funding supports include tuition, and other financial supports such as day care, transportation, books, etc. In addition, the province expanded the reach of the component by including academic upgrading at the grades 7 – 9 levels. Support had previously only covered grades 10 – 12.
- The **Work Ability** program’s short-term workplace opportunities (wage subsidies) can be used to facilitate access to academic upgrading at grades 7 – 9.
- New Brunswick included the **Community Adult Learning Program (CALP)** in its Annual Plans for 2008-09 and 2009-10. However, the Annual Reports do not indicate spending on this program (LMDA funds are used for the CALP). CALP may have been included in the Plans given its role in academic upgrading delivery. The CALP offers adults literacy training at grade levels 1-9 and GED preparation opportunities.
- Over the last two fiscal years, funds have been provided to the NB Library system for the **Adult Literacy Collection** to support the purchase of library materials for adult learners and adult literacy. Funds also support the purchase of library materials on topics related to Essential Skills and employability of interest to adult learners.

B. CONSULTATION PROCESS

- New Brunswick does not have a dedicated process to consult on LMA planning. The Annual Plan outlines a variety of opportunities that are used to gather information that goes into the plan.

C. ACTUAL SPENDING

- Determining actual LMA spending in the case of New Brunswick is not straightforward. While the two available Annual Reports provide actual spending amounts, the STTF amounts are included. In order to approximate actual spending, charts contained in the 2009-10 and the 2010-11 Annual Plans were consulted. These charts itemized the amounts of funds carried forward from one year to another, i.e., the unspent funds, as well as distinguishing between LMA and STTF spending.
- Using these Annual Plan figures along with the original per annum allocations, New Brunswick would appear to have spent 54% of its LMA funds.

2008-09			2009-10			Cumulative Variance
Planned \$000's	Actual \$000's	Variance \$000's	Planned \$000's	Actual \$000's	Variance \$000's	
11,400	2,773	-8,627	11,400	9,614	-1,787	-10,413

D. EVALUATION

- There is no mention in the public documents of an evaluation or of the Year Two Review.

E. COMMENTARY

- New Brunswick has launched what appears to be the largest workplace Essential Skills program under the LMA. The WES program has a regional presence as well as two centres of excellence. Over \$3 million will be spent in 2011-12 in this area – a quarter of the province's annual allocation. The province has also expanded support for those taking academic upgrading.
- New Brunswick has taken a unique step in providing support for an Adult Literacy Collection within the NB Provincial Library system.

- The province will have additional funds thanks to the underspending of the LMA over the past two years which provides an opportunity to either fine tune the existing suite of programs or for new initiatives.
- New Brunswick does not have a specific consultation process.

4. POSSIBLE QUESTIONS FOR THE PROVINCE

1. Did the 2010-11 Year 2 Review take place?
2. If it did, is a copy publicly available?
3. Is there a role that the Literacy Coalition of New Brunswick can play in the evaluation which will begin in 2011-12?
4. Will the LMA evaluation be made public in 2013?
5. How much money was spent specifically on literacy and Essential Skills in each of the first 3 years of the LMA?
6. How many employers have run programs under the WES program? How many workers were involved?
7. Is the province planning an evaluation of the WES program?
8. Is there a role that the Literacy Coalition of New Brunswick can play in the WESS program?
9. How effective has the Work Abilities program been in increasing the number of people accessing literacy and Essential Skills training?
10. What was the impact of the STTF funding? What happened once that funding ended?
11. What role can the Literacy Coalition of New Brunswick play in setting the next (2012-2013) annual plan?
12. Will there be a successor to the LMA beginning in 2014?
13. If so, what role will literacy and Essential Skills play in the new LMA?
14. What are the plans for re-negotiating the LMA – will there be a public discussion on the LMA, its impact, and future directions?
15. What support can the Literacy Coalition of New Brunswick provide to the province to improve the literacy and Essential Skills activities under the LMA?

Contact Information for the LMDA, LMA and STTF

LMDA information (federal site):

http://www.hrsdc.gc.ca/eng/employment/partnerships/labour_market_development/index.shtml

LMA information (federal site):

<http://www.hrsdc.gc.ca/eng/employment/partnerships/lma/index.shtml>

New Brunswick-specific LMDA, LMA, STTF information (federal site):

<http://www.hrsdc.gc.ca/eng/employment/partnerships/pdlmdanb.shtml>Saskatchewan-specific LMDA,

New Brunswick-specific LMA, STTF information (provincial site):

There is no LMA specific-page; below is the responsible department's website.

http://www2.gnb.ca/content/gnb/en/departments/post-secondary_education_training_and_labour.html

SECTION 7 – NEWFOUNDLAND AND LABRADOR

LABOUR MARKET DEVELOPMENT AGREEMENT (LMDA)

Date Signed	Planned Amount of Transfer 2011 – 2012 (\$, millions)	Responsible Agency	Date of Evaluation
Original Agreement Signed March 24, 1997 New Agreement Signed September 4, 2008	\$132.0	Department of Advanced Education and Skills	June 2006 (summative - EBSMs) June 2000 (formative – EBSMs)

LABOUR MARKET AGREEMENT (LMA)

Date Signed	Planned Amount of Transfer Over 6 years (\$, millions)	Responsible Agency	Annual Plans Available	Annual Reports Available
Amended September 4, 2008 Amended June 22, 2009	\$90.0	Department of Advanced Education and Skills	Original 6 year plan 2008-09 2009-10 2010-11	2009-10

STRATEGIC TRAINING AND TRANSITION FUND (STTF)

Date Signed	Planned Amount of Transfer 2009-10 – 2010-11 (\$, millions)
June 22, 2009	\$17.800

1. DETAILS – LABOUR MARKET AGREEMENT

A. PRIORITY AREAS AND PLANNED EXPENDITURES

Priority Area (\$, millions)	2008- 09	2009- 10	2010-11	2011- 12	2012- 13	2013- 14	Six Year Total	Notional %
Increasing Participation and Labour Market Attachment	\$.407	\$3.163	\$3.194	\$3.165	\$3.165	\$3.146	\$16.242	35%
Enhancing Recruitment, Retention and Development of a Skilled Workforce to Improve Competitiveness	\$.722	\$3.427	\$3.377	\$3.440	\$3.444	\$3.454	\$17.868	39%
Strengthen Human Resource Development and Planning Capacity Among Employers and Partners	\$.093	\$.703	\$.730	\$.745	\$.745	\$.768	\$3.783	8%
Increasing Access to Comprehensive, Integrated and Effective Labour Market and Training	\$.481	\$1.142	\$1.460	\$1.675	\$1.675	0	\$6.435	14%
Administration	\$.148	\$.351	\$.365	\$.279	\$.279	\$.307	\$17.304	4%
TOTAL	\$1.851	\$8.787	\$9.127	\$9.309	\$9.309	\$7.675	\$46.058	100%

B. ACTUAL AND PLANNED EXPENDITURES

Priority Area (\$, millions)	2008- 2009 Planned ²⁴	2008-2009 Planned Activities	2009- 2010 Planned ²⁵	2009-2010 Actual Activities	2010- 2011 Planned	2010-2011 Planned Activities
Increasing participation and labour force attachment among unemployed and low-skilled employed individuals	\$.407	This may include programs, services and financial supports for individuals such as apprentices, persons with disabilities, displaced workers, Aboriginal people, immigrants, older workers, and under-represented groups in the labour market, for: i. employability and <i>Essential workplace skills development</i> ; ii. <i>adult basic education and literacy</i> ; iii. technical skills development and upgrading that could include occupation-specific training, especially those related to skilled trades, supports to gain recognized credentials and skill-specific supports such as English as a Second Language (ESL); and iv. job readiness, employment, and career planning.	\$5.249	Strategic Training and Skills Development Program: Funding was provided to expand access to medium term training programs (3 weeks to a year) for eligible participants. Training courses were supported based on occupational demand from strategic growth sectors or regions under pressure. Targeted Wage Subsidy Program for Persons with Disabilities Funding was provided to expand the number of participants able to be served under the current Targeted Wage Subsidy for Persons with Disabilities. Successful Transition to Training (ABE) Scholarships Funding was provided to double the number of scholarships available to eligible individuals who <i>graduate from ABE</i> and go on to pursue postsecondary education. Targeted Supports for	\$5.481	Strategic Training and Outreach <ul style="list-style-type: none"> Expand access to outreach programs designed to provide participants with a supportive environment in which to return to school to explore career options and improve their learning skills. Provide funding for skills development course offerings and/or training allowances and supports to eligible clients Targeted Wage Subsidy Program for Persons with Disabilities Expand targeted wage subsidies to assist unemployed, EI eligible and non-EI eligible persons with disabilities to integrate into the labour market. Literacy Supports and Services (\$1,923,000) <ul style="list-style-type: none"> Expand and enhance access to <i>adult literacy and Essential Skills programming</i>, this includes

²⁴ A report on 2008 – 09 LMA activities could not be located.

²⁵ The 2009 – 10 Annual Report did not provide information on actual spending. The data provided in this table comes from the 2009 – 10 Annual Plan.

Priority Area (\$, millions)	2008- 2009 Planned 24	2008-2009 Planned Activities	2009- 2010 Planned 25	2009-2010 Actual Activities	2010- 2011 Planned	2010-2011 Planned Activities
				<p>Apprentices Programming aims to reduce barriers to participation in the apprenticeship system experienced by employers and potential apprentices. Program components include:</p> <ul style="list-style-type: none"> • Expansion of the Graduate Employment Program to assist unemployed, non-EI eligible apprenticeship graduates gain the work experience required to move toward journey person certification • Introduction of new supports to assist individuals associated with the skilled trades occupations acquire training and occupational certification to continue employment or qualify as a certified journey person. 		<p>support for unemployed, non-EI eligible individuals and low skilled workers to access support allowances while participating in Adult Basic Education Level I courses.</p> <ul style="list-style-type: none"> • Expand the Incentive program – Successful Transition to Training Scholarships - for eligible individuals who <i>graduate from ABE</i> and go on to pursue postsecondary education. • Fund implementation of initiatives under the <i>Newfoundland and Labrador Strategic Literacy Plan.</i>
				<p>Adult Workplace Literacy and Essential Skills Program (\$100,000) LMA funding was provided to expand access to employment development services and benefits for participants not previously eligible (e.g., non-income support participants).</p>		<p>Employment Development Supports and Services Expand access to employment development programming to provide eligible unemployed individuals with a range of supports and services to assist them prepare for, find and maintain employment.</p> <p>Youth Connect Bridge funding to continue the Youth Connect pilot to the end</p>

Priority Area (\$, millions)	2008- 2009 Planned 24	2008-2009 Planned Activities	2009- 2010 Planned 25	2009-2010 Actual Activities	2010- 2011 Planned	2010-2011 Planned Activities
				<p>Individuals may access a variety of supports to help with participation in employment preparation, training, or work.</p> <p>Employment Development Supports and Services LMA funding was provided to expand access to employment development services and benefits for to access a variety of supports to help with participation in employment preparation, training, or work.</p> <p>Labour Market Integration of Immigrants Funding was provided to enhance and expand access to employment supports and opportunities for immigrants. Program components include:</p> <ul style="list-style-type: none"> • ANC Immigrant Internship – funding for up to 20 internships with NL employers in sectors experiencing skills gaps. • Settlement Services – expansion of services to two new locations. Focus is on coordinating access to labour market services for newcomers and their 	<p>of fiscal year 2010-11. Youth Connect is an alternate support model that combines intensive counseling services with interventions to address the employability, education and labour market attachment of youth in order to reduce participants IS use and dependency.</p> <p>Labour Market Integration of Immigrants</p> <ul style="list-style-type: none"> • Expand access to labour market integration supports and services for immigrants. • Operate an internship initiative providing work placements with local employers. 	

Priority Area (\$, millions)	2008- 2009 Planned 24	2008-2009 Planned Activities	2009- 2010 Planned 25	2009-2010 Actual Activities	2010- 2011 Planned	2010-2011 Planned Activities
				families. <ul style="list-style-type: none"> Promotion and Awareness – with employers, potential immigrants and other target groups to: promote opportunities, support workforce / workplace diversity, and assist employers attract and retain immigrant workers, particularly in occupations under pressure. 		
Enhancing recruitment, retention and development of a skilled workforce to improve competitiveness	\$0.722	This may include workplace-base programs, services and financial supports for: i. the development of human resource and workplace skills assessment tools to support workplace based training of low skilled workers by employers; ii. work experience (e.g. wage subsidy) and employment supports to encourage employers to hire unemployed individuals and to provide unemployed individuals with short-term supports or training that they may require to accept a job; and iii. workplace skills enhancement programs to help employers enhance the skills of their	\$2.922	Workplace-Directed Skills Development Program Support to the <i>Canadian Homebuilders Association - Eastern Newfoundland and Labrador</i> to implement a new, employer-directed mentoring pilot program to help attract unemployed and under-employed individuals, particularly youth, to occupations in the Residential Construction sector. Job Skills This new initiative provides financial assistance to employers to develop and deliver recognized on-the-job training for existing and potential future	\$6.738	Workplace Skills Enhancement Program Provide an enhanced wage subsidy, as well as workforce development supports and services to assist small and medium-sized business improve the skills of their workforce, attract and retain employees, and become more competitive Job Skills Support employed low-skilled individuals to access training and certification necessary to maintain or advance their employment. Adult Workplace Literacy and Essential Skills (\$300,000)

Priority Area (\$, millions)	2008-2009 Planned 24	2008-2009 Planned Activities	2009-2010 Planned 25	2009-2010 Actual Activities	2010-2011 Planned	2010-2011 Planned Activities
		<p>existing low-skilled employees or acquire and train new employees, especially in strategic growth sectors of the economy or where skill gaps and shortages exist.</p> <p>Training programs could focus on foundation skills (e.g. <i>employability and Essential workplace skills and workplace literacy</i>), technical skills and other workplace specific-skill needs.</p>		<p>employees. It provides up to \$5,000, with an employer contribution, of the approved training costs for each trainee.</p> <p>Recruitments and Retention Toolkit</p> <p>The development and launch of an online recruitment and retention toolkit for small and medium-sized employers. The toolkit provides web-based resources to employers to assist with recruitment, retention and workforce planning activities in the workplace.</p> <p>Development of Workplace-based Assessment/Training Model</p> <ul style="list-style-type: none"> (No information presented on this area) 		<p>Develop and implement a <i>workplace-directed Adult Literacy and Essential Skills program</i> to support delivery of literacy training and upgrading in the workplace</p> <p>Targeted Support for Apprentices</p> <ul style="list-style-type: none"> Support individuals in skilled trades occupations acquire training and occupational certification to continue employment or qualify as a certified journey person. Pilot a mentorship incentive and mentorship development initiative with participating employers. Implement an awards and recognition program. Pilot a three year enhanced and expanded wage subsidy program, targeting placements of apprentices with employers. <p>Entrepreneurial Coordinating Services for New Immigrants</p> <p>Promote entrepreneurship as an option for employment among newcomers, including access to advice and support throughout</p>

Priority Area (\$, millions)	2008- 2009 Planned 24	2008-2009 Planned Activities	2009- 2010 Planned 25	2009-2010 Actual Activities	2010- 2011 Planned	2010-2011 Planned Activities
						the establishment process. Recruitment and Retention Toolkit Funding to complete phase II development as well as promote awareness and understanding of the recruitment and retention resources with small and medium-sized employers, and among provincial government staff responsible for supporting business growth and development.
Strengthening human resource development and planning capacity among employers and partners	\$.093	This may include programs and services to: i. support research, innovation studies and service-delivery pilots in areas such human resources, skills development and recruitment and retention; and ii. deliver regional labour market and human resource workshops and information sessions; and iii. facilitate initiatives with local, regional and provincial partnerships among business, labour, post-secondary institutions, community agencies and government.	\$1.480	Community Employment Partnerships Funding was provided to expand the Community Employment Partnerships Program. Proposals promote workforce development through strategic alliances between Community Agencies, industry, and other stakeholders to address gaps in current services and respond to labour market adjustment needs. Transition Supports and Services (No information presented on this area)	\$3.989	Community Employment Partnerships Funding to support community partnership activities, including initiatives for older workers and community-based employment projects in regions experiencing effects of the economic downturn. Transition Supports and Services and Reserve Funding to support pilot initiatives, respond with rapid and flexible responses to downward industry adjustments and to provide a reserve for unanticipated needs.

Priority Area (\$, millions)	2008- 2009 Planned 24	2008-2009 Planned Activities	2009- 2010 Planned 25	2009-2010 Actual Activities	2010- 2011 Planned	2010-2011 Planned Activities
Increasing access to a comprehensive, integrated, and effective suite of labour market and training programs	\$.481	This may include programs and services to: i. increase access to reliable career and labour market information; ii. increase awareness of available programs and services through marketing and communications; iii. improve performance through the establishment and maintenance of program monitoring and evaluation processes; iv. develop or enhance information management systems to support program delivery and administration.	\$.932	<ul style="list-style-type: none"> • Program and Service Promotion and Awareness • Community Service Provider Training • IT System Integration • Labour Market Information • LMA Implementation 	\$ 3.158	<ul style="list-style-type: none"> • Program and Service Promotion and Awareness • IT System Integration • LMA Implementation, including monitoring & evaluation
Administration	.148					
TOTAL	\$1.851		\$10.584		\$19.366	
% of Total 6-year allocation	4%		23%		42%	

2. DETAILS – STRATEGIC TRAINING AND TRANSITION FUND

A. ACTUAL AND PLANNED EXPENDITURES AND ACTIVITIES

Priority Area (\$, millions)	2009-2010 Planned	2009-2010 Actual Activities	2010-2011 Planned	2010-2011 Planned Activities
Increasing participation and labour force attachment among unemployed and low-skilled employed individuals.	\$5.500	<ul style="list-style-type: none"> Strategic Training and Skills Development Program (\$5,205,000) Workplace Literacy and Essential Skills (\$200,000) Labour Market Integration of Immigrants (\$95,000) 	\$5.781	<ul style="list-style-type: none"> Strategic Training and Outreach (\$5,531,000) Targeted Wage Subsidy Program for Persons with Disabilities (\$50,000) Employment Development Supports and Services (\$200,000)
Enhancing recruitment, retention and development of a skilled workforce to improve competitiveness	\$.200	<ul style="list-style-type: none"> Development of Workplace-based Assessment/Training Model (\$200,000) 	\$.550	<ul style="list-style-type: none"> Workplace Skills Enhancement Program (\$500,000) Targeted Support for Apprentices (\$50,000)
Strengthening human resource development and planning capacity among employers and partners.	1.500	<ul style="list-style-type: none"> Community Employment Partnerships (\$1,500,000) 		
TOTALS	\$7.200		\$6.311	

Newfoundland and Labrador's reports do not provide actual spending figures. The numbers presented above for the STTF are from the Annual Plans. The total STTF allocation was \$17,800,000. The figures above indicate a planned expenditure of \$13,531,000 leaving a surplus of \$4,269,000. However, without the actual spending figure from 2009-10, it is impossible to determine if indeed there is a surplus.

3. AREAS OF CONCERN FOR THE LITERACY COALITION

A. LITERACY AND ESSENTIAL SKILLS IN THE LMA AND STTF

- Newfoundland and Labrador set four priority areas for its LMA:
 1. Increasing participation and labour force attachment among unemployed and low-skilled employed individuals.
 2. Enhancing recruitment, retention and development of a skilled workforce to improve competitiveness
 3. Strengthening human resource development and planning capacity among employers and partners.
 4. Increasing access to a comprehensive, integrated, and effective suite of labour market and training programs.
- At the halfway point of the LMA, Newfoundland and Labrador has planned to spend 69% of its total allocation (recall that actual spending figures could not be located).
- There is a focus on Essential Skills and to a lesser extent, on literacy (or ABE). Based on the actual activities of 2009-10, a few initiatives directly target literacy and Essential Skills:
 - **Successful Transition to Training (ABE) Scholarships**

Funding was provided to double the number of scholarships available to eligible individuals who graduate from ABE and go on to pursue postsecondary education. In 2010-11, this program will be expanded.
 - **Adult Workplace Literacy and Essential Skills Program**

LMA funding was provided to expand access to employment development services and benefits for participants not previously eligible (e.g., non-income support participants). Individuals may access a variety of supports to help with participation in employment preparation, training, or work. It is not clear however from the Annual Plan which program this refers to. The **Job Skills/Essential Workplace Skills** initiative supports job-related skills training for the unemployed, not literacy and Essential Skills training.

In 2010-11, funding of another \$300,000 was allocated to develop and implement a workplace-directed Adult Literacy and Essential Skills program to support delivery of literacy training and upgrading in the workplace.

- **Literacy Supports and Services**

In 2010-11, a new area was identified – Literacy Supports and Services (\$1,923,000). Included are enhanced access to support allowances for those participating in ABE Level 1 courses, the expansion of the ABE scholarships, and the funding of the implementation of initiatives under the *Newfoundland and Labrador Strategic Literacy Plan*. While spending may have taken place during 2010-11 on implementing initiatives under the Strategic Literacy Plan, the Plan itself was not released.

- The Workplace Skills Enhancement Program is available to employers for job-specific training; it is not typically used for literacy and Essential Skills training.

B. CONSULTATION PROCESS

- The 2010-11 Annual Plan outlines various activities that have informed the development of its LMA plan. A key group is the Labour Market Committee of the Strategic Partnership Council, a tripartite forum involving business, labour, and government with a mandate to identify and respond to the province's human resource requirements and labour market challenges and opportunities.
- The annual planning process also draws upon the results of regular consultations held by various departments with stakeholders.

C. ACTUAL SPENDING

- Since the LMA reports and plans do not provide actual spending figures, the annual reports of the Department of Human Resources, Labour and Employment (the predecessor department to Advanced Education and Skills) were consulted to determine actual LMA spending.
- Based on its original planned spending allocations, Newfoundland and Labrador spent 70% its total allocation during the first two years of the LMA agreement.

Table 11 LMA Planned and Actual Spending, 2008/09 – 2010/2011

2008-09			2009-10			Cumulative Variance
Planned \$000's	Actual \$000's	Variance \$000's	Planned \$000's	Actual \$000's	Variance \$000's	
1,851	0	-1,851	8,787	7,410	-1,377	-3,228

D. EVALUATION

- There is no mention in the public documents of an evaluation or of the Year Two Review.

E. COMMENTARY

- Newfoundland and Labrador has a few initiatives addressing literacy and Essential Skills. Scholarships are available for those graduating from ABE and continuing on to post-secondary education. Funds were added to training supports but it is not clear if any of these were for literacy and Essential Skills. In fact, the term Essential Skills seems to be used in the context of job-related basic skills and not literacy and Essential Skills.
- A few activities such as a workplace literacy and Essential Skills program and enhanced access to support for those attending ABE are part of the implementation of the Strategic Literacy Plan – a plan that has not yet been released. No information was found as to what the province is doing with these funds in the absence of the official release of the plan.
- Newfoundland and Labrador has a strong business and labour partnership, which provides input into the LMA planning cycle. Community based and other groups are not part of that process.
- Newfoundland and Labrador seems to be on track in terms of its spending.

4. POSSIBLE QUESTIONS FOR THE PROVINCE

1. Did the 2010-2011 Year 2 Review take place?
2. If it did, is a copy publicly available?
3. Is there any role that Literacy Newfoundland and Labrador can play in the evaluation which will begin in 2011-12?
4. Will the LMA evaluation be made public in 2013?
5. How much money was spent specifically on literacy and Essential Skills in each of the first 3 years of the LMA?
6. How many clients received literacy and Essential Skills programming?
7. What is the take-up rate for the Successful Transition to Training (ABE) Scholarships?
8. Which programs are funded as part of the **Adult Workplace Literacy and Essential Skills Program**? Who administers these programs?
9. What activities have been funded related to the implementation of the Newfoundland and Labrador Strategic Literacy Plan?
10. What was the impact of the STTF funding? What happened once that funding ended?
11. What role can Literacy Newfoundland and Labrador play in setting the next (2012-2013) annual plan?
12. Will there be a successor to the LMA beginning in 2014?
13. If so, what role will literacy and Essential Skills play in the new LMA?
14. What are the plans for re-negotiating the LMA – will there be a public discussion on the LMA, its impact, and future directions?
15. What support can Literacy Newfoundland and Labrador provide to the province to improve the literacy and Essential Skills activities under the LMA?

CONTACT INFORMATION FOR THE LMDA, LMA AND STTF

LMDA information (federal site):

http://www.hrsdc.gc.ca/eng/employment/partnerships/labour_market_development/index.shtml

LMA information (federal site):

<http://www.hrsdc.gc.ca/eng/employment/partnerships/lma/index.shtml>

Newfoundland and Labrador-specific LMDA, LMA, STTF information (federal site):

<http://www.hrsdc.gc.ca/eng/employment/partnerships/pdlmdanfld.shtml>

Newfoundland and Labrador-specific LMDA, LMA, STTF information (provincial site):

There is no specific site for labour market agreements information. The Department of Advanced Education and Skills²⁶ website is:

<http://www.hrle.gov.nl.ca/hrle/>

²⁶ Human Resources Labour and Employment was re-organized as Advanced Education and Skills in November 2011.

SECTION 8 – NORTHWEST TERRITORIES

LABOUR MARKET DEVELOPMENT AGREEMENT (LMDA)

Date Signed	Planned Amount of Transfer 2011 – 2012 (\$, millions)	Responsible Agency	Date of Evaluation
Signed February 27, 1998 Amended July 8, 2009	\$3.2	Department of Education, Culture and Employment	September 2009 (summative - EBSMs)

LABOUR MARKET AGREEMENT (LMA)

Date Signed	Planned Amount of Transfer Over 5years (\$, millions)	Responsible Agency	Annual Plans Available	Annual Reports Available
July 8, 2009	\$3.9	Department of Education	2009-10 2010-11 2011-12	2009-10 2010-11*

*Note: the link to the report on the HRSDC site is not correct; to find this report, search the GNWT site

STRATEGIC TRAINING AND TRANSITION FUND (STTF)

Date Signed	Planned Amount of Transfer 2009-10 – 2010-11 (\$, millions)
July 8, 2009	\$2.934

1. DETAILS – LABOUR MARKET AGREEMENT AND STRATEGIC TRAINING AND TRANSITION FUND

A. PRIORITY AREAS AND PLANNED EXPENDITURES

Priority Area (\$, millions)	2009-10 STTF	2010-11 STTF	Two Year Total STTF	2011-12 LMA	2012-13 LMA	2013-14 LMA	Three Year Total LMA	Notional %
Regional Programming Priorities	\$1.097	\$1.097	\$2.194	\$.930	\$.930	\$.930	\$2.790	73%
Training Building Capacity – NWT wide projects	\$.220	\$.220	\$.440	\$.220	\$.220	\$.220	\$.660	16%
Administration	\$.250	\$.250	\$.500	\$.150	\$.150	\$.150	\$.450	14%
TOTAL	\$1.467	\$1.467	\$2.934	\$1.300	\$1.300	\$1.300	\$3.900	100%

*NWT chose to access only STTF funds in 2009-10 and 2010-11. It re-profiled all LMA funds from 2008-09, 2009-10, and 2010-11 to fiscal years 2011-12, 2012-13, and 2013-14.

B. ACTUAL AND PLANNED EXPENDITURES (LMA AND STTF)

Priority Area (\$, millions)	2009-2010 Actual ²⁷	2009-2010 Actual Activities STTF	2010-2011 Actual ²⁸	2010-2011 Actual Activities STTF	2011-2010 Planned	2011-2012 Planned Activities LMA
Regional Programming Priorities		Skills Development Skills development supports eligible clients so that they are able to develop <i>essential employability skills</i> , participate in training programs at accredited institutions, and upgrade their skills and knowledge to meet the demands of an ever-changing labour market. Supports to individuals include things such as course and tuition costs, books costs, travel and living allowances, special equipment and supports, childcare, license or certificate fees, and client assessment. Eligible skill development programs include but are not limited to <i>Building Essential Skills</i> , Ready to Work North, <i>Adult Literacy and Basic Education</i> , Pre-employment, Community Skills for Work.		Skills Development Skills development supports eligible clients so that they are able to develop <i>essential employability skills</i> , participate in training programs at accredited institutions, and upgrade their skills and knowledge to meet the demands of an ever-changing labour market. Supports to individuals include course and tuition costs, book costs, travel and living allowances, special equipment and supports, childcare, license or certificate fees, and client assessment. Self-Employment Self-Employment supports eligible clients in the pursuit and establishment of their own businesses as a career choice. Supports include travel and		Skills Development The NWT will support eligible clients to develop <i>essential employability skills</i> , participate in training programs at accredited institutions, and upgrade their skills and knowledge to the demands of an ever-changing labour market. Supports to individuals may include course and tuition costs, books, travel and living allowances, special equipment and supports, childcare, license or certificate fees, and client assessment. Eligible skill development programs include but are not limited to <i>Building Essential Skills</i> , Ready to Work North, <i>Adult Literacy and Basic Education</i> , Pre-employment, Community Skills for Work. Self-Employment

²⁷ Calculated based on future year spending estimates

²⁸ Calculated based on future year spending estimates

Priority Area (\$, millions)	2009-2010 Actual ²⁷	2009-2010 Actual Activities STTF	2010-2011 Actual ²⁸	2010-2011 Actual Activities STTF	2011-2010 Planned	2011-2012 Planned Activities LMA
		<p>Self-Employment Self-Employment supports eligible clients in the pursuit and establishment of their own businesses as a career choice. Supports include travel and living allowances, course costs, childcare, and special equipment and supports. This program will also pay for business mentoring expenses by a qualified business expert.</p> <p>Work Experience The Work Experience program links employers with eligible clients to provide work and learning opportunities, ultimately producing an effective workforce. Training on-the-job and work experience projects support youth, unemployed and underemployed persons when entering/transitioning into the labour market. Supports to employers include wage subsidies, course costs, special equipment and supports, job</p>		<p>living allowances, course costs, childcare, and special equipment and supports. This program will also pay for business mentoring expenses by a qualified business expert.</p> <p>Work Experience The Work Experience program links employers with eligible clients to provide work and learning opportunities, ultimately producing an effective workforce. Training on-the-job and work experience projects support youth, unemployed and underemployed persons when entering/transitioning into the labour market. Supports to employers include wage subsidies, course costs, special equipment and supports, job coaching and mentoring.</p> <p>Community Initiatives Working with partners, the Labour Market Agreement is able to support community and regionally focussed activities</p>		<p>The NWT will support eligible clients in pursuing self-employment as a career choice and in starting their own business. Supports to individuals may include travel and living allowances, course costs, childcare, and special equipment and supports. The NWT will also pay for business mentoring expenses by a qualified business expert.</p> <p>Work Experience The NWT will engage employers in developing a productive workforce and providing work and learning opportunities for eligible clients. Training on the job and work experience projects will support youth, unemployed and underemployed in entering or transitioning in the labour market. Supports to employers may include wage subsidies, course costs, special equipment and supports, job coaching and mentoring.</p>

Priority Area (\$, millions)	2009-2010 Actual ²⁷	2009-2010 Actual Activities STTF	2010-2011 Actual ²⁸	2010-2011 Actual Activities STTF	2011-2010 Planned	2011-2012 Planned Activities LMA
		coaching and mentoring. Community Initiatives Working with partners, the NWT is able to support community and regionally focussed activities aimed at engaging underrepresented groups in the labour market. Examples of community initiatives include purchasing training programs, <i>supporting workplace education programs</i> , community projects such as Construction Boot Camp and Trades Awareness programs. Labour market partnerships help to identify, develop, and implement human resource strategies to improve capacity. Also included are employment assistance services such as job coaching, counselling, and the provision of labour market information.		aimed at engaging underrepresented groups in the labour market. Examples of community initiatives include purchasing training programs, <i>supporting workplace education programs</i> , community projects such as Construction Boot Camp and Trades Awareness programs. Labour market partnerships help to identify, develop, and implement human resource strategies to improve capacity. Also included are employment assistance services such as job coaching, counselling, and the provision of labour market information.		Community Initiatives Working with partners, the NWT will be able to support community and regionally focussed activities aimed at engaging underrepresented groups in the labour market. Examples of community initiatives include: course purchase of training programs, <i>supporting workplace education programs</i> , community projects such as Construction Boot Camp and Trades Awareness programs and labour market partnerships to identify, develop and implement labour force adjustment and human resource strategies to improve capacity. It also includes and employment assistance services such as job coaching, counselling, labour market information
Training Building Capacity – NWT wide projects		Building Capacity Initiatives The NWT will also focus on building capacity through targeted projects that support territorial wide programming. This may include research and	\$.300	Building Capacity The NWT will also focus on building capacity through targeted projects that support territorial wide programming. This may include research and		Building Capacity The NWT will continue to provide support to organizations involved in building capacity through targeted projects that support territorial wide

Priority Area (\$, millions)	2009-2010 Actual ²⁷	2009-2010 Actual Activities STTF	2010-2011 Actual ²⁸	2010-2011 Actual Activities STTF	2011-2010 Planned	2011-2012 Planned Activities LMA
		<p>curriculum development.</p> <p>ECE Helps You Go Place Campaign “ECE Helps You ‘GO’ Places” was developed to promote NWT ECE Service Centres and programs. Testimonial advertisements were also developed to include quotes from clients who had benefited from the various programs and services.</p> <p>On-line Essential Skills <i>The Essential Skills (LES) and Literacy Online Tool</i> helps learners have a better understanding of what literacy and Essential Skills are and why they are important. Learners have access to information for specific occupations, are able to determine what Essential Skills they already have, identify gaps in their Essential Skills and plan ways in which to improve these areas.</p>		<p>curriculum development. A few notable ones include: Essential Skills and Literacy Online Tool In December 2009, the NWT Literacy Council received \$50,000 from the ECE through the Labour Market Agreement to develop an interactive, online tool and facilitator manual to support Essential Skills development in the North. The online tool explains what the nine Essential Skills are for today’s workplace. It also profiles the Essential Skills needed for six occupations that can be found in smaller northern communities: community health representative, heavy equipment operator, early childhood educator, underground miner, environmental monitor and trapper, along with the kind of training that people in these occupations need to have. The manual includes a variety of teaching and learning materials related to the Essential Skills.</p>		<p>programming. This may include research and curriculum development. During the 2011-12, ECE will continue with the promotional campaign highlighting the importance of education and work.</p>

Priority Area (\$, millions)	2009-2010 Actual ²⁷	2009-2010 Actual Activities STTF	2010-2011 Actual ²⁸	2010-2011 Actual Activities STTF	2011-2010 Planned	2011-2012 Planned Activities LMA
				<p>The Literacy Council tested the tool and parts of the manual in three adult education centres. ECE conducted training for Career Development Officers and adult educators to make them aware of the tool and how to use it. Information about the online tool, as well as copies of the manual have been distributed to all community learning centres, all campuses, and all Career Development Officers throughout the NWT.</p> <p>ECE Helps You Go Place Campaign “ECE Helps You „GO “ Pla was developed to promote ECE Service Centres and programs. Testimonial advertisements were also developed to include quotes from clients who had benefited from the various programs and services.</p> <p>Smart Focusing/Career Focusing Training™ ECE hosted “Smart Focusing” and “Career Focusing”</p>		

Priority Area (\$, millions)	2009-2010 Actual ²⁷	2009-2010 Actual Activities STTF	2010-2011 Actual ²⁸	2010-2011 Actual Activities STTF	2011-2010 Planned	2011-2012 Planned Activities LMA
				<p>professional development workshops for Career Development Officers. “Smart Focusing” introduces clients to the foundations of career decision-making. “Career Focusing” provides clients with the tools to make informed career choices. These innovative programs were initially developed for school counselors, but have been re-designed for career development practitioners. Practitioners learn how to use concrete, structured tools that can be implemented both on an individual and group basis. During the 2010-11 fiscal year, two participants completed the Smart Focusing/Career Focusing Training™.</p> <p>Adult Recognition Model Conference The Aurora College in-service, March 7-11, 2011 in Inuvik focused on providing both Aurora College and non-government organization adult</p>		

Priority Area (\$, millions)	2009-2010 Actual ²⁷	2009-2010 Actual Activities STTF	2010-2011 Actual ²⁸	2010-2011 Actual Activities STTF	2011-2010 Planned	2011-2012 Planned Activities LMA
				educators and instructors, information about the Adult Recognition Model (ARM) and Portfolio Development. Educators had the opportunity to gain valuable information about the model and the portfolio development process from experts within ECE and from around the country. Information and practical hands-on workshops were provided specifically on ARM, Prior Learning Assessment and Recognition (PLAR) Portfolio Development Course, and the process of assessing prior knowledge using the K-12 Career and Technical Studies course objectives.		
TOTAL	\$1.432		1.505		\$1.292	
% of Total 5-year allocation	21%		22%		19%	

2. AREAS OF CONCERN FOR THE LITERACY COALITION

A. LITERACY AND ESSENTIAL SKILLS IN THE LMA AND STTF

- Northwest Territories has organized its priorities under two headings:
 - Regional Programming Priorities Training
 - Building Capacity – NWT wide projects
- Northwest Territories began the LMA/STTF a year after the provinces. The full amount of the STTF was to be spent in 2009-10 and 2010-11 with the LMA funds being spent in the last three years of the agreement.
- After three years of the five-year agreement, Northwest Territories has spent or plans to spend 63% of its original planned funding.
- Northwest Territories has made a strong commitment to literacy and Essential Skills both in the workplace and in the community.
- Skills development supports eligible clients so that they are able to develop essential employability skills. Two specific programs address Essential Skills:
 1. Building Essential Skills - Short-term training or education intervention offered to participants to obtain Essential Skills upgrading. It also assists apprentices to obtain certification and progress in their chosen field.
 2. Adult Literacy and Basic Education
- Community Initiatives also supports workplace education programming.
- The NWT Literacy Council received \$50,000 through the Labour Market Agreement to develop an interactive, online tool and facilitator manual to support Essential Skills development in the North. The online tool explains what the nine Essential Skills are for today's workplace. It also profiles the Essential Skills needed for six occupations that can be found in smaller northern communities: community health representative, heavy equipment operator, early childhood educator, underground miner, environmental monitor and trapper, along with the kind of training that people in these occupations need to have. The manual includes a variety of teaching and learning materials related to the Essential Skills. The Literacy Council tested the tool and parts of the manual in three adult education centres throughout the NWT.

B. CONSULTATION PROCESS

- Northwest Territories relies on a variety of community-level processes in order to develop its annual LMA plan. Each of the five regions has an organized method of consulting with the community, hamlet officials, Aboriginal governments, industry, and educators, among others. Regular meetings between ECE headquarters and the regions gather regional information into a territory-wide perspective.
- There does not seem to be a mechanism that brings organizations operating at the territorial level together to consult on the LMA plan development.

C. ACTUAL SPENDING

- Northwest Territories does not provide explicit information on its expenditures. In order to determine actual expenditures, calculations were made based on information provided in the Annual Plans. Therefore, these figures should be viewed in that light.
- Northwest Territories spent just over 100% of its allocation over the first two years of its LMA agreement.

2009-10			2010-11			Cumulative Variance
Planned \$000's	Actual \$000's	Variance \$000's	Planned \$000's	Actual \$000's	Variance \$000's	
1,467	1,437	-30	1,467	1,505	38	

D. EVALUATION

- There is no mention in the public documents of an evaluation or of the Year Two Review.

E. COMMENTARY

- Northwest Territories has a number of initiatives that involved literacy and Essential Skills. Adult education is included as part of the LMA activities. Workplace Essential Skills and workforce Essential Skills are covered in the activities.
- The NWT Literacy Council has benefited from the LMA with its project to create an on-line Essential Skills Tool. The Council can speak to that initiative.

- Northwest Territories appears to be spending its allocation as original planned.
- Consultation is based on regional input, and this does seem to be inclusive, however there are no territory level consultations.

3. POSSIBLE QUESTIONS FOR THE TERRITORY

1. Did the 2010-2011 Year 2 Review take place?
2. If it did, is a copy publicly available?
3. What are the territory's plans for the LMA/STTF evaluation which is due in 2013? Is there a role that the NWT Literacy Council can play in the evaluation?
4. Will the LMA/STTF evaluation be made public in 2013?
5. How much money was spent specifically on literacy and Essential Skills in each of the first 2 years of the LMA/STTF?
6. How many clients received literacy and Essential Skills programming? How many clients received certification related to literacy and Essential Skills?
7. What role can the NWT Literacy Council play in setting the next (2012-2013) annual plan?
8. Will there be a successor to the LMA beginning in 2014? If so, what role will literacy and Essential Skills play in the new LMA?
9. What are the plans for re-negotiating the LMA – will there be a public discussion on the LMA, its impact, and future directions?
10. What support can the NWT Literacy Council provide to the province to improve the literacy and Essential Skills activities under the LMA?

CONTACT INFORMATION FOR THE LMDA, LMA AND STTF

LMDA information (federal site):

http://www.hrsdc.gc.ca/eng/employment/partnerships/labour_market_development/index.shtml

LMA information (federal site):

<http://www.hrsdc.gc.ca/eng/employment/partnerships/lma/index.shtml>

Northwest Territories-specific LMDA, LMA, STTF information (federal site):

<http://www.hrsdc.gc.ca/eng/employment/partnerships/pdlmdanwterritories.shtml>

Northwest Territories-specific LMDA, LMA, STTF information (provincial site):

There is no dedicated site for LMDA, LMA or STTF information.

<http://www.ece.gov.nt.ca/>

SECTION 9 – NOVA SCOTIA

LABOUR MARKET DEVELOPMENT AGREEMENT (LMDA)

Date Signed	Planned Amount of Transfer 2011 – 2012 (\$, millions)	Responsible Agency	Date of Evaluation
Original Agreement Signed April 23, 1997 New Agreement Signed June 13, 2008	\$80.2	Department of Labour and Advanced Education	March 2000 (formative – LMDA) December 1999 (formative – EBSMs)

LABOUR MARKET AGREEMENT (LMA)

Date Signed	Planned Amount of Transfer Over 6 years (\$, millions)	Responsible Agency	Annual Plans Available	Annual Reports Available
June 13, 2008 Amended May 1, 2009	\$84.6	Department of Labour and Advanced Education (delivered through Employment NS)	Original 6 year plan 2008-09 2009-10 2010-11 2011-12	2008-09 2009-10 2010-11

STRATEGIC TRAINING AND TRANSITION FUND (STTF)

Date Signed	Planned Amount of Transfer 2009-10 – 2010-11 (\$, millions)
May 1, 2009	\$16.0

1. DETAILS – LABOUR MARKET AGREEMENT

A. PRIORITY AREAS AND PLANNED EXPENDITURES

Priority Area (\$, millions)	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	Six Year Total	Notional %
Client access and service provision	\$.600	\$.600	\$.300	\$.300	\$.200	200	22.000	26%
Labour Market Skills Development	\$4.100	\$4.100	\$5.100	\$5.100	\$5.100	5.100	28.600	33%
Workforce attachment and retention	\$200	\$200	\$.300	\$.300	\$.400	400	18.000	21%
Workforce Development	\$200	\$200	\$.300	\$.300	\$.300	300	16.000	19%
Administration	\$.066	\$.066	\$.066	\$.066	\$.066	.066	400	.47%
TOTAL	\$14.100	\$14.100	\$14.100	\$14.100	\$14.100	14.100	84.600	100%

B. ACTUAL AND PLANNED EXPENDITURES

Priority Area (\$, millions)	2008-2009 Actual	2008-2009 Actual Activities	2009-2010 Actual ²⁹	2009-2010 Actual Activities	2010-2011 Actual	2010-2011 Actual Activities	2011-2012 Planned	2011-2012 Planned Activities
Client access and service provision	\$.171	Objective(s): C. To improve equity of access to clients regardless of income attachment D. To address system and program shortfalls		<ul style="list-style-type: none"> Assisted immigrant women in increasing their employment and self-employment capabilities through the acquisition of various certifications, 		<ul style="list-style-type: none"> Assisted multi-barriered Aboriginal adult learners develop a learning plan to move forward in their career development through employability, 	\$5.9322	Labour Market Planning Collaboration with stakeholders to strengthen quality of LMI quality and coordinate investments for priority groups

²⁹ Data on actual spending found in the 2009-10 Labour and Workforce Development Accountability Report.

Priority Area (\$, millions)	2008-2009 Actual	2008-2009 Actual Activities	2009-2010 Actual ²⁹	2009-2010 Actual Activities	2010-2011 Actual	2010-2011 Actual Activities	2011-2012 Planned	2011-2012 Planned Activities
		<p>associated with high-demand areas</p> <ul style="list-style-type: none"> To ensure integration of new programs and ability to support and measure client outcomes 		<p>English language training, and business counseling services.</p> <ul style="list-style-type: none"> Assisted diverse, unemployed women prepare for, obtain, and maintain employment in the fields of trades and technology through the provision of specialized workshops in a supportive woman-centred atmosphere. Provided older workers (aged 55-64) with the skills and tools they needed to successfully re-integrate into the workforce through the provision of employment assistance services, <i>essential skills training</i>, and work experience. Increased access to <i>literacy and essential skills programs</i> for hundreds of unemployed Nova Scotians. 		<p><i>literacy and essential skills</i> training.</p> <ul style="list-style-type: none"> Provided employability and self-esteem training to youth for entry into the workforce or continuing in adult education opportunities. Facilitated integration of Francophone immigrants into the labour market by supporting a job fair and entrepreneurship consulting services. 		<p>Business Development & Entrepreneurship counseling Supports to provision of counseling for client groups considering self-employment as a labour market attachment option.</p> <p>Employability programs Programs to increase ease of labour market participation for priority groups</p>
Labour Market Skills Development	\$1.998	<p>Objective(s):</p> <ul style="list-style-type: none"> To increase the <i>essential and occupational skills capacities</i> of individuals and the system to support better transition readiness for clients. 		<p>Examples of activities:</p> <ul style="list-style-type: none"> Supported a construction training and job readiness program for unemployed African Canadians in the trades sector. The program equips aspiring tradespeople from the Black community with enhanced skills, certifications, and workplace-based 		<ul style="list-style-type: none"> Supported over 220 clients in more than nine communities through the Adult Learning Program GAP (ALP-GAP), which increases participants' employment potential from both a practical and academic standpoint by teaching life skills, adult learning and work experience to integrate 	\$6.161	<p>Skills Up! A program is for eligible African Nova Scotians who require skills training to get a good job. Skills Up! provides financial assistance to individuals, which can include tuition, living allowance, transportation, and other costs associated with the training.</p>

Priority Area (\$, millions)	2008-2009 Actual	2008-2009 Actual Activities	2009-2010 Actual ²⁹	2009-2010 Actual Activities	2010-2011 Actual	2010-2011 Actual Activities	2011-2012 Planned	2011-2012 Planned Activities
				<p>competencies to establish a stronger presence in Nova Scotia's construction sector.</p> <ul style="list-style-type: none"> Supported over 200 clients in more than 9 communities through the Adult Learning GAP Program (ALP-GAP), which increases participant's employment potential from both a practical and academic standpoint by teaching life skills, <i>adult learning (ALP curricula II and III)</i> and work experience to integrate participants back into the work force. Supported an initiative to encourage and support the participation of Aboriginal People in careers relevant or used within oil and gas exploration, development, production or industry. 		<p>participants back into the workforce.</p> <ul style="list-style-type: none"> Supported recent immigrants in accessing software that focused on career, workplace and <i>essential skills</i> training in order to increase employability skills. Supported a construction training and job readiness program for unemployed African Nova Scotians in the trades sector by providing enhanced skills, certifications and workplace-based competencies. Over \$ 2.5 million in investments in adult learning programs where adults gain <i>literacy and essential skills</i> to help them transition to employment. Invested \$1.5 million to fund a pilot program to provide supports to enable African Nova Scotians to participate in upgrading and skills training that will result in labour market attachment. Invested \$1,224,516 in labour market development programs and services for Aboriginal Nova Scotians. 		<p>Works For You Supports projects across the province which will increase the job readiness of LMA clients, and aid in attaching participants to the workforce. The goal of the projects should be integrating or reintegrating clients into sustainable, insurable employment.</p> <p>Job Readiness</p> <p>Skills Training</p> <p>Language Training Supports</p> <p>Adult Learning Initiatives Activities</p> <ul style="list-style-type: none"> Supports to career development interventions and skills upgrades for job readiness Language training, computer skills training and <i>literacy & essential skills training</i> to improve access to, and retention of, meaningful employment
Workforce attachment	\$1.502	Objective(s): <ul style="list-style-type: none"> To actively facilitate the attachment and retention 		Supported the provision of employment and vocational crisis supports (counseling,		Assisted in developing the capacity of employers in Nova Scotia to meet	\$4.711	Transferable work skills Employer awareness initiatives to promote hiring

Priority Area (\$, millions)	2008-2009 Actual	2008-2009 Actual Activities	2009-2010 Actual ²⁹	2009-2010 Actual Activities	2010-2011 Actual	2010-2011 Actual Activities	2011-2012 Planned	2011-2012 Planned Activities
and retention		<p>of that attachment for labour market participants to workforce activity through employer associated engagement programs.</p> <p>Project Example: A labour market attachment model that matches unemployed individuals with employers experiencing a skills shortage through the provision of a <i>customized essential skills training</i> program. The employer is involved in the design of the training model and selection of participants. The provision of practical training opportunities results in a direct link to viable employment with the employer upon successful completion of the program</p>		<p>troubleshooting, technical aids, etc.) to over 150 persons with disabilities across Nova Scotia to enable them to remain attached to the labour market.</p> <p>Funded a pilot project to offer and deliver Prior Learning Assessment and Recognition (PLAR) services and the necessary program modules, as per the provincial Continuing Care Assistant curriculum. This initiative was designed to meet the needs of frontline care providers who seek to enhance their existing knowledge or work towards their Continuing Care Assistant certification.</p>		<p>current and future labour market requirements in trades and technology through the training, recruitment and retention of skilled, diverse women.</p> <ul style="list-style-type: none"> Supported the delivery of business development counseling and planning to entrepreneurs from targeted groups of all ages. Invested \$405,000 to support the Link Continuing Care Assistant Program, Nova Scotia School of Adult Learning. Over the last two years, there has been a 96% employment rate with over 100 CCAs certified and working. Over \$2 million in funding to help persons with disabilities improve their employment prospects through programs including job maintenance, job coaching, post-employment support as well as <i>literacy and essential skills</i> training programs 		<p>of priority groups</p> <p>Integrated certification & work experience Employer-partnered skill development programs for priority client groups (such as immigrants) including adult learning, on-the-job training, mentorship and work placements</p> <p>Workplace adjustment Vocational crisis supports for displaced workers including skills enhancement, job coaching and mentorship</p>
Workforce Development	\$.786	<p>Objective(s)</p> <ul style="list-style-type: none"> To develop the skills of low-skilled workers already in the workforce and the capacity of the workforce community to support those workers. 		<p>Supported English in the Workplace training to assist newcomers who are employed or are self-employed in developing language skills in the workplace such as customer service language, pronunciation, presentation skills, writing e-mails, reports</p>		<ul style="list-style-type: none"> Assisted unemployed and employed low-skilled immigrant women increase their self-employment capabilities by acquiring certifications, business counseling and language training. Over \$2.27 million in funding to support 	\$3.211	<p>Workplace essential skills Provide <i>workplace essential skills programs</i></p> <p>English in the workplace Improve English skills for employed and self-employed</p> <p>Employer adaptation programs</p>

Priority Area (\$, millions)	2008-2009 Actual	2008-2009 Actual Activities	2009-2010 Actual ²⁹	2009-2010 Actual Activities	2010-2011 Actual	2010-2011 Actual Activities	2011-2012 Planned	2011-2012 Planned Activities
				and letters.		newcomers and immigrants in increasing their employability through enhanced and occupation-specific language training, employment and business development supports, and bridging programs for internationally educated professionals.		<ul style="list-style-type: none"> Engage employers through awareness to promote: workforce learning initiatives to increase productivity Effective HR practices for healthier workplaces
Administration	\$.078							
TOTAL	\$4.536		\$16.300		\$15.400		\$20.015	
% of Total 6-year allocation	5%		19%		18%			

2. DETAILS – STRATEGIC TRAINING AND TRANSITION FUND

A. ACTUAL AND PLANNED EXPENDITURES AND ACTIVITIES

Priority Area (\$, millions)	2009-2010 Actual	2009-2010 Actual Activities	2010-2011 Actual	2010-2011 Planned Activities
Workforce Response Strategy		<p>Objective: Support individuals, employers, and communities affected by workforce adjustments, lay-offs, and closures.</p> <p>Highlights:</p> <ul style="list-style-type: none"> Funded re-training and transition supports for individuals who were displaced by industry decline in Nova Scotia. Services included the provision of employment counseling, workshops, upgrading and training programs to 		<p>Highlights:</p> <ul style="list-style-type: none"> Funded re-training and transition supports for individuals who were displaced by industry decline in Nova Scotia. Services included the provision of employment counseling, workshops, upgrading and training programs. Supported an initiative to align the fish harvesting sector with DFO initiatives in the areas of eco-labeling, sustainability and certification.

	<p>workers in the manufacturing, aerospace, agricultural, tourism, and contact industry sectors.</p> <ul style="list-style-type: none"> Supported the initiation of labour market development plans for the African Nova Scotian, Aboriginal, Acadian/Francophone, and persons with disabilities communities. 	
<p>Workforce Stabilization and Development</p>	<p>Objective: Facilitate the continued attachment of individuals to the labour market through workplace-based training.</p> <p>Highlights:</p> <ul style="list-style-type: none"> Supported the delivery of workshops by industry trained boat builder professionals to improve the skills of the existing workforce in new manufacturing processes, estimating, researching the market, marketing, and business management. Supported the provision of <i>essential skills and occupation-specific training with a guaranteed job upon completion</i> to over 160 Nova Scotians who were affected by the downturn in the economy. The Health Care, Tourism and Trucking sectors were supported via this One Journey Work and Learn Initiative. Funded on-the-job and industry-specific training to new employees to enable efficient and effective transition into full-time employment with Nova Scotia businesses. Expanded the Nova Scotia Workplace 	<p>Highlights:</p> <ul style="list-style-type: none"> Supported the development and delivery of financial management training to small business owners in rural Nova Scotia. Supported the provision of <i>essential skills and occupation-specific training with a guaranteed job upon completion</i> to over 150 Nova Scotians. The Health care, Tourism and trucking sectors were supported via this initiative.

	Education Initiative to provide <i>literacy and essential skills</i> to workers in Nova Scotian companies.	
Labour Market Growth and Development	<p>Objective: Implement innovative workforce development initiatives to respond to emerging business growth areas.</p> <p>Highlights:</p> <ul style="list-style-type: none"> Supported the development of <i>practical apprenticeship exams to assist individuals experiencing difficulties on written exams</i> in receiving their trade certifications through physical demonstrations of their skills and abilities. Funded a transition program to help internationally trained nurses bridge into employment, including assistance in successfully receiving their nursing designation. Provided wage subsidies to companies that were expanding and creating new jobs to support workplace growth. 	<p>Highlights:</p> <ul style="list-style-type: none"> Provided wage subsidies to companies that were expanding and creating new jobs to support workplace growth.
TOTAL	\$8.212	\$7.400

3. AREAS OF CONCERN FOR THE LITERACY COALITION

A. LITERACY AND ESSENTIAL SKILLS IN THE LMA AND STTF

- Nova Scotia identified four priority areas for its LMA:
 1. Client access and service provision
 2. Labour Market Skills Development
 3. Workforce attachment and retention
 4. Workforce Development
- When Nova Scotia came to implementing the STTF funding, the province identified an additional three priority areas:
 1. Workforce Response Strategy
 2. Workforce Stabilization and Development
 3. Labour Market Growth and Development
- At the halfway point of the LMA, Nova Scotia has spent or plans to spend 66% of its LMA funds.
- Nova Scotia has placed a strong priority on Workplace Essential Skills. Through both the LMA and the STTF, funding to the Nova Scotia Workplace Education Initiative has been expanded to provide literacy and essential skills to workers in Nova Scotian companies.
- The province integrated essential skills into programming for older workers older workers (aged 55-64) which provided the skills and tools they needed to successfully re-integrate into the workforce through the provision of employment assistance services, essential skills training, and work experience. In addition, efforts were made to increase the essential and occupational skills capacities of individuals and the system to support better transition readiness for clients.
- Adult learning initiatives were also supported by the LMA. The Province plans to increase the number of adults in priority groups participating in adult learning, literacy and essential skills and computer skills training programs. ALP-GAP programs consist of four essential components: life skills development, adult

learning program (ALP) curriculum, workplace experience/exposure, and educational/employment planning for the future.

- With STTF funding the province supported the provision of essential skills and occupation-specific training with a guaranteed job upon completion to over 160 Nova Scotians who were affected by the downturn in the economy. The Health Care, Tourism and Trucking sectors were supported via this One Journey Work and Learn Initiative. In addition, STTF funds supported the development of practical apprenticeship exams to assist individuals experiencing difficulties on written exams in receiving their trade certifications through physical demonstrations of their skills and abilities.

B. CONSULTATION PROCESS

- LMA priorities are set by the Department of Labour and Advanced Education in collaboration with the Department of Community Services, Department of Economic and Rural Development and Tourism, NS Advisory Council on the Status of Women, NS Business INC as well as the Offices of Aboriginal Affairs, Acadian Affairs, African Nova Scotian Affairs and Immigration.
- Employment Nova Scotia held sessions in four regions with LMDA and LMA agreement holders in order to receive input into future directions. In addition, Employment NS supports four “Employability Tables” that are asked with identifying programs and services that will attach Acadians, African Nova Scotians, Aboriginal Nova Scotians, and Persons with Disabilities to the Nova Scotian workforce.

C. ACTUAL SPENDING

- Three sources were used to determine the actual LMA spending in Nova Scotia – the 2008-09 and the 2010-11 Annual Reports and the 2009-10 Accountability Report of the department responsible for the LMA.
- Using these Annual Plan figures along with the original per annum allocations, Nova Scotia has spent 85% of its LMA during the first three years of the LMA.

Table 12 LMA Planned and Actual Spending, 2008/09 – 2010/2011

2008-09			2009-10			2010-11			
Planned \$000's	Actual \$000's	Variance \$000's	Planned \$000's	Actual \$000's	Variance \$000's	Planned \$000's	Actual \$000's	Variance \$000's	Cumulative Variance
14,100	4,536	-9,564	14,100	16,300	2,200	14,100	15,400	1,300	6,064

D. EVALUATION

- There is no mention in the public documents of an evaluation or of the Year Two Review.

E. COMMENTARY

- Nova Scotia has created both workplace and workforce essential skills programming. Its longstanding **Workplace Education** initiative has benefited from the LMA funding, as has the **One Journey** program.
- Nova Scotia has also provided additional supports to its Adult Learning initiative and has begun to integrate adult literacy into employability programs.
- Essential skills appears in a number of related initiatives such as one targeted at older workers. The recognition of the impact of literacy and essential skills is seen in the development of practical apprenticeship exams to assist individuals having trouble on written exams in receiving their trade certifications through physical demonstrations of their skills and abilities.
- The province appears to be on target with its spending having used the STTF funds over the last two years, enabling it to maintain a similar level of funding over the last two years of the LMA agreement.
- Nova Scotia has developed consultation processes involving employment services providers and representatives of various equity groups. Consultation with industry appears to be still developing.

4. POSSIBLE QUESTIONS FOR THE PROVINCE

1. Did the 2010-11 Year 2 Review take place?
2. If it did, is a copy publicly available?
3. Is there any role that Literacy Nova Scotia can play in the evaluation which will begin in 2011-12?
4. Will the LMA evaluation be made public in 2013?
5. How much money was spent specifically on literacy and essential skills in each of the first 3 years of the LMA?
6. What role can Literacy Nova Scotia play in supporting the province's workforce efforts?
7. Are there plans to enhance financial support to the Adult Learning initiatives, specifically support to community learning organizations, through the LMA?
8. What was the impact of the STTF funding? What happened once that funding ended?
9. What role can Literacy Nova Scotia play in setting the next (2012-2013) annual plan?
10. Will there be a successor to the LMA beginning in 2014?
11. If so, what role will literacy and essential skills play in the new LMA?
12. What are the plans for re-negotiating the LMA – will there be a public discussion on the LMA, its impact, and future directions?
13. What support can Literacy Nova Scotia provide to the province to improve the literacy and essential skills activities under the LMA?

CONTACT INFORMATION FOR THE LMDA, LMA AND STTF

LMDA information (federal site):

http://www.hrsdc.gc.ca/eng/employment/partnerships/labour_market_development/index.shtml

LMA information (federal site):

<http://www.hrsdc.gc.ca/eng/employment/partnerships/lma/index.shtml>

Nova Scotia-specific LMDA, LMA, STTF information (federal site):

<http://www.hrsdc.gc.ca/eng/employment/partnerships/pdlmdans.shtml>

Nova Scotia-specific LMA, STTF information (provincial site):

<http://www.gov.ns.ca/employmentnovascotia/lma-information/>

SECTION 10 – NUNAVUT

LABOUR MARKET DEVELOPMENT AGREEMENT (LMDA)

Date Signed	Planned Amount of Transfer 2011 – 2012 (\$, millions)	Responsible Agency	Date of Evaluation
Signed May 11, 2000 Amended July 16, 2009	\$2.8	Department of Education	June 2005 (formative and summative)

LABOUR MARKET AGREEMENT (LMA)

Date Signed	Planned Amount of Transfer Over 5 years (\$, millions)	Responsible Agency	Annual Plans Available	Annual Reports Available
Signed April 11, 2008 Amended May 8, 2009	\$3.624	Department of Education	Original 5 year plan 2009-10 2010-11	2009-10

STRATEGIC TRAINING AND TRANSITION FUND (STTF)

Date Signed	Planned Amount of Transfer 2009-10 – 2010-11 (\$, millions)
May 8, 2009	\$3.280

1. DETAILS – LABOUR MARKET AGREEMENT AND STRATEGIC TRAINING AND TRANSITION FUND

A PRIORITY AREAS AND PLANNED EXPENDITURES

Priority Area (\$, millions)	2009-10 STTF	2010-11 STTF	Two Year Total STTF	2011-12* LMA	2012-13 LMA	2013-14 LMA	Three Year Total LMA	Notional %
Training, Literacy and Skills Development	\$.642	\$.642	\$1.284	\$.642	\$.642	\$.642	\$1.925	47%
Career Development and Exploration	\$.321	\$.321	\$.642	\$.189	\$.189	\$.189	\$.566	18%
Labour Market Information	\$.160	\$.160	\$.320	\$.094	\$.094	\$.094	\$.283	9%
Community Engagement	\$.241	\$.241	\$.482	\$.142	\$.142	\$.142	\$.425	13%
Administration	\$.241	\$.241	\$.482	\$.142	\$.142	\$.142	\$.425	13%
TOTAL	\$1.604	\$1.604	\$3.208	\$1.208	\$1.208	\$1.208	\$3.624	100%

*Nunavut spent its STTF funds in the first two years of its agreement and will spend its LMA funds in the last three years of its agreement.

B ACTUAL AND PLANNED EXPENDITURES (LMA AND STTF)

Priority Area (\$, millions)	2009-2010 Actual \$ ³⁰	2009-2010 Actual Activities STTF	2010-2011 Actual \$	2010-2011 Actual Activities STTF	2011-2012 Planned \$	2011-2012 Planned Activities
Training, Literacy and Skills Development		<ul style="list-style-type: none"> Increased level of <i>foundation skills and essential skills</i> to increase opportunities for employment Provide life skills training Project based work experience programs <p>Sample Program Initiatives</p> <p>Qulliq Energy Corporation 'Apprenticeship Bootcamp': This project provided 42 individuals (both LMA and LMDA) with a short-term training and evaluation experience with the territorial power utilities company. The candidates were provided with industry standard safety training and job exploration experience covering three apprenticeable trades. QEC (Qulliq Energy Corporation) evaluated the candidates and offered full-time positions to 12 of the participants. It is hoped that this pilot project can be replicated with other labour sectors.</p> <p>Training for employment in the Mining sector</p>	.525	<p>Current LMA Programs:</p> <ul style="list-style-type: none"> Increase level of <i>foundation skills and essential skills</i> to increase opportunities for employment Provide life skills training Establish project based work experience programs <ul style="list-style-type: none"> The LMA program was 'oversubscribed' and the client sponsorship program funds were over expended early into the fiscal year; this reflects the fact that many of Nunavut's clients unfortunately cannot utilize LMDA programming as they don't have the necessary labour force attachment. Furthermore, there were high levels of success in partnership with programs offered at the Nunavut Arctic College – Nunavut Trades Training Centre in Rankin Inlet as well as the pre-employment program offered in many communities. 	.708	<ul style="list-style-type: none"> Implement work place based training and literacy programs through an expansion of NAC's pre-employment course and the addition of better <i>essential skills</i> curricular resources Increased level of <i>foundation skills and essential skills</i> to increase opportunities for employment Provide life skills training Search our partnerships to establish project based work experience programs (group receives training while completing a community project) Counseling and career related information targeted to various groups Referral service for potential clients Community development workshops Job coaching, mentoring programs Post-program supports – transitional assistance for

³⁰ 2009-10 Actual expenditures taken from the 2011-12 Main Estimates p. A-IV-1

Priority Area (\$, millions)	2009-2010 Actual \$ ³⁰	2009-2010 Actual Activities STTF	2010-2011 Actual \$	2010-2011 Actual Activities STTF	2011-2012 Planned \$	2011-2012 Planned Activities
		<p>Individuals have been sponsored to take training at OETIO (Operating Engineers Training Institute of Ontario) for specific careers with Agnico-Eagle's Meadowbank gold mine currently in production near Baker Lake. Through this partnership, individuals are receiving direct labour related training (Ex. Heavy Equipment Operators and Haul truck drivers) and then being immediately employed at the mine. Similar training partnerships are underway with other mining companies.</p> <p>Pre-Employability Training Nunavut Arctic College has created a modular pre-employment training program consisting of 8 three-week modules aimed at giving candidates success in returning to school and entering the job market; these pilot programs were offered in five different communities in the 2009-10 academic year.</p>		<ul style="list-style-type: none"> Partnerships with the Kivalliq Mine Training Society and Aboriginal Skill and Employment Training strategy (ASET) holders such as the Kakivak Association, Kivalliq Partners in Development and the Kitikmeot Economic Development Corporation also resulted in a higher number of clients served; in many cases programs were offered through one agency's funding while another provided the necessary client sponsorship. 		<p>those going from public school into the workforce, training programs to work placement, etc.</p> <p><i>Sample Program Initiatives</i></p> <ul style="list-style-type: none"> Training for employment in the Mining sector. Currently the Department has a very successful partnership in which unemployed individuals are being sponsored to take training at OETIO (Operating Engineers Training Institute of Ontario) for specific careers with Agnico-Eagle's Meadowbank gold mine currently coming into production in Baker Lake. Through this partnership individuals are receiving direct labour related training (Ex. Heavy Equipment Operators and Haul truck drivers) and then being immediately employed at the mine. This will continue with other employers such as Qikiqtaaluk Logistics and their DEW line site cleanup. A number of clients have recently completed Diamond Driller helpers training which also makes them very much in demand; further training course such as these (Haileybury School of Mines and Boart Longyear)

Priority Area (\$, millions)	2009-2010 Actual \$ ³⁰	2009-2010 Actual Activities STTF	2010-2011 Actual \$	2010-2011 Actual Activities STTF	2011-2012 Planned \$	2011-2012 Planned Activities
						<ul style="list-style-type: none"> • Pre-Employability Training. Nunavut Arctic College has created a modular pre-employment training program consisting of 8 three week modules aimed at giving candidates success in returning to school and entering the job market; this program was successful, and the intent is to expand it to other communities and in different modalities in the future • Training for employment in the Airline/Hospitality sector. Currently the Department has started discussing possible training partnerships with the two major airlines – Canadian North and First Air The Department participated in a career fair held in late October 2010 in Iqaluit to introduce youth to the all aspects of the airline industry. First Air intends to begin a training initiative in the summer of 2011 It is hoped to also reach out to the hospitality industry to a greater degree this year.
Career Development and		<ul style="list-style-type: none"> • Counseling and career related information targeted to various groups • Referral service for potential 	.300	Current LMA Programs: <ul style="list-style-type: none"> • Provide counseling and career related information targeted to various groups 		[merged with Training, Literacy and Skills Development]

Priority Area (\$, millions)	2009- 2010 Actual \$ ³⁰	2009-2010 Actual Activities STTF	2010- 2011 Actual \$	2010-2011 Actual Activities STTF	2011- 2012 Planned \$	2011-2012 Planned Activities
Exploration		<ul style="list-style-type: none"> clients Community development workshops Job coaching, mentoring programs Post-program supports – transitional assistance for those going from public school into the workforce, training programs to work placement, etc. 		<ul style="list-style-type: none"> Provide referral service for potential clients Present community development workshops Provide job coaching, mentoring programs Continuing post-program supports – transitional assistance for those going from public school into the workforce, training programs to work placement, etc. Explore with other labour sectors such as the airline industry to engage in projects such as the QEC Apprenticeship Bootcamp in order to establish more career exploration programs in Nunavut; a project with First Air was quite successful in this regard. 		
Labour Market Information			.015	<ul style="list-style-type: none"> Work continued on the Nunavut Career Development Services Framework; this will continue in 2011/12 	0	<ul style="list-style-type: none"> Complete the Nunavut Career Development Services Strategy
Community Engagement		<ul style="list-style-type: none"> Utilize consultations amongst key stakeholders (Hamlet Councils, Employers, Government and non-government agencies etc.) to: <ul style="list-style-type: none"> Support informed planning and workforce development Participate in labour market 		<ul style="list-style-type: none"> Conduct community engagement workshops through 'community' and regional tours by staff teams and possibly with additional resources such as facilitators and participation with other stakeholder groups; there were some successes in this initiative however due to staff capacity 	.094	<ul style="list-style-type: none"> Utilize community consultations amongst key stakeholders: (Hamlet Councils, Employers, Government and non-government agencies etc.) to: <ul style="list-style-type: none"> Support informed planning and workforce development Participate in labour market growth initiatives and training needs

Priority Area (\$, millions)	2009- 2010 Actual \$ ³⁰	2009-2010 Actual Activities STTF	2010- 2011 Actual \$	2010-2011 Actual Activities STTF	2011- 2012 Planned \$	2011-2012 Planned Activities
		<p>growth initiatives and training needs assessments leading to linkages that promote and enhance labour market efficiency</p> <ul style="list-style-type: none"> ○ Strengthen capacity to attract, educate and train individuals in areas relevant to the community's and territory's labour demands 		<p>issues it was not fully implemented; current staff will receive training on community capacity building in November 2011; each region is developing their capacity and plans towards this ongoing engagement.</p> <ul style="list-style-type: none"> ● Modify existing programs and possibly implement new programs through staff operational training and a public communications campaign; The Training on the Job and Self Employment Option programs were modified to include LMA clients and the benefits available under these programs were extended. 		<p>assessments leading to linkages that promote and enhance labour market efficiency</p> <ul style="list-style-type: none"> ○ Strengthen capacity to attract, educate and train individuals in areas relevant to the community's and territory's labour demands
Administration			.375	<ul style="list-style-type: none"> ● Continue to build staff capacity through ongoing training and establishing appropriate staff supports; most of the Career Development Staff continued to participate in the Career Development Practitioner certificate program offered by Nunavut Arctic College; all staff continued to receive operational training; a number of colleagues from within the department also participated in these professional development opportunities as did members from other stakeholder groups such as staff 	.156	<ul style="list-style-type: none"> ● Continue to build staff capacity through ongoing training and establishing appropriate staff supports <ul style="list-style-type: none"> ● Complete the enhancement of the current client case management system (CDCS) in order to better serve clients and provide appropriate reports; this will include identifying appropriate indicators of client success and utilize client satisfaction surveys ● Conduct community engagement workshops

Priority Area (\$, millions)	2009-2010 Actual \$ ³⁰	2009-2010 Actual Activities STTF	2010-2011 Actual \$	2010-2011 Actual Activities STTF	2011-2012 Planned \$	2011-2012 Planned Activities
				<p>from the ASET program sponsoring organization.</p> <ul style="list-style-type: none"> Continue the enhancement of the current client case management system (CDCS) in order to better serve clients and provide appropriate reports; this will include identifying appropriate indicators of client success and utilize client satisfaction surveys; much of the re-design work for the CDCS system has been completed and more is planned through consultation with HRSDC. This case management system has also been shared with other stakeholder groups and is becoming the standard for labour market program career development services client case management for a number of organizations. Further work is intended into 2012 in order to best support the LMA formal evaluation work and ever changing reporting requests. Research appropriate programming options through examining best practices from 		<p>through 'community' and regional tours by staff teams and possibly with additional resources such as facilitators and participation with other stakeholder groups</p> <ul style="list-style-type: none"> Prepare a comprehensive communications campaign to raise awareness about 'career development' and program opportunities for all stakeholders

Priority Area (\$, millions)	2009- 2010 Actual \$ ³⁰	2009-2010 Actual Activities STTF	2010- 2011 Actual \$	2010-2011 Actual Activities STTF	2011- 2012 Planned \$	2011-2012 Planned Activities
				other jurisdictions o Staff capacity made this initiative difficult to fulfill. however, the SEO (Self Employment Option) program was modified as a result of consultations.		
TOTAL	\$.966		\$1.502		.959	
% of Total 5-year allocation	14%		22%			

2. AREAS OF CONCERN FOR THE LITERACY COALITION

A. LITERACY AND ESSENTIAL SKILLS IN THE LMA AND STTF

- Nunavut has arranged its priority areas into:
 1. Training, Literacy and Skills Development
 2. Career Development and Exploration
 3. Community and other Stakeholder Engagement
- Nunavut has identified literacy as a priority area. In addition, essential skills is also featured in activities.
- In 2010-11, the territory reported the following numbers of clients under Training, Literacy and Skills Development:

Skills Developing and upgrading	208
Work Experience	36
Skills Development and Work Experience for Unemployed clients	36
Skills Development for low skilled employed clients	22

- Twenty-six (26) previously unemployed clients had gained employment within 3 months following their intervention.
- Fifty-nine (59) clients received training credentials as a result of the LMA/STTF programming and thirty-one (31) received certification.
- Under the LMDA, Nunavut mounted Building Essential Skills. LMDA funds are allocated to BES to provide occupational skills training to Nunavummiut. Participants include apprentices attending technical training, and also include upgrading trainees and skills training participants in a range of shorter-term programs designed to provide employment and occupation skills required to participate in the labour market. \$1,959,300 will be spent from LMDA funds in 2011-12.

B. CONSULTATION PROCESS

- Nunavut does not have a formal consultation process. Discussions with government officials, aboriginal ARHDA/ASSET holders meeting, First Air/ Canadian North Airlines, Peregrine Diamonds / Boart Longyear were cited in the report as contributing to the development of the 2010-11 Plan.

- In 2010-11, a significant amount of time and energy was committed towards the Nunavut Labour Force Training Forum whose mandate is to strategically align the members plans in order to best serve the needs of the clients. Partners include HRSDC, ITK, the ASET holders and GN EDU; Formal invitations to join this working group are planned to be made to CanNor and NAC for further development work in 2011/12.
- The Nunavut Literacy Council was contacted by the Labour Market Agreement section within the territorial government and asked to provide information on literacy and Essential Skills as part of the reporting process. It is referenced in the 2010-11 report.

C. ACTUAL SPENDING

- Based on its Annual Reports, Nunavut spent 77% of its original planned per annum allocation during the first two years of the LMA/STTF agreement.

2009-10 STTF			2010-11 STTF			Cumulative Variance
Planned \$000's	Actual \$000's	Variance \$000's	Planned \$000's	Actual \$000's	Variance \$000's	
1,604	966	-638	1,604	1,502	-102	-740

D. EVALUATION

- There is no mention in the public documents of the Year Two Review. Reference is made to improvements being made in the case management system in anticipation of the LMA evaluation.

E. COMMENTARY

- Nunavut has placed a priority on literacy and essential skills. In addition to the activities listed above, the 2010-11 Annual Plan refers to the further development of an Essential Skills based Pre-Employment Training Program. This program, piloted in five communities in 2009-10, is expected to expand into all three regions during 2010-11. The department of education is also working on a Mature Graduation program.
- Along with the LMA spending, Nunavut has allocated 65% of program expenditures under the LMDA for literacy, upgrading supports and occupational skill training.

- The environmental scan in the 2010-11 Annual Plan cites Nunavut Literacy Council statistics.
- Nunavut has challenged the per capita allocation formula used by the federal government, calling for a base funding mechanism in recognition of its small population, lack of infrastructure and high costs.

3 POSSIBLE QUESTIONS FOR THE TERRITORY

1. Did the 2010-2011 Year 2 Review take place?
2. If it did, is a copy publicly available?
3. What are the territory's plans for the LMA/STTF evaluation which is due in 2013? Is there a role that the Nunavut Literacy Council can play in the evaluation?
4. Will the LMA/STTF evaluation be made public in 2013?
5. How much money was spent on literacy and essential skills in each of the first 2 years of the LMA/STTF?
6. How many clients received literacy and essential skills programming? How many clients received certification related to literacy and essential skills?
7. What role can the Nunavut Literacy Council play in setting the next (2012-2013) annual plan?
8. Will there be a successor to the LMA beginning in 2014? If so, what role will literacy and essential skills play in the new LMA?
9. What are the plans for re-negotiating the LMA – will there be a public discussion on the LMA, its impact, and future directions?
10. What support can the Nunavut Literacy Council provide to the province to improve the literacy and essential skills activities under the LMA?

CONTACT INFORMATION FOR THE LMDA, LMA AND STTF

LMDA information (federal site):

http://www.hrsdc.gc.ca/eng/employment/partnerships/labour_market_development/index.shtml

LMA information (federal site):

<http://www.hrsdc.gc.ca/eng/employment/partnerships/lma/index.shtml>

Nunavut-specific LMDA, LMA, STTF information (federal site):

<http://www.hrsdc.gc.ca/eng/employment/partnerships/pdlmdanunavut.shtml>

Nunavut-specific LMDA, LMA, STTF information (provincial site):

There is no dedicated site for LMDA, LMA or STTF information.

<http://www.edu.gov.nu.ca>

SECTION 11 – ONTARIO

LABOUR MARKET DEVELOPMENT AGREEMENT (LMDA)

Date Signed	Planned Amount of Transfer 2011 – 2012 (\$, millions)	Responsible Agency	Date of Evaluation
Signed November 23, 2005	\$552.7	Ministry of Training, Colleges and Universities	October 2009 (summative - EBSMs) (before LMDA was signed)

LABOUR MARKET AGREEMENT (LMA)

Date Signed	Planned Amount of Transfer Over 6 years (\$, millions)	Responsible Agency	Annual Plans Available	Annual Reports Available
February 21, 2008 Amended May 22, 2009	\$1,200.0	Ministry of Training, Colleges and Universities	Original 6 year plan 2008-09 2009-10 2010-11 2011-12	2008-09 2009-10

STRATEGIC TRAINING AND TRANSITION FUND (STTF)

Date Signed	Planned Amount of Transfer 2009-10 – 2010-11 (\$, millions)
May 22, 2009	\$206.0

1. DETAILS – LABOUR MARKET AGREEMENT

A. PRIORITY AREAS AND PLANNED EXPENDITURES

Priority Area (\$, millions)	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	Six Year Total	Notional %
Technical Skills Training	138.000	138.000	138.000	138.000	138.000	138.000	828.000	69%
Labour Market Integration of Immigrants	16.000	16.000	16.000	16.000	16.000	16.000	96.000	8%
Foundation Skills Training and Support	34.000	34.000	34.000	34.000	34.000	34.000	204.000	17%
Labour Market Supports for Persons with disabilities	6.000	6.000	6.000	6.000	6.000	6.000	36.000	3%
Administration *	6.000	6.000	6.000	6.000	6.000	6.000	36.000	3%
TOTAL	200.000	200.000	200.000	200.000	200.000	200.000	1,200.000	100%

*this is an estimated amount based on difference between total LMA amount and annual spending by priority areas as set out in the work plan (\$1.2 billion less \$1.164 billion)

B. ACTUAL AND PLANNED EXPENDITURES

Priority Area (\$, millions)	2008- 2009 Actual	2008-2009 Actual Activities	2009- 2010 Actual	2009-2010 Actual Activities	2010- 2011 Planned	2010-2011 Planned Activities
Technical Skills Training	\$63.1	The following Ontario programs spent additional funds under the LMA to provide more people with the skills required to gain and maintain employment in an economy undergoing major restructuring	\$128.5	LMA and STTF funding was allocated across a suite of programs that provide individuals with the skills required to gain and maintain employment in an economy undergoing major restructuring	\$51.3	Apprenticeship Programs Programs include: <ul style="list-style-type: none"> Registered Apprenticeship Program Pre-Apprenticeship Program Ontario Youth

Priority Area (\$, millions)	2008-2009 Actual	2008-2009 Actual Activities	2009-2010 Actual	2009-2010 Actual Activities	2010-2011 Planned	2010-2011 Planned Activities
		<p>Job Connect</p> <p>Apprenticeship Programs:</p> <ul style="list-style-type: none"> Registered Apprenticeship Program Pre-Apprenticeship Program Ontario Youth Apprenticeship Program Co-op Apprenticeship Program Apprenticeship Expansion Apprenticeship Training Tax Credit (ATTC) Apprenticeship Enhancement Fund <p>Second Career</p> <p>Strategic Skills Training</p> <p>Ontario Skills Training Enhancement Program</p>		<p>Job Connect</p> <p>Equipped more individuals to obtain sustainable employment by bridging the gap between individuals seeking employment and employers seeking human resources to meet their business needs</p> <p>Apprenticeship Programs, including:</p> <ul style="list-style-type: none"> Registered Apprenticeship Pre-Apprenticeship Training Ontario Youth Apprenticeship Co-op Apprenticeship <p>Second Career</p> <ul style="list-style-type: none"> Improved access into professions and trades for internationally trained individuals who are under employed / unemployed Further increased access to training for individuals lacking credentials Increased skills and employability of unemployed workers, especially those laid off from 		<p>Apprenticeship Program</p> <ul style="list-style-type: none"> Co-op Apprenticeship Program <p>Apprenticeship Training Tax Credit (ATTC)</p> <p>Co-operative Education Tax Credit (CETC)</p> <p>Second Career</p> <p>The objective of Second Career is to support laid off, unemployed individuals who require skills training to assist them to find employment in occupations with demonstrated labour market prospects.</p> <p>Activities include:</p> <ul style="list-style-type: none"> Continue funding for skills training under Employment Ontario (EO). Provide greater support for individuals with lower skills and in sectors hardest hit by the downturn including vulnerable groups. An additional 30,000 spaces in Second Career over 2 years. Up to one year of <i>academic</i>

Priority Area (\$, millions)	2008- 2009 Actual	2008-2009 Actual Activities	2009- 2010 Actual	2009-2010 Actual Activities	2010- 2011 Planned	2010-2011 Planned Activities
				<p>declining industries who required skills in areas of growing demand</p> <p>Apprenticeship Training Tax Credit</p> <p>Co-operative Education Tax Credit</p> <p>Capital Investments:</p> <ul style="list-style-type: none"> • Apprenticeship Enhancement Fund (AEF) • Strategic Skills Training (SST) • Ontario Skills Training Enhancement Program (OSTEP) 		<p><i>upgrading</i>, required to support skills training can be considered for these individuals. The maximum duration of skills training cannot exceed two years, excluding a maximum of one year for <i>academic upgrading</i> or language training.</p> <ul style="list-style-type: none"> • Laid off workers are expected to make a contribution to the cost of their training plan and the ministry contributes up to \$28,000 towards the cost of tuition, books, transportation and basic living allowance based on demonstrated individual need. Additional support may be available for disability accommodation, dependent care, living away from home and academic upgrading. <p>Capital Investments to facilitate and support technical skills and training. Investments include:</p>

Priority Area (\$, millions)	2008-2009 Actual	2008-2009 Actual Activities	2009-2010 Actual	2009-2010 Actual Activities	2010-2011 Planned	2010-2011 Planned Activities
						<ul style="list-style-type: none"> • Apprenticeship Enhancement Fund • Strategic Skills Training • Ontario Skills Training Enhancement Program (OSTEP)
Labour Market Integration of Immigrants	\$25.9	<p>The following Ontario programs spent additional funds under the LMA to help skilled newcomers improve their employability and attachment to the labour market</p> <ul style="list-style-type: none"> • Bridge Training • Language Training / ESL • OPS Internship Program for Internationally-Trained • International Medical Graduate Training 	\$39.7	<p>LMA funding was allocated across a suite of Ontario programs that help skilled newcomers improve their employability and attachment to the labour market</p> <p>Bridge Training Programs for Immigrants</p> <ul style="list-style-type: none"> • Increased access to bridging programs for skilled newcomers to increase employability • More skilled newcomers had their foreign qualifications assessed and verified in a timely manner <p>Language Training (ESL/FSL)</p> <ul style="list-style-type: none"> • Increased access to language training programs for adults whose first language is neither English nor French <p>OPS Internship Program for Internationally Trained</p>	\$37.9	<p>To help skilled newcomers improve their employability and attachment to the labour market including: Bridge Training and Language Training:</p> <ul style="list-style-type: none"> • Ensure coordinated approaches with existing Ontario employment services, as well as settlement services, bridge training and language training • Create opportunities for internationally trained individuals to quickly meet requirements for licensure and employment in their profession in Ontario. <p>OPS Internship Program for Internationally-Trained:</p> <ul style="list-style-type: none"> • Increase opportunities for internationally trained individuals to obtain

Priority Area (\$, millions)	2008- 2009 Actual	2008-2009 Actual Activities	2009- 2010 Actual	2009-2010 Actual Activities	2010- 2011 Planned	2010-2011 Planned Activities
				<p>Individuals</p> <ul style="list-style-type: none"> • More internationally trained individuals gained Canadian experience to improve employability <p>International Medical Graduate Training</p> <p>Ontario Bridging Participant Assistance Program</p> <p>Colleges Integrating Immigrants to Employment</p> <ul style="list-style-type: none"> • More internationally training immigrants gained access to programs and services on Ontario college campuses that support these individuals in obtaining employment more quickly and efficiently 		<p>Canadian work experience through internships that offer mentoring and other training supports.</p> <p>International Medical Graduate Training:</p> <ul style="list-style-type: none"> • Provide postgraduate training and assessment positions for International Medical Graduates to enable them to obtain the additional qualifications and registration required to be eligible to practice medicine in Ontario. <p>Ontario Bridging Participant Assistance Program:</p> <ul style="list-style-type: none"> • Ontario Bridging Participant Assistance Program provides bursaries of up to \$5,000 to cover direct education costs. <p>Colleges Integrating Immigrants to Employment:</p> <ul style="list-style-type: none"> • Provides internationally trained immigrants (ITIs) with access to programs and services, including

Priority Area (\$, millions)	2008- 2009 Actual	2008-2009 Actual Activities	2009- 2010 Actual	2009-2010 Actual Activities	2010- 2011 Planned	2010-2011 Planned Activities
						advisement and referral services, on all 24 college campuses.
Foundation Skills Training and Support <i>and</i> Labour Market Supports for Persons with disabilities	\$52.1	<p>The following Ontario programs spent additional funds under the LMA to help more people gain the foundation skills necessary to access more advanced skills training or to gain or maintain employment with upgraded skills</p> <p><i>Literacy and Basic Skills Training including Academic upgrading</i></p> <ul style="list-style-type: none"> Expanded support for adults needing to acquire higher levels of <i>literacy and basic skills</i> before entering or moving up in employment or training <p>Innovative Community projects Distance learning / e-channel for the Deaf</p> <ul style="list-style-type: none"> Improved <i>access to literacy training</i> for people with barriers to in-person delivery, including those in rural and remote communities especially through community-focussed solutions 	\$87.6	<p>LMA funding was allocated across a suite of Ontario programs that help more people gain the foundational skills necessary to access more advanced skills training or to gain or maintain employment with upgraded skills</p> <p><i>Literacy and Basic Skills</i></p> <ul style="list-style-type: none"> Equipped more individuals with the skills necessary to continue with higher-level education and skills training, and/or to progress toward sustainable employment <i>Improved access to literacy training</i> for people with barriers to in-person delivery, including those in rural and remote communities <p>Summer Jobs for Youth</p> <ul style="list-style-type: none"> Provided more students with the financial means to attend further education and skills training, through earnings from summer 	\$104.1	<p>Literacy and Basic Skills</p> <p>To expand support for adults needing to acquire higher levels of literacy and basic skills before entering (or moving up in) employment or training. Focus on Ontario Works and Ontario Disability Support clients and those needing literacy upgrading prior to receiving skills training through Second Career.</p> <p>Examples of Ontario activities:</p> <ul style="list-style-type: none"> <i>Expand Literacy and Basic Skills Training, including Academic upgrading</i> <i>Distance learning / e-channel for the Deaf</i> <i>Workplace literacy</i> <p>Ontario Summer Jobs Strategy</p> <p>To expand summer jobs and self-employment opportunities and programming especially for youth in high needs neighbourhoods and those operating student-led summer businesses</p>

Priority Area (\$, millions)	2008-2009 Actual	2008-2009 Actual Activities	2009-2010 Actual	2009-2010 Actual Activities	2010-2011 Planned	2010-2011 Planned Activities
		<p><i>Workplace literacy</i></p> <ul style="list-style-type: none"> Enabled more individuals to obtain sustainable employment by bridging the gap between individuals seeking employment and employers seeking human resources to meet their business needs <p>Summer Jobs for Youth</p> <ul style="list-style-type: none"> Expanded summer jobs and self-employment opportunities and programming especially for youth in high-needs neighbourhoods and those operating student-led summer businesses <p>Ontario Works Employment Assistance activities and Employment and Participation Benefits</p> <ul style="list-style-type: none"> Provided employment assistance activities are designed to assist participants in obtaining skills that support progress towards sustainable 		<p>employment</p> <p>Ontario Works</p> <ul style="list-style-type: none"> Employment Assistance Employment and Participation Benefits Increased retention in pre-employment and training Increased training participation and completion <p>Ontario Disabilities Support Program</p> <ul style="list-style-type: none"> Increased engagement of persons with developmental disabilities in the decision-making about the supports they receive and the help they require Increased opportunity for persons with disabilities to participate in local community activities (e.g. employment and/or volunteer activities) <p>Developmental Services – Person Directed Planning</p> <ul style="list-style-type: none"> Increased planning supports available to facilitate the transition across life stages 		<p>Vulnerable Groups Strategy</p> <p>Strategy to provide supports to vulnerable people have a marginal attachment to the workforce and are among the most negatively impacted in tough economic times. Projects to help Aboriginal people access culturally aware training and employment services in the emerging sectors of energy, mining, and the green economy, including:</p> <ul style="list-style-type: none"> Job related skills training in specific occupations Placement into employment and on the job training during or after upgrading and/or job related skills training Coaching and mentoring during the training and placement and up to 6 months after starting employment <i>Academic upgrading</i> if / as required to meet occupationally specific or on the job training requirements

Priority Area (\$, millions)	2008- 2009 Actual	2008-2009 Actual Activities	2009- 2010 Actual	2009-2010 Actual Activities	2010- 2011 Planned	2010-2011 Planned Activities
		employment		Ontario Works– Enhanced Employment Services for Vulnerable Persons		Ontario Works: Employment Assistance
		Ontario Disabilities Support Program (ODSP) Employment Benefits		<ul style="list-style-type: none"> Enhanced service capacity to support enrolment of vulnerable persons in employment services that maintain employment outcomes Increased awareness among social assistance recipients and other vulnerable groups of available programming and resources and how to get the help needed 		Employment assistance activities may include: <ul style="list-style-type: none"> <i>Literacy Screening Questionnaire, Assessment and Training</i> <i>Adult Basic Education and Language Training</i> Supports to Self-Employment Job-Specific Skills Training Learning, Earning and Parenting (LEAP) program Employment Placements Employment Placements with Incentives (EPI) Community Placements
		<ul style="list-style-type: none"> Provided benefits to encourage recipients in becoming employed, moving toward financial independence or cover basic costs of starting employment or employment activities 				Ontario Works: Employment & Participation Benefits
						Ontario Disability Support Program (ODSP)
						Developmental Services – Person Directed Planning (PDP)
						Ontario Works Enhanced Employment Services for

Priority Area (\$, millions)	2008- 2009 Actual	2008-2009 Actual Activities	2009- 2010 Actual	2009-2010 Actual Activities	2010- 2011 Planned	2010-2011 Planned Activities
						Vulnerable Persons (EES) EES includes intensive case management, services and supports for social assistance clients.
TOTAL	\$141.1		255.8		\$193.7	
% of Total 6-year allocation	12%		21%		16%	

2. DETAILS – STRATEGIC TRAINING AND TRANSITION FUND

A. ACTUAL AND PLANNED EXPENDITURES AND ACTIVITIES

Priority Area (\$, millions)	2009-2010 Actual	2009-2010 Actual Activities	2010-2011 Planned	2010-2011 Planned Activities
Technical Skills Training	\$103.2	See information in table above. STTF specific expenditures not separated from LMA expenditures under this priority area.	\$103.9	Invested in Second Career – see details in above
TOTAL	\$103.2		\$103.9	

3. AREAS OF CONCERN FOR THE LITERACY COALITION

A. LITERACY AND ESSENTIAL SKILLS IN THE LMA AND STTF

- Ontario has four priority areas:
 1. Technical Skills Training
 2. Labour Market Integration of Immigrants
 3. Foundation Skills Training and Support
 4. Labour Market Supports for Persons with disabilities
- The latter two areas have been combined into one in the Annual Plans and Reports.
- At the halfway point of the LMA, Ontario had spent or planned to spend 49% of its overall allocation. It did not, as did other provinces, use STTF funds instead of LMA funds for the two years the STTF was in operation.
- Ontario chose to enhance existing program rather than design new ones. Immigrants and persons with disabilities are target groups for LMA programs. It also used its STTF funds for existing programming.
- The largest allocation goes to Foundation Skills Training and Support and Labour Market Supports for Persons with Disabilities – 53% of planned 2010-11 expenditures. Unfortunately, no further breakdown could be located to determine how much of this spending went to Literacy and Essential Skills.
- Ontario used LMA to augment its existing Literacy and Basic Skills program. Literacy and Essential Skills do not appear to be integrated with other LMA activities.
 - **Literacy and Basic Skills**

Expanded support for adults needing to acquire higher levels of literacy and basic skills before entering (or moving up in) employment or training. There is a focus on Ontario Works and Ontario Disability Support clients and those needing literacy upgrading prior to receiving skills training through Second Career. Improved access to literacy training for people with barriers to in-person delivery, including those in rural and remote communities, with the Distance learning / e-channel for the Deaf initiatives. The Workplaces Literacy initiative

filled the .gap between individuals seeking employment and employers seeking human resources to meet their business needs

- Academic upgrading for **Second Career** (one year only) and **Vulnerable Group Strategy** participants received additional funds.
- Funding was also directed towards Ontario Works' Literacy Screening Questionnaire, Assessment and Training, required of recipients without a grade 12 and for their Adult Basic Education and Language Training.

B. CONSULTATION PROCESS

- Ontario is working in collaboration with key partners, including the federal government, the Province's third-party service provider network, employers, labour groups, community agencies, and representatives of those with particular barriers. The province used the Service Delivery Advisory Group (SDAG) comprised of key service delivery partners as a consultation mechanism.
- The province has committed to continuing to have discussions with SDAG, literacy organizations, employer groups and francophone organizations.

C. ACTUAL SPENDING

- Based on the Annual Reports along with the original per annum allocations, Ontario has spent basically 99% of its LMA funds over the first two years.

2008-09			2009-10			
Planned \$000's	Actual \$000's	Variance \$000's	Planned \$000's	Actual \$000's	Variance \$000's	Cumulative Variance
200,000	141,000	-59,000	200,000	255,800	55,800	-3,200

D. EVALUATION

- There is no mention in the public documents of an evaluation or of the Year Two Review.

E. COMMENTARY

- Ontario's LMA and STTF funding went into complementing existing Ontario programming. Few new initiatives were launched.

- In terms of literacy and Essential Skills, the funds boosted the existing budget of the LBS program while some funds were dedicated to distance learning and workplace learning. These latter two initiatives were however funded through the STTF and ended in March 2011.
- Ontario does not have a formal consultation mechanism. SDAG is being used as one method of informing LMA Plans.
- Ontario is spending its LMA money as it goes without any surplus.

4. POSSIBLE QUESTIONS FOR THE PROVINCE

1. Did the 2010-11 Year 2 Review take place?
2. If it did, is a copy publicly available?
3. Is there any role that the Ontario Literacy Coalition can play in the evaluation which will begin in 2011-12?
4. Will the LMA evaluation be made public in 2013?
5. How much money was spent specifically on the Literacy and Basic Skills Program in each of the first 3 years of the LMA? How much was spent on academic upgrading or literacy under Second Career, the Vulnerable Persons Strategy and Ontario Works – Employment Assistance.
6. What role can the Ontario Literacy Coalition play in supporting the province's workplace literacy and Essential Skills efforts?
7. What was the impact of the STTF funding? What happened once that funding ended?
8. Are there plans to continue the workplace literacy and Essential Skills initiative?
9. What role can the Ontario Literacy Coalition play in setting the next (2012-2013) annual plan?
10. Will there be a successor to the LMA beginning in 2014?
11. If so, what role will literacy and Essential Skills play in the new LMA?
12. What are the plans for re-negotiating the LMA – will there be a public discussion on the LMA, its impact, and future directions?
13. What support can the Ontario Literacy Coalition provide to the province to improve the literacy and Essential Skills activities under the LMA?

CONTACT INFORMATION FOR THE LMDA, LMA AND STTF

LMDA information (federal site):

http://www.hrsdc.gc.ca/eng/employment/partnerships/labour_market_development/index.shtml

LMA information (federal site):

<http://www.hrsdc.gc.ca/eng/employment/partnerships/lma/index.shtml>

Ontario -specific LMDA, LMA, STTF information (federal site):

<http://www.hrsdc.gc.ca/eng/employment/partnerships/pdlmdaontario.shtml>

Ontario-specific LMA, STTF information (provincial site):

There is no dedicated site for LMDA, LMA or STTF information.

<http://www.tcu.gov.on.ca/eng/training/labourmarket.html>

SECTION 12 – PRINCE EDWARD ISLAND

LABOUR MARKET DEVELOPMENT AGREEMENT (LMDA)

Date Signed	Planned Amount of Transfer 2011 – 2012 (\$, millions)	Responsible Agency	Date of Evaluation
Original Agreement Signed April 26, 1997 New Agreement Signed September 5, 2008	\$27.1	Department of Innovation and Advanced Learning (delivered by Skills PEI)	January 2011 (summative - EBSMs) March 2000 (formative – EI Part II)

LABOUR MARKET AGREEMENT (LMA)

Date Signed	Planned Amount of Transfer Over 6 years (\$, millions)	Responsible Agency	Annual Plans Available	Annual Reports Available
Signed September 5, 2008	\$12.6	Department of Innovation and Advanced Learning (delivered by Skills PEI)	Original 6 year plan 2008-09 2009-10 2010-11 2011-12	³¹

STRATEGIC TRAINING AND TRANSITION FUND (STTF)

Date Signed	Planned Amount of Transfer 2009-10 – 2010-11 (\$, millions)
May 22, 2009	\$6.0

³¹ No separate LMA Annual Report was located for PEI. The HRSDC website refers readers to the Annual Report of the Department of Innovation and Advanced Learning

1 DETAILS – LABOUR MARKET AGREEMENT

A. PRIORITY AREAS AND PLANNED EXPENDITURES

Priority Area (\$, millions)	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	Six Year Total	Notional %
Workplace Training Programs and Services	\$.700	\$.700	\$.700	\$.700	\$.700	\$.700	\$4.200	33%
Technical & Foundation Skills Training	\$.500	\$.500	\$.500	\$.500	\$.500	\$.500	\$3.000	24%
Career Development Information	\$.300	\$.300	\$.300	\$.300	\$.300	\$.300	\$1.800	14%
Community Engagement	\$.200	\$.200	\$.200	\$.200	\$.200	\$.200	\$1.200	10%
Client Access, Administration & IT	\$.400	\$.400	\$.400	\$.400	\$.400	\$.400	\$2.400	19%
TOTAL	\$2.100	\$2.100	\$2.100	\$2.100	\$2.100	\$2.100	\$12.600	100%

B. ACTUAL AND PLANNED EXPENDITURES

Priority Area (\$, millions)	2008- 2009 Planned	2008-2009 Actual Activities	2009- 2010 Planned	2009-2010 Planned Activities ³²	2010- 2011 Planned	2010-2011 Planned Activities	2011- 2012 Planned	2011-2012 Planned Activities
Skills Development		Co-op Program Provides post-secondary students with employment exposure through 12 – 16 weeks paid placements.		<p>Training PEI Provides financial assistance to obtain skills training. Assistance can include tuition costs and basic living costs to those engaged in post-secondary education and training.</p> <p>Co-op Experience (\$700,000) Provides post-secondary students with employment exposure through 12 – 16 weeks paid placements.</p> <p>Public Internship Program Provides post-secondary graduates with employment experience within the PEI government</p>		<p>Training PEI (\$470,286) Program to assist individuals obtain the skills necessary for employment, ranging from <i>basic to advanced skills</i> through direct assistance to individuals and, where applicable, contribution to provincially funded training institution to cover tuition.</p> <p>Public Internship Program (\$3,100,000) Provides post-secondary graduates with work experience related to their skills and education. The Public Internship Program will serve to assist in bridging graduates into the workforce.</p> <p>Co-op Program (\$200,000) Provides assistance for students to complete work term in the private sector.</p>		<p>Training PEI (\$633,384) Training PEI is a program which provides financial assistance to eligible individuals to help them develop the skills they require to obtain long-term meaningful employment.</p> <p>Public Internship Program (\$200,000) Provides post-secondary graduates with work experience related to their skills and education. The Public Internship Program will serve to assist in bridging graduates into the workforce.</p> <p>Co-op Experience (\$100,000) Provides assistance for students to complete work term in the private sector during their third and fourth year of study.</p>
Mentorship				<p>Employment Support - Social Assistance Clients (\$250,000) Provides funding to support more intensive case management for Social Assistance clients who require more support to avail themselves of</p>		<p>Enhanced Case Management (\$129,000) Provide funding to support a more intensive case management function for Social Assistance clients who require more support to avail themselves of opportunities to participate</p>		<p>Employment support services (\$35,000) Through a third party service delivery provider, funding is provided to support a more intensive case management function for Social Assistance clients who require support to</p>

³² The 2009-10 Department of Innovation and Advanced Learning's Annual Report does not provide information on which activities were funded by the LMA and STTF.

Priority Area (\$, millions)	2008-2009 Planned	2008-2009 Actual Activities	2009-2010 Planned	2009-2010 Planned Activities ³²	2010-2011 Planned	2010-2011 Planned Activities	2011-2012 Planned	2011-2012 Planned Activities
				opportunities to participate in the labour market. The program will link to such services as career exploration, language training, <i>literacy training</i> , skill development, secondary and post-secondary training opportunities.		in the labour market. This targeted client base has multiple barriers in an increasing competitive climate where highly educated and skilled workers are in demand. Business / Career Mentoring Program,(\$200,000) The objective is to help new entrepreneurs improve their operations by developing a network of established business leaders willing to share knowledge and expertise. Additionally, this program will manage youth placements within communities throughout the Island to encourage the transfer of expertise from experienced career personnel.		transition to the labour market. This targeted client base has multiple barriers in an increasing competitive climate where highly educated and skilled workers are in demand. Youth Connect (\$300,000) This program will provide youth with workshops to address participant life and employability skills, followed by an integrated exposure to employment.

Priority Area (\$, millions)	2008- 2009 Planned	2008-2009 Actual Activities	2009- 2010 Planned	2009-2010 Planned Activities ³²	2010- 2011 Planned	2010-2011 Planned Activities	2011- 2012 Planned	2011-2012 Planned Activities
Long-term Job Placement				<p>Employ PEI Program encourages employers to hire eligible individuals and provide them with on-the job work experience to enhance their skills and employability.</p> <p>Immigrant Work Experience PEI (\$200,000) Provides one-time short-term work experience to immigrants.</p> <p>Self-Employ PEI Assists recent graduates, members of LMA priority groups and individuals who may be experiencing the effects of the economic downturn to establish a business by providing a weekly allowance for 52 weeks.</p>		<p>Employ PEI (\$220,050): Program to assist individuals who may be experiencing difficulty obtaining employment by providing a wage subsidy to an employer to offset a portion of the wages during the initial period of employment. Higher levels of financial support will be considered for priority groups.</p> <p>Immigrant Work Experience (\$207,667) An initiative that provides recent immigrants with a one - time work experience in order to assist immigrants in accessing long term employment. Employers receive a wage subsidy to offset the cost of hiring an immigrant.</p> <p>Self-Employ PEI (\$261,200) Providing individuals with financial and entrepreneurial supports to assist in establishing a business.</p>		<p>Employ PEI (\$286,615) Program to assist individuals who may be experiencing difficulty obtaining employment by providing a wage subsidy to an employer to offset a portion of the wages during the initial period of employment.</p> <p>Employ PEI – Persons with Disabilities: SkillsPEI will partner with Service Canada and other provincial departments/agencies to collaborate in the development and implementation of labour market programming that will assist in bridging the transition to work.</p> <p>Immigrant Work Experience (\$205,220) An initiative that provides recent immigrants with a one - time work experience in order to assist immigrants in accessing long term employment. Employers receive a wage subsidy to offset the cost of hiring an immigrant.</p> <p>Self-Employ PEI (\$240,000) Providing individuals with financial and entrepreneurial supports to assist in establishing a business.</p>

Priority Area (\$, millions)	2008- 2009 Planned	2008-2009 Actual Activities	2009- 2010 Planned	2009-2010 Planned Activities ³²	2010- 2011 Planned	2010-2011 Planned Activities	2011- 2012 Planned	2011-2012 Planned Activities
								Self-Employ PEI - Immigrant Providing immigrant entrepreneurs with mentoring and support to establish a business. Program will assist in addressing barriers that are unique to an immigrant in the start-up phase of a business enterprise.
Labour Force Development		<p>Workplace Training (\$250,000) Employers often require assistance in training their employees with respect to <i>Essential Skills</i> or job specific skills. This initiative will provide financial support to employers in priority areas with fewer than 100 employees to assist in the development and provision of job-specific training. This program will support training initiatives by funding a portion of the salaries of employees while on training and other related training costs.</p> <p>Community Engagement (\$100,000)</p> <ul style="list-style-type: none"> The UPEI Centre for Life Long Learning will respond to issues related to adult learners by recruiting an advisor, establishing supportive policies, simplify the PLAR process, explore alternative models for 		<p>Workplace Training Employers often require assistance in training their employees with respect to <i>Essential Skills</i> or job specific skills. This initiative will provide financial support to employers to assist in the development and provision of job-specific training. This program will support training initiatives by funding a portion of the salaries of employees while on training and other related training costs.</p> <p>Centre for Life Long Learning (125,000) Provides support to adult learners aged 25 or older interested in pursuing studies at UPEI.</p> <p>Centre on Workforce Strategies (\$200,000) A project to create capacity to conduct labour market research.</p> <p>Workforce Re-entry Assistance (\$311,000)</p>		<p>Workplace Training (\$556,597) Employers often require assistance in training their employees with respect to <i>Essential Skills</i> or job specific skills. This initiative will provide financial support to employers to assist in the development and provision of job-specific training. This program will support training initiatives by funding a portion of the salaries of employees while on training and other related training costs.</p> <p>UPEI Centre of Life-Long Learning (\$100,000) Will deliver learning opportunities for adults to increase education levels and also work with priority sectors to increase continuing education for adult learners.</p> <p>Workforce Re-Entry Assistance (\$145,000) To support adults enrolled in <i>adult education programs</i></p>		<p>Workplace Training (\$501,061) Employers often require assistance in training their employees with respect to <i>Essential Skills</i> or job specific skills. This initiative will provide financial support to employers to assist in the development and provision of job-specific training. This program will support training initiatives by funding a portion of the salaries of employees while on training and other related training costs.</p> <p>Early Childhood Development (\$440,000) This program is designed to assists eligible employees, working in the early childhood sector; obtain the mandatory entry-level requirements required of their profession.</p>

Priority Area (\$, millions)	2008- 2009 Planned	2008-2009 Actual Activities	2009- 2010 Planned	2009-2010 Planned Activities ³²	2010- 2011 Planned	2010-2011 Planned Activities	2011- 2012 Planned	2011-2012 Planned Activities
		adult learners, provide academic readiness, and offer career/life planning support for adult learners. <ul style="list-style-type: none"> Establishment of a Labour Market Research Chair at UPEI. 		Provides <i>adult learners</i> with access to professionals who are trained in appropriate strategies to assist in an adult learning environment.		who are experiencing difficulties that affect their learning and their future employment success, with professional counseling from Leadership Development Associates Inc.		
Community Engagement		PEI Works (\$250,000) Core initiatives designed to improve career awareness and career planning.		P.E.I Works (\$125,000) Delivers career-related activities to members of LMA priority groups and students. Initiatives are designed to improve career awareness and career planning.				
Economic Development Programs		Wage Subsidy Program (\$76,800) Subsidies provided to business with priority given to specific sectors in order to hire clients including immigrant and recent graduates.		Wage Subsidies – Recent Graduates (\$350,000) Subsidies provided to business with priority given to specific sectors in order to hire recent graduates.				
Priority Sector Development						Innovative Sectors Fund (\$150,000) A training program established to acquire specialized skills to develop priority sectors.		Innovation Sectors Fund (\$69,614) A training program established to assist non E.I. eligible clients acquire specialized skills to develop priority sectors, specific to information technology.
Priority Group Development				Womens' Unlimited (\$220,000) Assists unemployed women to explore, prepare for, and maintain employment in the trades and technology fields.		Trade Herizons (Women Unlimited),(\$246,000) A training program which will include skills upgrading, career exploration and employability skills for work in the trades and technology careers. Participants then select and enroll in a college trades		Trade Herizons (\$216,796) A training program which will include skills upgrading, career exploration and employability skills for work in the trades and technology careers. Participants then select and enroll in a college trades program. Following

Priority Area (\$, millions)	2008- 2009 Planned	2008-2009 Actual Activities	2009- 2010 Planned	2009-2010 Planned Activities ³²	2010- 2011 Planned	2010-2011 Planned Activities	2011- 2012 Planned	2011-2012 Planned Activities
						<p>program. Following graduation, participants will be given support to find and maintain work in the trade/technology workplace.</p> <p>Seniors Initiative (\$115,000) The initiative is a tri-economy collaboration that will focus on community engagement, capacity building, research, communication, training, relationship building, and accountability to enhance the effectiveness of services to the Older Worker population.</p> <p>Aboriginals (\$200,000) A project for Island Aboriginals facing multiple employment barriers rooted in the lack of appropriate life/ <i>Essential Skills</i>, career knowledge, hands on experience and transition to education and employment.</p>		<p>graduation, participants will be given support to find and maintain work in the trade/technology workplace.</p> <p>Seniors Initiative (\$123,530) A community engagement initiative involving private, public and social sectors working together to study, propose and prioritize solutions for the productivity and wellness of older workers.</p> <p>Aboriginals (\$100,000) A project for Island Aboriginals facing multiple employment barriers rooted in the lack of appropriate life/ <i>Essential Skills</i>, career knowledge, hands on experience and transition to education and employment</p>
Advocacy and Awareness						<p>Social Media Campaign (\$200,000) A social media campaign designed to interact with Island youth about career choices.</p> <p>Public Advertising (\$100,000) Radio and TV advertising.</p> <p>Skills PEI Staff Mentors (\$400,000)</p>		<p>Social Media Campaign (\$200,000) A social media campaign designed to interact with Island youth about career choices</p> <p>Skills PEI Administration (\$444,495) The budget covers the cost of staffing as well as costs associated with the 3 & 12 Month Client Follow-up</p>

Priority Area (\$, millions)	2008- 2009 Planned	2008-2009 Actual Activities	2009- 2010 Planned	2009-2010 Planned Activities ³²	2010- 2011 Planned	2010-2011 Planned Activities	2011- 2012 Planned	2011-2012 Planned Activities
						Four direct one-to one mentoring for service providers and clients.		Survey as a requirement of the Labour Market Agreement (LMA).
Other		Apprenticeship Program(\$37,800) Provides tuition costs for block release training and a modest living, travel and child care allowance.						
TOTAL	\$.866		\$2.859		\$3.315		\$4.096	
% of Total 6-year allocation ³³	7%		23%		26%		33%	

2 DETAILS – STRATEGIC TRAINING AND TRANSITION FUND

A. ACTUAL AND PLANNED EXPENDITURES AND ACTIVITIES

- PEI received \$6.0 over two years under the STTF. However, in its various plans and reports, the province did not breakout its STTF spending and activities from its LMA spending and activities.

³³ \$3 m has been taken from the total planned spending in each of 2009-10 and 2010-11 to account for the STTF.

3. AREAS OF CONCERN FOR THE LITERACY COALITION

A. LITERACY AND ESSENTIAL SKILLS IN THE LMA AND STTF

- Initially, PEI sent out 5 priority areas for its LMA:
 1. Workplace Training Programs and Services
 2. Technical & Foundation Skills Training
 3. Career Development Information
 4. Community Engagement
 5. Client Access, Administration & IT

Over the next four years, the priority areas changed so that today there are

1. Skills Development
 2. Mentorship
 3. Long Term Job Placement
 4. Labour Force Development
 5. Priority Sector Development
 6. Priority Group Development
 7. Advertising and Awareness
- Delivery of LMA programs falls under Skills PEI within the Department of Innovation and Advanced Learning. Skills PEI delivers LMDA and LMA programs.
 - After four years of the LMA, PEI has planned to spend 89% of its total allocation.
 - Literacy and Essential Skills do not play a large role in the PEI LMA activities.

The description of the **Workplace Training Program** in the LMA plans, which has been in effect each year of the LMA, indicates that Essential Skills training is an eligible activity. Skills PEI informed the PEI Literacy Alliance that there have been several projects with businesses with Workplace Learning PEI providing the training.

The **Employment Support or Enhanced Case Management** program claims to link clients to literacy training; however, this would appear to be a referral and not a delivery function.

Workforce Re-Entry Assistance which took place in 2009-10 and 2010-11, provided support to adults enrolled in adult education programs who are experiencing difficulties that affect their learning and their future employment success. The exact nature of this program could not be uncovered, i.e., whether

adult education included literacy and Essential Skills and why the program ended. The Skills PEI official who spoke with the PEI Literacy Alliance was not aware of the program.

According to Skills PEI, between 300 and 400 clients received literacy and Essential Skills training, mainly as students at Holland College?

During 2010-11 and 2011-12, a project was funded for Island Aboriginals facing multiple employment barriers rooted in the lack of appropriate life/ Essential Skills, career knowledge, hands on experience and transition to education and employment. No further information has been found.

- STTF funds were used to top up LMDA and LMA spending. At the end of the STTF, all funding returned to pre-STTF levels except for Holland College which retained the funding.

B. CONSULTATION PROCESS

- In the 2011-12 LMA Plan, Skills PEI describes a series of consultations in three locations across the province to specifically gather feedback about labour market issues and seek guidance on current and future programs. Additional feedback is gathered through informal input, information contained in proposals, as well as other documents.
- During the consultations, literacy and education programming emerged as a theme.
- Skills PEI has indicated that the PEI Literacy Alliance is on the list of groups to be consulted. It indicated as well that the coalition could play a reconnaissance role providing Skills PEI with information and data about literacy.

C. ACTUAL SPENDING

- With no PEI LMA Annual Reports filed, it was necessary to examine the 2009-10, 2010-11, and 2011-12 Annual Plans to estimate how much was actually spent in each of the first three years. The Annual Plans provided amounts that were to be “re-profiled” and “carried forward,” implying that these funds had not been spent in the previous years. Using these Annual Plan figures along with the original per annum allocations, PEI would appear to have spent 21% of during the first three years of the LMA. However, \$6 million in STTF funds was also spent over this period.

2008-09			2009-10			2010-11			
Planned \$000's	Actual \$000's	Variance \$000's	Planned \$000's	Actual \$000's	Variance \$000's	Planned \$000's	Actual \$000's	Variance \$000's	Cumulative Variance
2,100	1,341	-759	2,100	-126	-2,226	2,100	79	-2,021	-5,006

D. EVALUATION

- There is no mention in the public documents of an evaluation or of the Year Two Review.
- The PEI Literacy Alliance was informed by Skills PEI that a Year 2 Review did take place but it only concerned a review of the process of devolution from the federal government. A copy could be made available if requested.

E. COMMENTARY

- Prince Edward Island has not incorporated Essential Skills into its LMA activities. Literacy is not a factor either. There is a focus on adults entering post-secondary education and the supports they require to be successful.
- The province has a public regional approach to consultation. This could be used to bring the issues of literacy and Essential Skills to the foreground.
- The larger under-spending could be an opportunity to encourage the province to include literacy and Essential Skills in its activities. Workplace Education PEI and the community-based literacy movement offer models that could be supported.

4 POSSIBLE QUESTIONS FOR THE PROVINCE

1. Did the 2010-11 Year 2 Review take place?
2. If it did, is a copy publicly available?
3. Is there any role that the PEI Literacy Alliance can play in the evaluation which will begin in 2011-12?
4. Will the LMA evaluation be made public in 2013?
5. How much money was spent specifically on literacy and Essential Skills in each of the first 3 years of the LMA?
6. How many clients received literacy and Essential Skills programming?
7. Is Essential Skills training an eligible activity under the Workplace Training Program?
8. The Workforce Re-Entry program appeared to support basic and Essential Skills training. Is this the case? Why was the program ended?
9. What was the impact of the STTF funding? What happened once that funding ended?
10. What role can the PEI Literacy Alliance play in setting the next (2012-13) annual plan?
11. Will there be a successor to the LMA beginning in 2014?
12. If so, what role will literacy and Essential Skills play in the new LMA?
13. What are the plans for re-negotiating the LMA – will there be a public discussion on the LMA, its impact, and future directions?
14. What support can the PEI Literacy Alliance provide to the province to improve the literacy and Essential Skills activities under the LMA?

CONTACT INFORMATION FOR THE LMDA, LMA AND STTF

LMDA information (federal site):

http://www.hrsdc.gc.ca/eng/employment/partnerships/labour_market_development/index.shtml

LMA information (federal site):

<http://www.hrsdc.gc.ca/eng/employment/partnerships/lma/index.shtml>

PEI-specific LMDA, LMA, STTF information (federal site):

<http://www.hrsdc.gc.ca/eng/employment/partnerships/pdlmdapei.shtml>

PEI-specific LMDA, LMA, STTF information (provincial site):

There is no LMA specific-page; below is the responsible department's website.

<http://www.skillspei.com/>

SECTION 13 – QUEBEC

LABOUR MARKET DEVELOPMENT AGREEMENT (LMDA)

Date Signed	Planned Amount of Transfer 2011 – 2012 (\$, millions)	Responsible Agency	Date of Evaluation
Signed April 21, 1997 Implementation Agreement November 28, 1998 Amended April 30, 2009	\$589.2	Ministry of Employment and Social Solidarity	

LABOUR MARKET AGREEMENT (LMA)

Date Signed	Planned Amount of Transfer Over 6 years (\$, millions)	Responsible Agency	Annual Plans Available	Annual Reports Available
Signed March 27, 2009 Amended April 30, 2009	\$700.0	Ministry of Employment and Social Solidarity	Original 6 year plan 2008-09 2009-10 2010-11	2008-09 2009-10

STRATEGIC TRAINING AND TRANSITION FUND (STTF)

Date Signed	Planned Amount of Transfer 2009-10 – 2010-11 (\$, millions)
May 22, 2009	\$128.0

1. DETAILS – LABOUR MARKET AGREEMENT

Quebec does not provide an Annual Plan comparable to the other provinces and territories.

The objectives of its LMA are:

- Support individuals in their efforts to achieve long-term labour market entry through the use of a variety of methods adapted to their needs;
- Increase the labour market participation of the Quebec population;
- Ensure that Quebec's labour force is educated, skilled, mobile and adaptable;
- Provide quality employment and training measures and services that are accessible to both unemployed and employed individuals;
- Strike a quantitative and qualitative balance between labour supply and demand, in particular in sectors experiencing labour shortages;
- Improve the employability of unemployed individuals and support their job entry and retention efforts;
- Promote the acquisition and mastery of skills that will encourage job entry and retention, and promote recognition of labour force knowledge and skills;
- Manage employment and training measures and services by focussing on regional and local involvement and on the achievement of results;
- Encourage employers to become more involved in developing a skilled labour force and encourage employed and unemployed individuals to develop the skills needed to achieve long-term labour market entry.

In meeting these objectives the province has created employment and training measures and services designed to:

- Help individuals acquire, develop and master the skills needed to ensure long-term labour market entry;
- Encourage individuals to accept employment by offering incentives such as temporary earnings supplements;
- Encourage employers to hire these individuals;
- Help individuals start businesses or become self-employed;
- Provide employment opportunities through which individuals can gain work experience to improve their long-term employment prospects;
- Ensure recognition of the skills acquired;
- Provide a variety of employment assistance and training services that promote job retention and growth;

- Implement strategies for dealing with changes in the labour market, and implement training and qualification measures for workers.

Quebec's activities are part of its multi-year plan. Initially this was the 2008-2011 plan; now it is the 2011-14 plan. The LMA contribution was to be included in the most recent plan.

Canada has agreed to accept Emploi-Québec's Plan d'action annuel (PAA) for its annual plan. The PAA reports on the following:

- i. Labour market issues and the clients groups for whom Emploi-Québec has developed interventions;
- ii. Strategic directions that stem from the analysis and that take into consideration government policies and the priorities of the Ministre de l'Emploi et de la Solidarité sociale and the CPMT;
- iii. Types of interventions and strategies used to resolve these issues and respond to identified labour market needs;
- iv. Emploi-Québec's results targets in terms of client participation in its intervention strategies, the achievements of those clients in the labour market following their participation in intervention, and the savings realized from the non-payment of employment insurance and social assistance benefits as a result of Emploi-Québec intervention;
- v. The budget allocated to Emploi-Québec to achieve its targets, the distribution of this budget between the central and regional envelopes, the key budget items, and its regional distribution including the use of the Emploi-Québec budget, including the amount of Canada's financial contribution under this Agreement.

A. PLANNED ACTIVITIES

Priority Area (\$, millions)	2008-2009 Planned	2008-2009 Planned Activities	2009-2010 Planned	2009-2010 Planned Activities	2010-2011 Planned	2010-2011 Planned Activities
	N/A	Le gouvernement investira des sommes additionnelles pour l'achat de cours, notamment à temps partiel, et pour la formation de base jugée nécessaire en vue du maintien des travailleuses et des travailleurs en emploi et du développement continu de leurs compétences.	N/A	à cible est conforme à celle établie par le plan d'action découlant de la Politique gouvernementale d'éducation des adultes et de formation continue. Conformément à ce plan arrivé à échéance en mai 2007, cette cible de 32 000 correspond au résultat de 2001-2002 majoré de 2 000 pour 2002-2003 et de 4 000 pour les années subséquentes. Cette cible pourra faire l'objet d'une révision à l'occasion du renouvellement de ce plan d'action. Les activités de formation de base incluent : la francisation, préalable à la formation professionnelle, l'alphabétisation, la formation générale secondaire, la formation professionnelle secondaire, les services d'insertion socioprofessionnelle, les services d'insertion et les métiers semi-spécialisés. Sont exclues les activités suivantes : la formation générale préuniversitaire, la formation	N/A	En soutenant l'amélioration des compétences de la main-d'œuvre en emploi, par le volet entreprises de la Mesure de formation de la main-d'œuvre, notamment en poursuivant les interventions pour accroître la formation de base des travailleuses et des travailleurs peu qualifiés

Priority Area (\$, millions)	2008-2009 Planned	2008-2009 Planned Activities	2009-2010 Planned	2009-2010 Planned Activities	2010-2011 Planned	2010-2011 Planned Activities
				technique collégiale, la formation universitaire, les entreprises d'entraînement, la formation linguistique, l'orientation et la préparation à l'emploi.		
		En partenariat avec les entreprises du milieu, des projets de conciliation travail études seront instaurés dans différentes régions pour permettre à de jeunes décrocheurs de compléter une formation de base tout en occupant un emploi. De plus, des projets de conciliation travail études seront instaurés dans différentes régions, en partenariat avec les entreprises du milieu, pour permettre à de jeunes décrocheurs de compléter une formation de base tout en occupant un emploi.		En augmentant significativement le nombre d'entreprises aidées par le volet entreprises de la Mesure de formation de la main-d'œuvre, notamment en intensifiant les interventions pour accroître la formation de base des travailleuses et des travailleurs peu qualifiés, y compris ceux et celles qui ne sont pas à risque de perdre leur emploi		En poursuivant la mise en œuvre du programme Soutien régionalisé aux entreprises pour le développement de la main-d'œuvre de la Commission des partenaires du marché du travail afin notamment de soutenir la formation de base et la francisation des travailleurs et des travailleuses
		En soutenant l'amélioration de la formation de base des populations des régions ressources, entre autres par la mise à profit, à cette fin, des périodes de chômage saisonnier		Le recours au Soutien aux entreprises à risque de ralentissement économique (SERRÉ), un nouveau programme mis sur pied à l'initiative de la Commission des partenaires du marché du travail, qui jouit actuellement		En soutenant l'amélioration de la formation de base des populations des régions ressources, notamment par la mise à profit, à cette fin, des périodes de chômage

Priority Area (\$, millions)	2008-2009 Planned	2008-2009 Planned Activities	2009-2010 Planned	2009-2010 Planned Activities	2010-2011 Planned	2010-2011 Planned Activities
				d'une grande popularité, sera particulièrement intéressant. Ce programme permet aux entreprises touchées par le ralentissement et qui, autrement, procéderaient à des réductions d'heures de travail ou à des mises à pied temporaires d'utiliser ces périodes afin de développer les compétences de leur personnel, en particulier les compétences de base.		
		En offrant, en collaboration avec les organismes œuvrant au développement de l'employabilité, les mesures nécessaires à l'insertion en emploi de ces personnes, y compris les mesures de plus longue durée, comme une formation de base générale, professionnelle ou technique ou encore un projet de préparation à l'emploi, ainsi que le recours au Cadre de développement et de reconnaissance des compétences de la main-d'œuvre, plus particulièrement en utilisant les programmes d'apprentissage en milieu de travail et en recourant à la		en mettant sur pied les projets de conciliation travail-études, qui visent notamment à permettre à de jeunes décrocheuses et décrocheurs de terminer une formation de base tout en travaillant,		La part du budget associée à l'entente Canada-Québec relative au marché du travail doit être utilisée pour l'aide aux participantes et aux participants de l'assurance-emploi ou pour les mesures de soutien au Service national de placement. Quant à l'Entente Canada-Québec sur le marché du travail 2008-2014, elle vise les mesures et services d'emploi et de formation de la main-d'œuvre pour les personnes sans emploi qui ne sont pas des participantes ou des participants de l'assurance-emploi et pour les travailleuses et les travailleurs ayant des besoins de formation

Priority Area (\$, millions)	2008-2009 Planned	2008-2009 Planned Activities	2009-2010 Planned	2009-2010 Planned Activities	2010-2011 Planned	2010-2011 Planned Activities
		mesure Subventions salariales pour favoriser l'acquisition d'expérience dans des organismes communautaires ou dans des entreprises				de base ou qui sont sans qualification connue.
				En soutenant l'amélioration de la formation de base des populations des régions ressources, notamment par la mise à profit, à cette fin, des périodes de chômage,		
				La part du budget associée à l'Entente Canada-Québec relative au marché du travail doit être utilisée pour l'aide aux participantes et aux participants de l'assurance-emploi ou pour les mesures de soutien au Service national de placement. Quant à l'Entente Canada-Québec sur le marché du travail, elle vise les mesures et services d'emploi et de formation de la main-d'œuvre pour les personnes sans emploi qui ne sont pas des participantes ou des participants de l'assurance-emploi et pour les travailleuses et les travailleurs ayant des besoins de formation de base ou qui sont sans qualification reconnue.		

B. CLIENTS SERVED

- 2008-09 – the number of new participants in basic skills activities 37,614
- 2009-10 – the number of actual new participants in basic skills activities 44 500

2. DETAILS – STRATEGIC TRAINING AND TRANSITION FUND

A. ACTUAL AND PLANNED EXPENDITURES AND ACTIVITIES

- Quebec does not report on the STTF.

3. AREAS OF CONCERN FOR THE LITERACY COALITION

A. LITERACY AND ESSENTIAL SKILLS IN THE LMA AND STTF

- Because of the way that Quebec integrates its LMDA, LMA, and STTF into its annual Emploi-Quebec action plan, it is difficult to determine which programs are funded through these mechanisms and the range of literacy and Essential Skills activities.
- However, Quebec does have programs in the workplace and for the unemployed to improve their basic skills. Employers are supported in these efforts.
- Some 32,000 people are in these programs annually. This is in addition to those pursuing their high school credential or academic upgrading.

B. CONSULTATION PROCESS

- The PAA is an extension of regional plans created by the 17 regional council of labour market partners. The provincial plan is approved by the Ministre de l'Emploi et de la Solidarité and by representatives of the Commission des partenaires du marché du travail (CPMT).

C. ACTUAL SPENDING

- In accordance with its legal obligations, each year Emploi-Québec prepares its Rapport annuel de gestion (RAG), presented as a separate section of the management report of the Ministère de l'Emploi et de la Solidarité sociale. The employment component of the report is first approved by the CPMT before being tabled by the Ministre de l'Emploi et de la Solidarité sociale in the National Assembly, usually in October.

The RAG reports on the following:

- i. The key strategies implemented to achieve the directions and results targets established in the PAA;
 - ii. The outcomes of those targets and factors, with an explanation, where required, of the gaps between the targets and the outcomes. It should be noted that these outcomes and their breakdown by client group are subject to follow up throughout the year at the national, regional and local levels;
 - iii. the breakdown of Emploi Québec's budget, including Canada's financial contribution within the context of this Agreement.
- To ensure transparency and in accordance with its reporting obligations, Emploi-Québec makes its Plan d'action annuel and its Rapport annuel de gestion public after they have been tabled in the National Assembly. The method of public release is through posting on the Internet.

D. EVALUATION

- The LMA outlines an evaluation approach. Québec's evaluations focus on non-EI clients. Québec's evaluations are carried out in a manner consistent with recognized practices and are aimed at determining the effectiveness, relevance, and efficiency of the measures and services.
- Québec's evaluation framework contains:
 - the evaluation issues;
 - the indicators, data sources and methodological approaches chosen;
 - the plan for the evaluation activities.
- Québec will make its evaluation framework available to Canada for information purposes.
- The evaluations will cover the period of April 1, 2008 to March 31, 2012, and will be completed by no later than the last year of the agreement.
- Québec will provide Canada with the approved evaluation reports no later than June 30, 2013.

E. COMMENTARY

- Notwithstanding the question of availability of specific information on the LMA (or other labour market transfers), it is clear that Quebec has included Essential Skills in their efforts. The province uses a broad definition for its basic skills activities.
- However, without information that is more specific it is difficult to track expenditures and activities. There does not appear to be information related to activities in the English minority community.

4. POSSIBLE QUESTIONS FOR THE PROVINCE

1. Did the 2010-11 Year 2 Review take place?
2. If it did, is a copy publicly available?
3. Is there any role that the Quebec Literacy Alliance can play in the evaluation which will begin in 2011-12?
4. Will the LMA evaluation be made public in 2013?
5. How much money was spent specifically on literacy and Essential Skills in each of the first 3 years of the LMA?
6. How many clients received literacy and Essential Skills programming?
7. How many clients received certification related to literacy and Essential Skills?
8. Are there plans to expand the ABE support beyond on-reserve training?
9. What was the impact of the STTF funding? What happened once that funding ended?
10. What role can the Quebec Literacy Alliance play in setting the next (2012-13) annual plan?
11. Will there be a successor to the LMA beginning in 2014?
12. If so, what role will literacy and Essential Skills play in the new LMA?
13. What are the plans for re-negotiating the LMA – will there be a public discussion on the LMA, its impact, and future directions?
14. What support can the Quebec Literacy Alliance provide to the province to improve the literacy and Essential Skills activities under the LMA?

CONTACT INFORMATION FOR THE LMDA, LMA AND STTF

LMDA information (federal site):

http://www.hrsdc.gc.ca/eng/employment/partnerships/labour_market_development/index.shtml

LMA information (federal site)

<http://www.hrsdc.gc.ca/eng/employment/partnerships/lma/index.shtml>

Quebec-specific LMDA, LMA, STTF information (federal site)

<http://www.hrsdc.gc.ca/eng/employment/partnerships/pdlmdaqc.shtml>

Quebec-specific LMDA, LMA, STTF information (provincial site)

<http://emploiquebec.net/publications/info-admin.asp?categorie=1001103>

SECTION 14 – SASKATCHEWAN

LABOUR MARKET DEVELOPMENT AGREEMENT (LMDA)

Date Signed	Planned Amount of Transfer 2011 – 2012 (\$, millions)	Responsible Agency	Date of Evaluation
Signed February 6, 1998 Amended June 11, 2001 Amended May 22, 2009	\$37.8	Ministry of Advanced Education, Employment and Immigration	March 2009 (summative - LMDA) December 2001 (formative - LMDA)

LABOUR MARKET AGREEMENT (LMA)

Date Signed	Planned Amount of Transfer Over 6 years (\$, millions)	Responsible Agency	Annual Plans Available	Annual Reports Available
Signed February 22, 2008 Amended May 22, 2009	\$90.0	Ministry of Advanced Education, Employment and Immigration	Original 6 year plan 2008-09 2009-10 2010-11	2008-09 2009-10

STRATEGIC TRAINING AND TRANSITION FUND (STTF)

Date Signed	Planned Amount of Transfer 2009-10 – 2010-11 (\$, millions)
May 22, 2009	\$9.0

1 DETAILS – LABOUR MARKET AGREEMENT

1. PRIORITY AREAS AND PLANNED EXPENDITURES

Priority Area (\$, millions)	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	Six Year Total	Notional %
Foundational Skills	\$2.000	\$2.000	\$2.000	\$2.000	\$2.000	\$2.000	\$12.000	13%
Skills Training	\$2.795	\$2.795	\$2.795	\$2.795	\$2.795	\$2.795	\$16.770	18%
Respond to Labour Market Needs								
a) Workforce Development Programs and Services	\$5.000	\$5.000	\$5.000	\$5.000	\$5.000	\$5.000	\$30.000	33%
b) Learner Supports	\$1.765	\$1.765	\$1.765	\$1.765	\$1.765	\$1.765	\$10.590	12%
c) Active Income Supports	\$2.555	\$2.555	\$2.555	\$2.555	\$2.555	\$2.555	\$13.330	15%
Administration	\$1.000	\$1.000	\$1.000	\$1.000	\$1.000	\$1.000	\$6.000	7%
TOTAL	\$15.115	\$15.115	\$15.115	\$15.115	\$15.115	\$15.115	\$90.690	100%

* total does not add up to 100% due to rounding

2. ACTUAL AND PLANNED EXPENDITURES

Priority Area (\$, millions)	2008-2009 Actual	2008-2009 Actual Activities	2009-2010 Actual	2009-2010 Actual Activities	2010-2011 Planned	2010-2011 Planned Activities
Foundational Skills	\$2.748	<ul style="list-style-type: none"> • <i>Adult Basic Education On-Reserve</i> • <i>Workplace Essential Skills Saskatchewan (WESS)</i> – supports business and industry to successfully prepare low-skilled job seekers and low skilled employees gain the workplace Essential Skills needed for sustainable long-term employment and/or advancement. 	\$3.069	<ul style="list-style-type: none"> • <i>Adult basic education</i> on-reserve through the province's training system. • On-the-job <i>workplace Essential Skills</i> training in partnership with firms and/or sectors to support business and industry, equity organizations and training institutions to provide the training to low-skilled job seekers and employees. 	\$2.135	<ul style="list-style-type: none"> • <i>Adult basic education</i> on-reserve through the province's training system. • On-the-job <i>workplace Essential Skills</i> training in partnership with firms and/or sectors to support business and industry, equity organizations and training institutions to provide training for low-skilled job seekers and employees
Skills Training	\$3.038	<ul style="list-style-type: none"> • Regina and Saskatoon Trades and Skills Centres • Saskatchewan Apprenticeship and Trade Certification Commission (training); Saskatchewan Institute of Applied Sciences and Technology (new seats); Saskatchewan Indian Institute of Technology (capacity building and <i>Essential Skills</i>) 	\$2.323	<ul style="list-style-type: none"> • Delivery of quick skills programs at the Regina and Saskatoon Trades and Skills Centres in areas experiencing skills shortages. • Expansion of training opportunities within the Saskatchewan post-secondary training system. Activities will include components of <i>workplace Essential Skills</i>. • Additional funding from the LMA for the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) has assisted in creating increased apprenticeship technical training opportunities, • Early Childhood Educator Level 1 training 	\$3.224	<ul style="list-style-type: none"> • Delivery of quick skills programs at the Regina and Saskatoon Trades and Skills Centres in areas experiencing skills shortages. • Expansion of apprenticeship and training opportunities within the Saskatchewan post-secondary training system. Activities will include components of <i>workplace Essential Skills</i> and will respond to industry-identified labour market needs.

Priority Area (\$, millions)	2008-2009 Actual	2008-2009 Actual Activities	2009-2010 Actual	2009-2010 Actual Activities	2010-2011 Planned	2010-2011 Planned Activities
Labour Market Needs	\$6.526	<ul style="list-style-type: none"> Learner Supports (via regional colleges and Dumont Technical Institute) Specialized Immigrant Bridging Assessment, Referral and Labour Market Attachment – includes Programs and services delivered through community-based organizations and institutions that provide individuals with <i>basic employability skills</i>, life skills, <i>workplace literacy</i>, and other <i>Essential Skills</i> needed to attain employment Active Income Supports 	\$7.167	<ul style="list-style-type: none"> Workforce development programs and services delivered through community-based organizations and institutions. These programs and services provide: a) <i>basic employability skills</i>, life skills, <i>workplace literacy</i> and other skills needed to attain employment; b) individualized employment supports for persons with disabilities or other barriers to sustain employment; c) parent initiatives to access community and other resources to secure employment; and, d) access to programs to assist individuals who have been in the penal system to gain and maintain employment. Learner Supports funding that enabled the regional colleges and Dumont Technical Institute (DTI) to improve supports to adult learners, such as counseling, career planning, transition to employment and on-the-job coaching services. Accelerated Employment Opportunities – a) Self services – access to computers to prepare resumes, look for jobs online or search for information 	\$9.107	<ul style="list-style-type: none"> Provide employment assistance to individuals experiencing barriers to finding or maintaining employment through a flexible array of programs, services and supports, including appropriate and customized assessments, counselling services, referrals to service providers, income support, skills development and supported employment interventions that will enhance an individual's employability. Programs and services delivered through community-based organizations and institutions that provide individuals with <i>basic employability skills</i>, life skills, <i>workplace literacy</i>, and other <i>Essential Skills</i> needed to attain employment.

Priority Area (\$, millions)	2008- 2009 Actual	2008-2009 Actual Activities	2009- 2010 Actual	2009-2010 Actual Activities	2010- 2011 Planned	2010-2011 Planned Activities
				<p>about training and education; b) Assisted services – assessing for employment service needs, stability and transition planning, career and employment planning and counselling, service referrals to agencies and <i>employability</i> assessment and testing; c) Job Search/Career Planning Workshops; and, d) Programs and services delivered through community-based organizations and institutions that provide individuals with <i>basic employability skills</i>, life skills, <i>workplace literacy</i> and other essentials needed to attain employment</p> <ul style="list-style-type: none"> • Active Income Supports • Transitions to Employment assists youth with severe cognitive and physical disabilities to gain <i>employability skills</i> essential to the workplace, and to make a transition to employment in their communities. • Rapid Response Teams were established to offer information and expertise on program and services available to individuals 		

Priority Area (\$, millions)	2008- 2009 Actual	2008-2009 Actual Activities	2009- 2010 Actual	2009-2010 Actual Activities	2010- 2011 Planned	2010-2011 Planned Activities
				impacted by the economic downturn.		
Administration	\$1.693	<ul style="list-style-type: none"> Administration Information Technology 	\$2.681	<ul style="list-style-type: none"> Administration Information Technology 	\$.800	<ul style="list-style-type: none"> Administration Information Technology
TOTAL	\$14.006		\$15.240		\$15.266	
% of Total 6- year allocation	15%		17%		17%	

2 DETAILS – STRATEGIC TRAINING AND TRANSITION FUND

A. ACTUAL AND PLANNED EXPENDITURES AND ACTIVITIES

Priority Area (\$, millions)	2009-2010 Actual	2009-2010 Actual Activities	2010-2011 Planned	2010-2011 Planned Activities
Foundational Skills	\$2.287	<ul style="list-style-type: none"> Increased capacity for <i>adult basic education</i> on-reserve through the province's training system. Increased capacity for on-the-job <i>workplace Essential Skills</i> training. Increased capacity for job coaches for First Nations and Métis people 	\$2.020	<ul style="list-style-type: none"> Increased capacity for <i>adult basic education</i> on-reserve through the province's training system. Increased capacity for on-the-job <i>workplace Essential Skills</i> training. Increased capacity for job coaches and learner supports for First Nations and Métis people.
Skills Training	\$1.865	<ul style="list-style-type: none"> Increased capacity for skills programs at the Regina and Saskatoon Trades and Skills Centres. Increased capacity for skills credit training. 	\$1.450	<ul style="list-style-type: none"> Increased capacity for skills programs at the Regina and Saskatoon Trades and Skills Centres. Increased capacity for skills credit training.
Labour Market Needs	\$ 400.0	<ul style="list-style-type: none"> Income support for new immigrants accessing short term bridging programs. Immigrant Bridging focuses on language training, assessments and referral services, and information and orientation to bridge individuals into employment. 	\$.752	<ul style="list-style-type: none"> Income support for new immigrants accessing short term bridging programs. Transition to employment supports for persons with disabilities.
TOTAL	\$4.552		\$4.222	

3 AREAS OF CONCERN FOR THE LITERACY COALITION

A. LITERACY AND ESSENTIAL SKILLS IN THE LMA AND STTF

- Saskatchewan set three priority areas for its LMA:
 1. Developing individuals' foundational skills, including the provision of adult basic education and **workplace Essential Skills**
 2. Increasing skills training opportunities to respond to learner demand and labour market needs; and,
 3. Respond to labour market needs by improving the labour market participation of Aboriginal people, recent immigrants, social assistance recipients, and individuals experiencing barriers to employment.
- At the halfway point of the LMA, Saskatchewan has spent or planned to spend 49% of its total allocation.
- The **Workplace Essential Skills Saskatchewan Initiative** supports business and industry to train low-skilled job seekers and existing low-skilled employees in the workplace to gain the workplace Essential Skills needed for long-term employment and/or advancement. WESS provides funding to employer, industry, and training institution partnerships for the development and delivery of Essential Skills training that is tailored to their workplace. In 2008-09, seven projects were funded totalling \$420,000; in 2009-10, there were contracts with 12 organizations to deliver 14 projects for a total of \$973,480. In 2010-11, 13 projects were funded.
- In 2010-11, the province created the **Adult Basic Education – Essential Skills in the Workplace Program** (ESWP) funded through the STTF. The project focuses on Literacy Levels One and Two and targets unemployed and First Nations/Métis peoples for successful transition to employment. First Nations/Métis agencies, community-based organizations, community schools, and/or employers must partner with a publicly funded post-secondary institution and provide substantial work placements or job shadowing. Program content complements *The Circle of Learning* (Benchmarks) – the foundational document for adult literacy programs in Saskatchewan. Eleven post-secondary institutions were funded to carry out 19 projects.
- Workplace Essential Skills are referenced in funding for apprenticeship and training opportunities within the post-secondary training system as well as for community based programming.

- The **Workforce Development** and **Accelerated Employment Opportunities** strategic themes reference workplace literacy and Essential Skills as part of their focus.

B. CONSULTATION PROCESS

- The 2010-11 Annual Plan reports that AEEI undertakes annual planning with stakeholders. Planning and consultations occur continuously throughout the year. Career and Employment Services regions, the Saskatchewan Institute of Applied Science and Technology, provincial regional colleges and the Saskatchewan Apprenticeship and Trades Certification Commission determine education and training priorities on an on-going basis. In addition, consultations are conducted with First Nations and Métis organizations, community based organizations that deliver employment programs, organizations that deliver services to immigrants, and industry sectors and businesses to determine emerging labour market needs.
- There is no mention of consultation in the 2009-10 Annual Report.

C. ACTUAL SPENDING

- Based on its own LMA reports, Saskatchewan spent 97% of original per annum allocations during the first two years of the LMA agreement.

2008-09			2009-10			
Planned \$000's	Actual \$000's	Variance \$000's	Planned \$000's	Actual \$000's	Variance \$000's	Cumulative Variance
15,115	14,006	-1,109	15,115	15,250	135	-974

D. EVALUATION

- AEEI Annual Plan 2011-12 indicates the evaluation of the LMA will begin in the 2011-12 fiscal year.

E. COMMENTARY

- Overall Saskatchewan embraced the notion of workplace Essential Skills. The province has implemented workplace Essential Skills programs where there was none before. The WESS program created some 27 projects involving employers across the province. The Circle of Learning, the benchmarks project led by SLN, is used in the ESWP program. While LMA Reports speak of community groups accessing funds for basic employability skills, life skills, workplace literacy, and other

Essential Skills needed to attain employment, no specific program is mentioned. The impact of the LMA on literacy activities would appear to be marginal.

- Saskatchewan appears to be spending its allocation as originally planned.
- Saskatchewan is the only province/territory to mention the summative evaluation of the LMA.

4. POSSIBLE QUESTIONS FOR THE PROVINCE

1. Did the 2010-11 Year 2 Review take place?
2. If it did, is a copy publicly available?
3. Is there a role that the Saskatchewan Literacy Network can play in the evaluation which will begin in 2011-12?
4. Will the LMA evaluation be made public in 2013?
5. How much money was spent specifically on literacy and Essential Skills in each of the first 3 years of the LMA?
6. How many clients received literacy and Essential Skills programming?
7. How many clients received certification related to literacy and Essential Skills?
8. Are there plans to expand the ABE support beyond on-reserve training?
9. Has there been an evaluation of the WESS program?
10. Is there a role that the Saskatchewan Literacy Network can play in the WESS program?
11. Will the Skills Centre approach be expanded beyond Regina and Saskatoon?
12. What was the impact of the STTF funding? What happened once that funding ended?
13. What role can the Saskatchewan Literacy Network play in setting the next (2012-13) annual plan?
14. Will there be a successor to the LMA beginning in 2014?
15. If so, what role will literacy and Essential Skills play in the new LMA?
16. What are the plans for re-negotiating the LMA – will there be a public discussion on the LMA, its impact, and future directions?
17. What support can the Saskatchewan Literacy Network provide to the province to improve the literacy and Essential Skills activities under the LMA?

CONTACT INFORMATION FOR THE LMDA, LMA AND STTF

LMDA information (federal site):

http://www.hrsdc.gc.ca/eng/employment/partnerships/labour_market_development/index.shtml

LMA information (federal site)

<http://www.hrsdc.gc.ca/eng/employment/partnerships/lma/index.shtml>

Saskatchewan-specific LMDA, LMA, STTF information (federal site)

<http://www.hrsdc.gc.ca/eng/employment/partnerships/pdlmdasask.shtml>

Saskatchewan-specific LMDA, LMA, STTF information (provincial site)

<http://www.aeei.gov.sk.ca/labour-market-agreements>

SECTION 15 – YUKON

LABOUR MARKET DEVELOPMENT AGREEMENT (LMDA)

Date Signed	Planned Amount of Transfer 2011 – 2012 (\$, millions)	Responsible Agency	Date of Evaluation
Signed January 24, 1998 Amended July 8, 2009	\$3.5	Department of Education	September 2009 (summative - EBSMs) June 2000 (formative – EBSMs)

LABOUR MARKET AGREEMENT (LMA)

Date Signed	Planned Amount of Transfer Over 5 years (\$, millions)	Responsible Agency	Annual Plans Available	Annual Reports Available
July 8, 2009	\$2.982	Department of Education	Original 5 year plan 2010-11 2011-12	2009-10

STRATEGIC TRAINING AND TRANSITION FUND (STTF)

Date Signed	Planned Amount of Transfer 2009-10 – 2010-11 (\$, millions)
July 8, 2009	\$2.914

1. DETAILS – LABOUR MARKET AGREEMENT AND STRATEGIC TRAINING AND TRANSITION FUND

A. PRIORITY AREAS AND PLANNED EXPENDITURES

Areas (\$000's)	2009-10 STTF	2010-11 STTF	Two Year Total STTF	2011-12 LMA	2012-13 LMA	2013-14 LMA	Three Year Total LMA	Notional %
Labour Market Information	\$.150	\$.150	\$.300	\$.150	\$.150	\$.150	\$.450	13%
Training & Skills Development	\$.600	\$.600	\$1.200	\$.435	\$.435	\$.435	\$1.305	43%
Recruitment	\$.300	\$.300	\$.600	\$.150	\$.150	\$.150	\$.450	18%
Retention	\$.300	\$.300	\$.600	\$.150	\$.150	\$.150	\$.450	18%
Administration	\$.107	\$.107	\$.214	\$.109	\$.109	\$.109	\$.327	9%
TOTAL	\$1,457	\$1,457	\$2,814	\$.994	\$.994	\$.994	\$2.982	100%

Yukon chose to access only STTF funds in 2009-10 and 2010-11. It re-profiled all LMA funds from 2008-09, 2009-10, and 2010-11 to fiscal years 2011-12, 2012-13, and 2013-14.

B. ACTUAL AND PLANNED EXPENDITURES (LMA AND STTF)

Priority Area (\$, millions)	2009-2010 Actual	2009-2010 Actual Activities STTF	2010-2011 Planned	2010-2011 Planned Activities STTF	2011-2010 Planned	2011-2012 Planned Activities LMA
Labour Market Information		High School Exit Survey – Yukon Bureau of Statistics			\$.100	Approximately 10% of the LMA budget will be invested in this type of service. This investment will help support an organization to provide job search assistance, resume assistance, setting up of workplace experiences, case management, and career development.
Training & Skills Development		<p>Education and Employment Training Program – Kwanlin Dun First Nation & Yukon College</p> <p>Youth Work Experience Program (rural) – Yukon Chamber of Commerce</p> <p>Wrangler/Packer Training – Whitehorse Correctional Centre</p> <p>Heavy Equipment Operation Training (rural) – Dept. of Highways and Public Works</p>		<p>4. The Education & Employment Training Program will address, both directly and indirectly, a broad range of academic, employment, and life skill needs existent within the Kwanlin Dun First Nation citizenry.</p> <p>5. To provide up to 30 unemployed persons with skills and knowledge to obtain and maintain</p>	\$.350	Approximately 35% of our LMA budget will be invested in Training and Skill Development. As the Tourism & Hospitality, Mining and Construction sectors have begun to boom in Yukon a large portion of our budget will go towards skill development for those sectors. Our priority will be to support training that facilitates a timely entry into the workforce.

Priority Area (\$, millions)	2009- 2010 Actual	2009-2010 Actual Activities STTF	2010- 2011 Planned	2010-2011 Planned Activities STTF	2011- 2010 Planned	2011-2012 Planned Activities LMA
		<p>Commercial Kitchen Skills & Employ Ability – Challenge</p> <p><i>Ready to Work & Canadian Workplaces Essentials</i> – Yukon Tourism Education Council</p> <p><i>Essential Skills for Food Prep</i> – Yukon College, Old Crow Campus</p>		<p>employment in the hospitality and tourism industry.</p> <p><i>Ready to Work and Canadian Workplace Essentials</i> are nationally recognized programs teaching skills such as understanding responsibility, positive attitudes, adaptability, value of safety, communication, numeracy, job searching, demonstrating confidence, healthy regimen, etc., as well as industry specific knowledge in tourism and customer service.</p> <p>6. Support the Fab Foods: Life Skills, Employment, and Training Program which provides</p>		

Priority Area (\$, millions)	2009- 2010 Actual	2009-2010 Actual Activities STTF	2010- 2011 Planned	2010-2011 Planned Activities STTF	2011- 2010 Planned	2011-2012 Planned Activities LMA
				<p>employment and training in the area of food production and serving as well as a venue for fostering the social skills and confidence building required for people with debilitating mental illness to participate in the wage economy.</p> <p>7. Provide funding to increase the number of opportunities under the GradCorps program. The program provides recent post-secondary graduates with work experience in their field of study to improve their employment prospects.</p> <p>8. The Greenhouse project will provide instruction to 8</p>		

Priority Area (\$, millions)	2009- 2010 Actual	2009-2010 Actual Activities STF	2010- 2011 Planned	2010-2011 Planned Activities STF	2011- 2010 Planned	2011-2012 Planned Activities LMA
				<p>persons with disabilities and will focus on developing a range of Landscaping Greenhouse skills.</p> <p>9. The BRIDGES Project focuses on developing a range of skills that will allow a minimum of 40 persons with disabilities to successfully participate in the workforce.</p> <p>10. Implement a Temporary Wage Subsidy to help unemployed individuals gain employment by providing a subsidy to employers.</p> <p>11. Create a system and/or organization dedicated to the support and celebration of women in business. The program will be</p>		

Priority Area (\$, millions)	2009- 2010 Actual	2009-2010 Actual Activities STF	2010- 2011 Planned	2010-2011 Planned Activities STF	2011- 2010 Planned	2011-2012 Planned Activities LMA
				<p>designed to assist women entrepreneurs.</p> <p>12. Provide funding to hire a coordinator to implement the Land Based Healing Project with the Kwanlin Dun First Nation.</p> <p>13. Support a youth employment and training program for three at-risk youth to assist with developing and implementing a drug and alcohol reduction campaign</p> <p>14. Work with Carcross/Tagish First Nation to implement a training program that will provide skills in sustainable housing development.</p> <p>15. Provide funding for a wage subsidy to the Council for</p>		

Priority Area (\$, millions)	2009- 2010 Actual	2009-2010 Actual Activities STF	2010- 2011 Planned	2010-2011 Planned Activities STF	2011- 2010 Planned	2011-2012 Planned Activities LMA
				Yukon First Nations to support two administrative positions.		
Recruitment						
Retention						
On-the-Job Training/Workpl ace Based Upgrading					\$.174	Approximately 18% of our LMA budget will be invested in activities that facilitate on-the-job training <i>or workplace based upgrading</i> . Yukon sees training that occurs at the work site as a positive way to learn skills that will assist clients to keep employment and potentially move onto more technical and likely more rewarding work.
Job Readiness					\$.120	Approximately 12% of our LMA budget will be invested in job readiness programming. Yukon sees the advantage of providing clients with the “soft” skills that cover areas of returning to, obtaining, and or retaining employment.
Targeted Wage Subsidy					\$.150	Successfully integrate into the workforce. Wage

Priority Area (\$, millions)	2009- 2010 Actual	2009-2010 Actual Activities STF	2010- 2011 Planned	2010-2011 Planned Activities STF	2011- 2010 Planned	2011-2012 Planned Activities LMA
						subsidies are provided to eligible employers, with priority for businesses that have been in business for one year, and businesses that offer continued employment for participants.
Co-op Student					\$.100	Approximately 10% of the LMA budget will go towards
Administration						
TOTAL	\$1.352		\$1.457		\$.994	
% of Total 5- year allocation	23%		25%		17%	

1. AREAS OF CONCERN FOR THE LITERACY COALITION

A. LITERACY AND ESSENTIAL SKILLS IN THE LMA AND STTF

- Yukon initially arranged its priority areas as:
 1. Labour Market Information
 2. Training and Development
 3. Recruitment
 4. Retention
 5. Administration

- With the 2011-12 Annual Plan came a re-organization of these priorities:
 1. Training and Skills Development
 2. On-the-Job Training/Workplace Based Upgrading
 3. Job Readiness
 4. Target Wage Subsidy
 5. Labour Market Connection Services
 6. Co-op Student

- Until 2011-12, Yukon had not created new programs. Rather a series of projects were funded that fit under the various priorities. With the latest Annual Plan, it appears that there might be program development taking place.

- Yukon began the LMA/STTF a year after the provinces. The full amount of the STTF was to be spent in 2009-10 and 2010-11 with the LMA funds being spent in the last three years of the agreement.

- After three years of the five-year agreement, Yukon has spent or plans to spend 65% of its original planned funding.

- Literacy and Essential Skills factor into Yukon's LMA plans. The lack of detail however makes it difficult to determine the full extent of activity.

- Specific projects mentioned include:
 1. Ready to Work and Canadian Workplace Essentials – Yukon Tourism
 2. Essential Skills for Food Prep – Yukon College, Old Crow Campus

- In addition, in 2011-12, approximately 18% of the LMA budget will be invested in activities that facilitate on-the-job training or workplace based upgrading.

B. CONSULTATION PROCESS

- The 2011-12 Annual Plan outlines a consultation process. consultations took place with “key labour market stakeholder” including :
 - service providers
 - community organizations
 - educational organizations
 - employers
 - First Nations
 - French language community
 - other interested individuals and/or organizations
- In addition the recently release Labour Market Framework, a result of extensive consultation, also influenced the plan.

C. ACTUAL SPENDING

- Based on its first Annual Report, Yukon spent 93% of its original planned per annum allocation during the first year of the LMA/STTF agreement.

2009-10 STTF		
Planned \$000's	Actual \$000's	Variance \$000's
1,457	1,352	-105

D. EVALUATION

- There is no mention in the public documents of an evaluation or of the Year Two Review.

E. COMMENTARY

- Although there is not a great deal of information on which to base an opinion, it would appear that literacy and Essential Skills figure into Yukon’s LMA plans.

Literacy and Essential Skills have played a role in training, employability, and sector-specific projects.

- Spending is at pace with allocations.
- Consultations appear to be inclusive, although there is no mention of consultations with literacy organizations.

3. POSSIBLE QUESTIONS FOR THE TERRITORY

1. Did the 2010-2011 Year 2 Review take place?
2. If it did, is a copy publicly available?
3. What are the territory's plans for the LMA/STTF evaluation which is due in 2013? Is there a role that the Yukon Literacy Council can play in the evaluation?
4. Will the LMA/STTF evaluation be made public in 2013?
5. How much money was spent specifically on literacy and Essential Skills in each of the first 2 years of the LMA/STTF?
6. How many clients received literacy and Essential Skills programming? How many clients received certification related to literacy and Essential Skills?
7. What role can the Yukon Literacy Council play in setting the next (2012-2013) annual plan?
8. Will there be a successor to the LMA beginning in 2014? If so, what role will literacy and Essential Skills play in the new LMA?
9. What are the plans for re-negotiating the LMA – will there be a public discussion on the LMA, its impact, and future directions?
10. What support can the Yukon Literacy Council provide to the province to improve the literacy and Essential Skills activities under the LMA?

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http://www.hrsdc.gc.ca/eng/employment/partnerships/labour_market_development/index.shtml

LMA information (federal site):

<http://www.hrsdc.gc.ca/eng/employment/partnerships/lma/index.shtml>

Yukon-specific LMDA, LMA, STTF information (federal site):

<http://www.hrsdc.gc.ca/eng/employment/partnerships/pdlmdayukon.shtml>

Yukon-specific LMDA, LMA, STTF information (provincial site):

<http://www.education.gov.yk.ca/advanceded/labour/850.html>