

September 9, 2024

Dear Applicant,

Re: Your request for access to information under Part II of the *Access to Information and Protection of Privacy Act, 2015* (IPGS/049/2024)

On June 4, 2024, the Department of Immigration, Population Growth and Skills received your request for access to the following records:

The following briefing materials for March 2024: BN-2024-0005 - Employment Steps for Success Applications for 2023-24 BN-2023-0017 - Newfoundland and Labrador Forest Industry Association (NLFIA) Proposal BN-2024-0020 - Allocation of Surplus Funding for Participant Costs for Service Agreements for Youth and Students Program BN-2024-0022 - Ukrainian Resettlement BN-2024-0023 - Trades NL Funding Proposal - Extension of the Indigenous Skilled Trades Office (ISTO) BN-2024-0026 - Laughing Heart Music Ltd. - Music Sector Workforce Development Extension BN-2024-0030 - Energy NL Labour Market Partnership - Discover Energy Careers NL BN-2024-0031 - Keyin College - Personal Care Attendant BN-2024-0032 - Rotary Arts Centre - Strategic Cultural Industries Workforce Development Re-alignment BN-2024-0034 - The Office to Advance Women Apprentices (OAWA) Labour Market Partnership BN-2024-0035 - Employment Steps for Success (ESS) Recommended Approvals 2023-2024 BN-2024-0036 - The Trailhead Development company (THDC) Proposal - A Workforce Training Laboratory: Deploying a Research and Innovation Framework for Labour Market Development BN-2024-0037 - The Town of Fogo Island Proposal - Labour Market Research on Current and Emerging Industries on Fogo Island BN-2024-0039 - Community Organizations Funding BN-2024-0040 - FMRI-Ad Hoc Deputy Ministers Meeting - March 25, 2024 BN-2024-0041 - Newfoundland and Labrador Employers' Council Proposal - Wage Incentive Project BN-2024-0042 - The Association of Professional Engineers and Geoscientists of Newfoundland and Labrador (PEGNL) Labour Market Partnership Proposal BN-2024-0054 - UNF-Avalon Integration and Community Building Program (Phase 2)

Due to the scope of this request, IPGS will provide a response to you in three parts with six briefing notes responded in each part. This current response is to Part 2 of your request.

I am pleased to inform you that a decision has been made by the Department of Immigration, Population Growth and Skills, (IPGS), to provide access to some of the information requested to Part 2 of your ATIPP request.

The remaining information has been exempted from disclosure pursuant to the *Access to Information and Protection of Privacy Act, 2015* (the Act) to include:

Policy advice or recommendations:

29(1) The head of a public body may refuse to disclose to an applicant information that would reveal **(a)** advice, proposals, recommendations, analyses or policy options developed by or for a public body or minister;

Disclosure harmful to the financial or economic interests of a public body:

35(1) The head of a public body may refuse to disclose to an applicant information which could reasonably be expected to disclose **(d)** information, the disclosure of which could reasonably be expected to result in the premature disclosure of a proposal or project or in significant loss or gain to a third party; **(g)** information, the disclosure of which could reasonably be expected to prejudice the financial or economic interest of the government of the province or a public body;

Disclosure harmful to personal privacy:

40(1): The head of a public body shall refuse to disclose personal information to an applicant where the disclosure would be an unreasonable invasion of a third party's personal privacy.

Please be advised the following pages have been redacted in their entirety under the following exceptions, under the Act:

Pages Redacted	Sections ATIPPA, 2015
3	29(1)(a), 35(1)(d), 35(1)(g)
6	29(1)(a), 35(1)(d), 35(1)(g)
13	29(1)(a), 35(1)(d), 35(1)(g)
17-18	29(1)(a), 35(1)(d), 35(1)(g)
21	29(1)(a), 35(1)(d), 35(1)(g)

Please be advised that you may ask the Information and Privacy Commissioner to review the processing of your access request, as set out in section 42 of **the Access to Information and Protection of Privacy Act, 2015** (the Act) (a copy of this section has been enclosed for your reference). A request to the Commissioner must be made in writing within 15 business days of the date of this letter or within a longer period that may be allowed by the Commissioner.

The address and contact information of the Information and Privacy Commissioner is as follows:

Office of the Information and Privacy Commissioner
2 Canada Drive
P. O. Box 13004, Stn. A
St. John's, NL. A1B 3V8

Telephone: (709) 729-6309
Toll-Free: 1-877-729-6309
Email: commissioner@oipc.nl.ca



Government of Newfoundland and Labrador
Department of Immigration, Population Growth and Skills

You may also appeal directly to the Supreme Court within 15 business days after you receive the decision of the public body, pursuant to section 52 of the Act (a copy of this section has been enclosed for your reference).

If you have any further questions, please contact me via email at ATIPP-IPGS@gov.nl.ca.

Sincerely,

Asia Bazzocchi
Asia Bazzocchi
IPGS ATIPP Coordinator

Access or correction complaint

42. (1) A person who makes a request under this Act for access to a record or for correction of personal information may file a complaint with the commissioner respecting a decision, act or failure to act of the head of the public body that relates to the request.

(2) A complaint under subsection (1) shall be filed in writing not later than 15 business days

(a) after the applicant is notified of the decision of the head of the public body, or the date of the act or failure to act; or

(b) after the date the head of the public body is considered to have refused the request under subsection 16 (2).

(3) A third party informed under section 19 of a decision of the head of a public body to grant access to a record or part of a record in response to a request may file a complaint with the commissioner respecting that decision.

(4) A complaint under subsection (3) shall be filed in writing not later than 15 business days after the third party is informed of the decision of the head of the public body.

(5) The commissioner may allow a longer time period for the filing of a complaint under this section.

(6) A person or third party who has appealed directly to the Trial Division under subsection 52 (1) or 53 (1) shall not file a complaint with the commissioner.

(7) The commissioner shall refuse to investigate a complaint where an appeal has been commenced in the Trial Division.

(8) A complaint shall not be filed under this section with respect to

(a) a request that is disregarded under section 21 ;

(b) a decision respecting an extension of time under section 23 ;

(c) a variation of a procedure under section 24 ; or

- (d) an estimate of costs or a decision not to waive a cost under section 26 .
- (9) The commissioner shall provide a copy of the complaint to the head of the public body concerned.

Direct appeal to Trial Division by an applicant

52. (1) Where an applicant has made a request to a public body for access to a record or correction of personal information and has not filed a complaint with the commissioner under section 42 , the applicant may appeal the decision, act or failure to act of the head of the public body that relates to the request directly to the Trial Division.

(2) An appeal shall be commenced under subsection (1) not later than 15 business days

(a) after the applicant is notified of the decision of the head of the public body, or the date of the act or failure to act; or

(b) after the date the head of the public body is considered to have refused the request under subsection 16 (2).

(3) Where an applicant has filed a complaint with the commissioner under section 42 and the commissioner has refused to investigate the complaint, the applicant may commence an appeal in the Trial Division of the decision, act or failure to act of the head of the public body that relates to the request for access to a record or for correction of personal information.

(4) An appeal shall be commenced under subsection (3) not later than 15 business days after the applicant is notified of the commissioner's refusal under subsection 45 (2).

Decision/Direction Note
Department of Immigration, Population Growth and Skills

Title: Energy NL Labour Market Partnership – Discover Energy Careers NL

Decision/Direction Required:

[29\(1\)\(a\), 35\(1\)\(d\), 35\(1\)\(g\)](#)

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Background and Current Status:

- Energy NL, formerly Newfoundland and Labrador Oil & Gas Industries Association (NOIA), underwent a significant rebrand in March 2022. The rebranding to Energy NL reflected the energy evolution occurring globally and enabled the association to expand its mandate beyond oil and gas to include the broader energy sector in NL.
- Energy NL is Canada's largest energy industry association with over 500 member companies. Energy NL's core members provide products and services for the energy industry and associate members represent operators, trade associations, educational institutions, and government bodies.
- Following this rebrand, the Petroleum Industry Human Resources Committee (PIHRC) also underwent a rebrand to Discover Energy Careers NL, and now promotes all energy careers not just those in the oil and gas sector in NL.
- NL is expected to experience a significant labour market shortage in the near future across many sectors. With six potential wind projects and Equinor's Bay du Nord project expected to be developed in the next 5-10 years, the energy industry will struggle to find workers and fill specialized positions.

[29\(1\)\(a\), 35\(1\)\(d\)](#)

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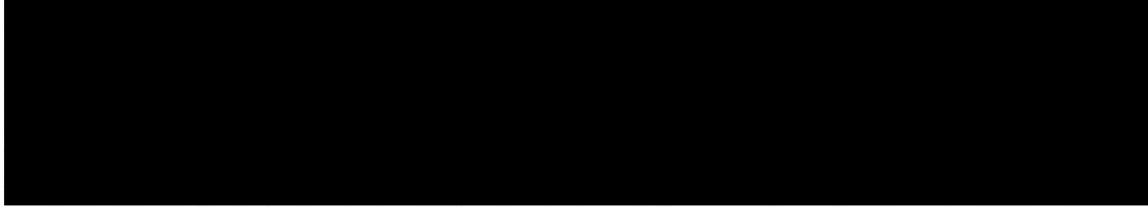
Analysis:

[29\(1\)\(a\), 35\(1\)\(d\)](#)

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29(1)(a), 35(1)(d)

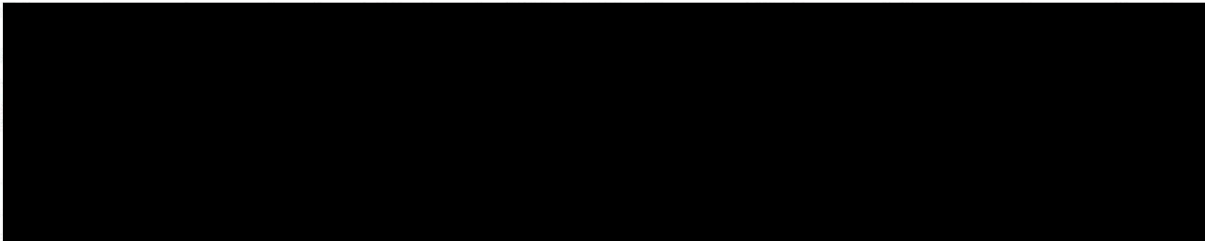
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- Energy NL received funding between 2018-21 which included similar activities, such as a student/educator awareness campaign as well as an oil and gas industry forum for high school students. However, with the significant rebranding to include sustainable energy in their mandates, the current proposal varies significantly from previous years.

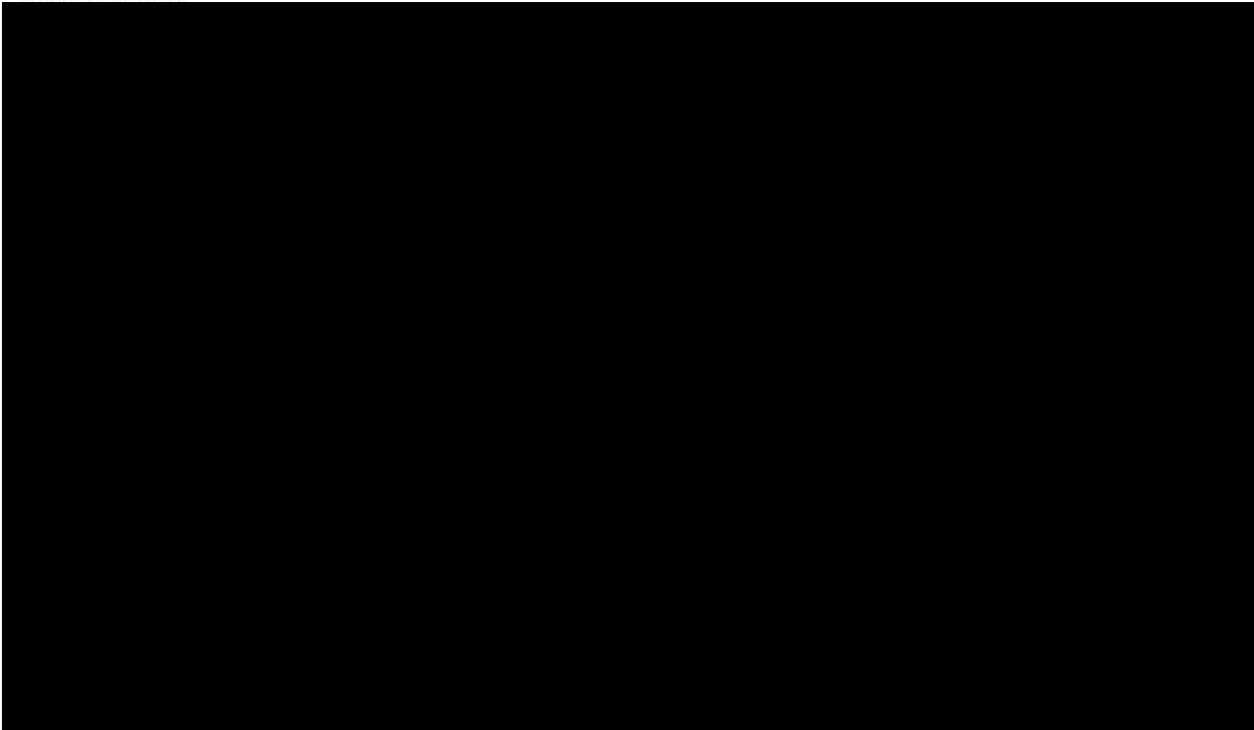
29(1)(a), 35(1)(d), 35(1)(g)

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Alternatives:

29(1)(a)

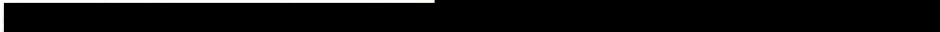


Prepared/Approved by:
Ministerial Approval:

S. Geck /L. Hann /H. Craniford/S. Jones/K. Stone
Received from Hon. Gerry Byrne

s. 40 (1)

March 20 2024



Decision/Direction Note
Department of Immigration, Population Growth and Skills

Title: Keyin College – Personal Care Attendant

[29\(1\)\(a\), 35\(1\)\(d\), 35\(1\)\(g\)](#)

Decision/Direction Required:

- [REDACTED]

Background and Current Status:

- On October 18, 2021, with a goal of continuing to help meet the health care needs of Newfoundlanders and Labradorians, the Provincial Government announced several immediate and interim steps to improve access to primary health care in Newfoundland and Labrador. One of the measures announced was the commitment to further increase the number of graduates in the PCA programs by 20 per cent.
- While funding has been provided since 2020 to help increase the number of trained PCAs in NL, the health care system is still experiencing labour shortages in this occupational area.
- Keyin College is a private training institution that has been delivering training in NL since 1980 and is registered under the **Private Training Institutions Act**. Keyin College has six campus locations across NL.

- [REDACTED]

Analysis:

- The PCA program is a provincial curriculum owned by HCS. All training institutions who deliver PCA must follow the same curriculum. [REDACTED]
- Keyin indicates it is committed to enhancing health care in the province and continues to work with NLHS and other stakeholders for seamless, sustained delivery of health programs to meet future workforce demands. [REDACTED]

[REDACTED]

- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]

Alternatives:

29(1)(a)

[Redacted]

Prepared/Approved by: L. Hann/ H.Craniford/

Ministerial Approval:

[Redacted]

s. 40 (1)

March 19, 2024

[Redacted]

29(1)(a), 35(1)(d), 35(1)(g)

Decision/Direction Note
Department of Immigration, Population Growth and Skills

Title: Rotary Arts Centre – Strategic Cultural Industries Workforce Development Re-alignment

Decision/Direction Required:

- It is recommended that IPGS approve a two-year agreement, with a budget of \$395,000, under the Research and Innovation program, for the Rotary Arts Centre's (RAC) Strategic Cultural Industries Workforce Development Re-alignment project.

Background and Current Status:

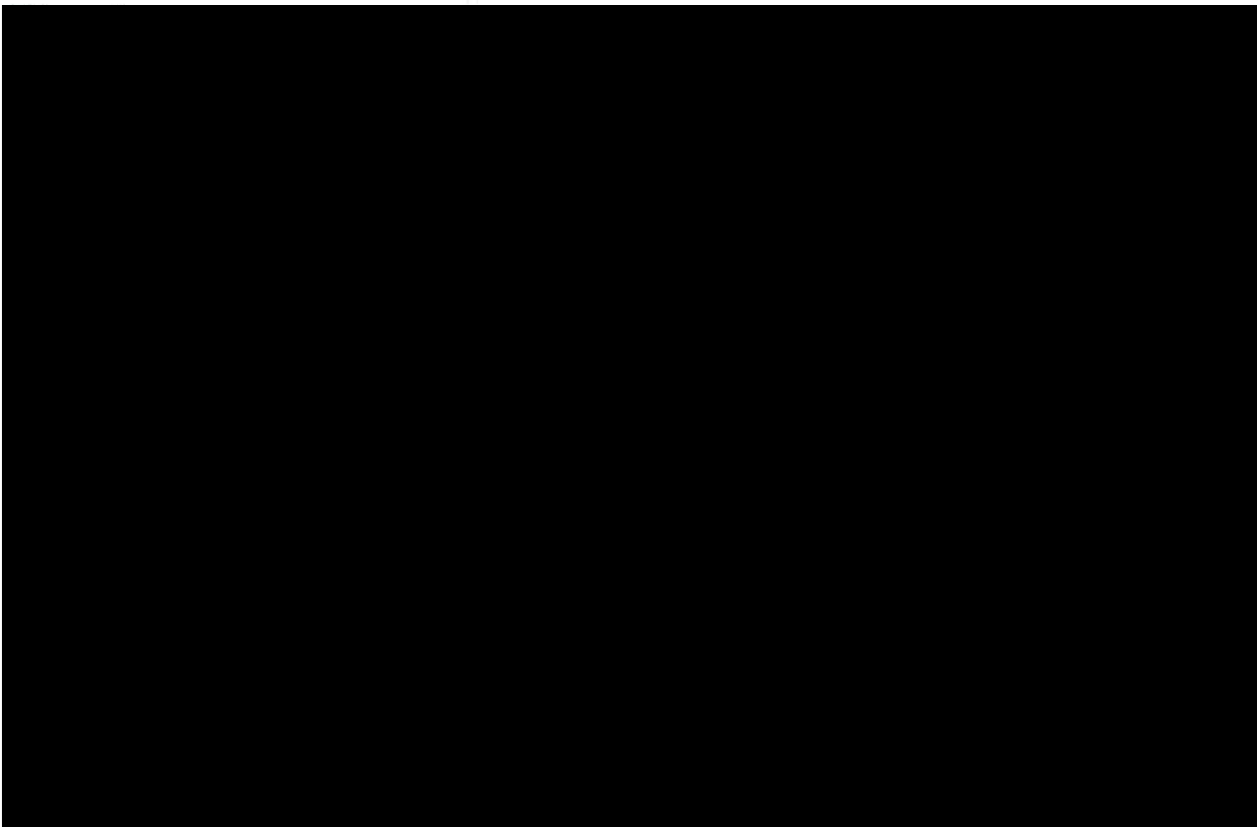
- The RAC is a public, theatrical performance and visual arts presentation space located within the Corner Brook City Hall precinct in the downtown core of the city. The RAC was developed through a comprehensive strategic planning process with community, artistic and business leaders concluding that a small venue, performing, and presentation space was needed within the community and its addition would create significant economic and social value for the community at large.
- RAC is operated by Corner Brook Arts Center Incorporated, which is a not-for-profit company. The early mandate of the RAC was as a community performance and gallery exhibition space. However, a recent strategic review of operations and opportunities, has identified a need for change.
- In May 2023, Premier Dr. Andrew Furey announced that 2024 will be known as the "Year of the Arts," which will support NL's artists and celebrate the rich, vibrant areas and cultural sector they create.
- In fall 2023, through community outreach and engagement, Corner Brook Arts Center Incorporated determined that they would focus more clearly on cultural industry workforce development to give stronger support to local talent. This will allow cultural talent to enter the performance and visual arts job and entrepreneurial marketplace more easily and effectively, with increased skills, experiences, and capacity. To achieve this goal, Corner Brook Arts Center Incorporated has submitted a proposal seeking \$458,600.

Analysis:

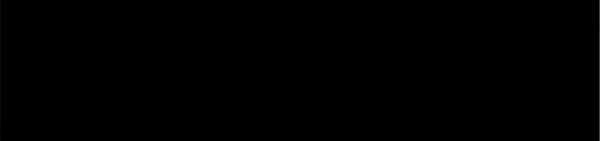
- The RAC indicates that it intends to focus more clearly on local - including talent development; stagecraft and technical development; performing artists; and visual artists. This focus will help the local artists perform in the provincial, Canadian, and International cultural industry environments.
- To accomplish this, the RAC intends to target, at a minimum, the following milestones: 40 local theatre performances per year; 80 associated technical rehearsals per year; 80 local music concerts of which no less than 60 concerts will feature local performers per year; 40 cultural industry workshops per year; 15 gallery openings featuring local visual artists per year; 20 movie presentations, of which 10 will be NL produced and directed short or full length documentaries or movies as available per year; five introductory youth theatre workshops per year; and 10 performances or exhibitions featuring the work of newcomer artists per year.

- From a Workforce Development perspective, it is anticipated that these combined initiatives will allow skills and experiential job development for 350 emerging artists. This would include those examining the cultural industries as an employment or entrepreneurial pathway, such as youth and newcomers to the Corner Brook area.
- Funding for two years would allow the RAC the opportunity to test out a new approach to provide artists with opportunities that were previously not available to them and determine its effectiveness in workforce development in the arts community.
- As 2024 has been designated as the Year of the Arts, this proposal provides increased opportunities to showcase the talent in this province. It supports the goal of positioning NL as a creative and cultural hub where artists can live out their dreams of both creating art and making a living doing so.
- A detailed project budget is available in Annex A. This proposal has been assessed as eligible under the Research and Innovation program. Funding is available under the LMDA to support this initiative.

29(1)(a)



Prepared/Approved by: L. Hann/H. Craniford/S. Jones/K. Stone
Ministerial Approval: Received from Hon. Gerry Byrne



s. 40 (1)

March 20, 2024

Annex A – Rotary Arts Centre Proposed Project Budget

40(1)

Annex A – Rotary Arts Centre Proposed Project Budget

Rotary Arts Centre Budget Request					
Staffing Expenditures	Year 1	Year 2	Total	Recommended	Notes
[Redacted Staffing Expenditures]					
Total Staffing	\$156,800.00	\$156,800.00	\$313,600.00	\$252,000.00	
Overhead Expenditures					
Graphic Design	\$10,000.00	\$10,000.00	\$20,000.00	\$20,000.00	
Telephone and Communications	\$6,000.00	\$6,000.00	\$12,000.00	\$12,000.00	
Office Supplies	\$3,000.00	\$3,000.00	\$6,000.00	\$6,000.00	
Marketing	\$12,000.00	\$12,000.00	\$24,000.00	\$24,000.00	
Travel	\$18,000.00	\$18,000.00	\$36,000.00	\$36,000.00	
Total Overhead	\$49,000.00	\$49,000.00	\$98,000.00	\$98,000.00	
[Redacted Row]					
[Redacted Row]					

Decision/Direction Note
Department of Immigration, Population Growth and Skills

Title: The Office to Advance Women Apprentices (OAWA) Labour Market Partnership

Decision/Direction Required:

[29\(1\)\(a\), 35\(1\)\(d\), 35\(1\)\(g\)](#)

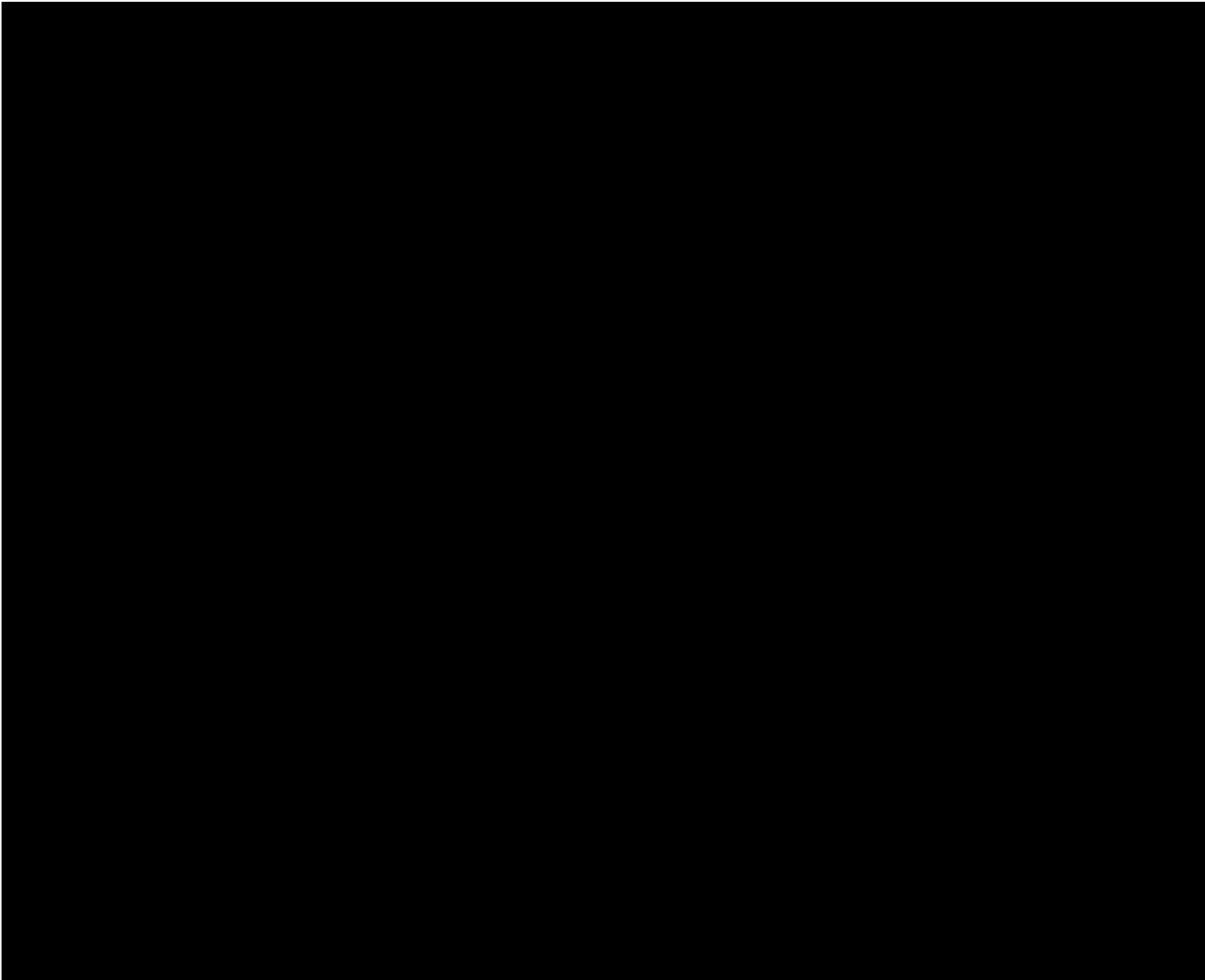
- [REDACTED]

Background and Current Status:

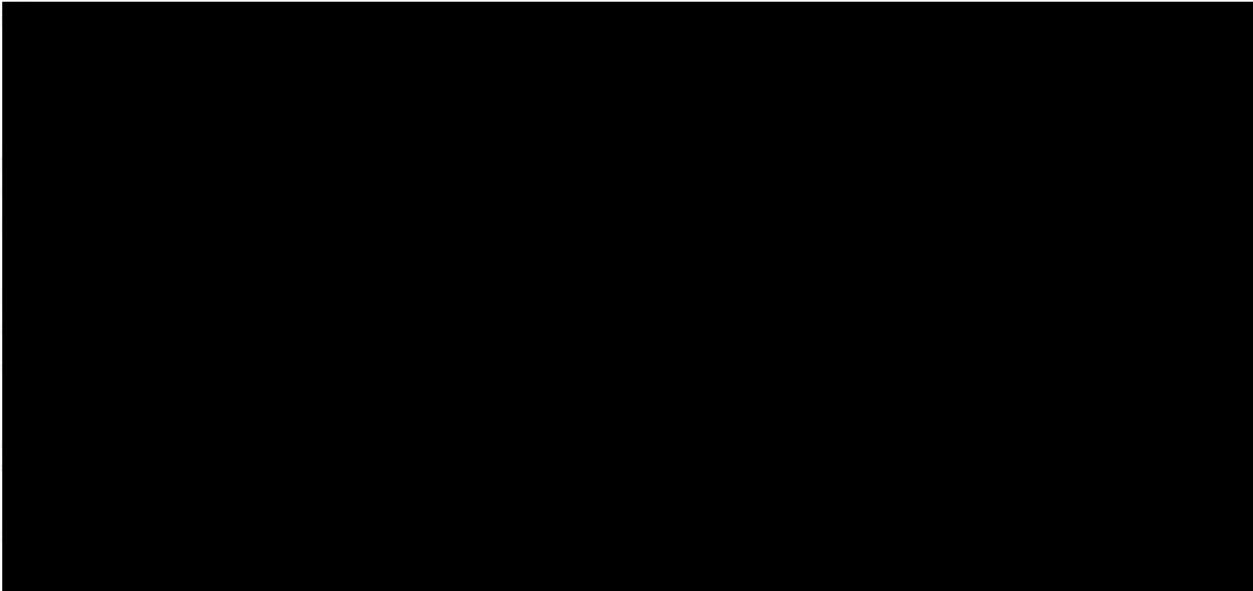
- Since 2009, OAWA has been working with women, who are underrepresented in skilled trades, to assist them in advancing through their apprenticeship to journeyperson status.
- OAWA receives \$257,000 annually to provide employment assistance services to female apprentices. As well, approximately \$670,000 is provided to OAWA to administer Apprenticeship Wage Subsidies for females, on behalf of IPGS. To date, OAWA has over 2,200 tradeswomen from NL registered in its database and have assisted with over 840 employment opportunities. From April 2023 to December 2023, OAWA completed 1,131 interventions with women apprentices.
- OAWA indicates that NL is currently experiencing a surge in industry development in a variety of sectors, including wind energy, mining, hydroelectricity, construction and oil and gas. It is estimated that for the wind energy sector alone, peak employment will reach an estimated 11,694 full-time equivalents during the construction phase.
- As with all large-scale projects, these companies will be required to have benefits plans with the province, including commitments to full and fair opportunity as well as a gender equity and diversity plan that outlines proactive measures for the inclusion of women and other under-represented groups. Through OAWA's conversations with various stakeholders, many contractors and companies are already experiencing labor shortages and difficulties with retention, and this is only expected to get worse.
- Industry partners have reached out to OAWA for support and guidance on how to attract more women to their companies at higher rates than before. However, OAWA has limited capacity within the current staff complement to perform these functions as they are primarily focused on direct client service. [REDACTED]

Analysis:

- [REDACTED]

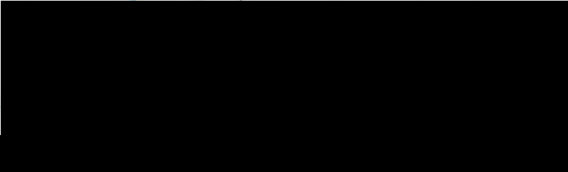


Alternatives:



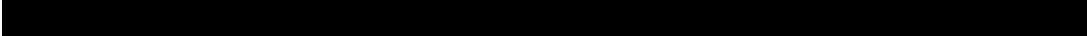


Prepared/Approved by: S. Geck/L. Hann/ H. Craniford/S. Jones/K. Stone
Ministerial Approval: Received from Hon. Gerry Byrne



s. 40 (1)

March 20, 2024



Decision/Direction Note
Department of Immigration Population Growth and Skills

29(1)(a), 35(1)(d), 35(1)(g)

Title: Employment Steps for Success (ESS) Recommended Approvals 2023-24

Decision/Direction Required:

- It is recommended that IPGS approve \$674,732 to support 11 organization under the ESS program for 2023-24, as outlined in Annex A.

Background and Current Status:

- In 2022-23, the ESS pilot program was launched after a review of the Transitions to Work and Linkages programs, which concluded that a new flexible program was needed to better respond to the needs of participants [REDACTED] s. 29 (1)(a)
- There were 20 applications approved for a total approved budget of \$1,211,678 (BN-2023-0044 and BN-2023-0063 refers).
- Although IPGS had allowed organizations to be more flexible under the ESS program, most applications were reiterations of applications to the former programs. Throughout 2022-23, seven of the funded organizations requested extensions due to participant recruitment issues. In examination of contracts, most organizations encountered issues meeting anticipated outcomes.
- In fall 2023, focus groups were held with participating agencies and IPGS staff to determine if another offering of ESS was warranted. At that time, IPGS clarified with organizations the intended participants of ESS (those multi-barriered and furthest away from the labour market) and the expectation that in applying, agencies move away from past programming and propose new, responsive, and cost-effective ideas.
- Feedback from agencies and staff was positive in that they supported the need for this type of programming. As a result, a call for 2023-24 applications was issued on March 5, 2024

Analysis:

- Of the 20 agencies who applied for ESS, 11 are being recommended for approval based on assessment criteria, quality of proposals and funding availability (Annex A refers). The remaining 9 are not being recommended [REDACTED]
- Project activities will continue into 2024-25 to allow agencies less compressed timelines for planning and implementation of activities.
- [REDACTED] 29(1)(a)
- Funding is available under Employment Development Supports activity to support this program in 2023-24.

29(1)(a)

- [REDACTED]

Alternatives:

29(1)(a)



Prepared/Approved by:
Ministerial Approval:

J. Whalen/H. Craniford/S. Jones/K.Stone
Rec'd from Hon. Gerry Byrne

s. 40 (1)

March 21, 2024



Annex A – Employment Steps for Success - Recommended Applications 2023-24

Employment-Steps for Success 2023-24 Recommended			
Organization	Location	Agreement#	Recommended Funding
BAYNET, Bonavista Area Youth Network	Bonavista	340687	\$49,077
Cape Freels Development Association	Wesleyville	340519	\$100,000
Community Education Network Network Hub	Stephenville	340690	\$50,000
CYN Isles of Notre Dame	Summerford	340774	\$48,946
Exploits Community Association	Grand Falls-Windsor	340574/340596	\$98,431
John Howard Society	St. John's	340761	\$50,000
Open Door Community Youth Network	Gander	340584	\$28,360
YMCA Western NL	Corner Brook	340752	\$100,000
Smallwood Crescent Community Centre	Marvstown	340741	\$49,918
St. Barbe Development Association	Plum Point	340700	\$50,000
The Straits Rural Development Association	Shoal Cove East	340544	\$50,000
Total			\$674,732

Decision/Direction Note
Department of Immigration, Population Growth and Skills

Title: *The Trailhead Development Company (THDC) Proposal – A Workforce Training Laboratory: Deploying a Research and Innovation Framework for Labour Market Development*

Decision/Direction Required:

[29\(1\)\(a\), 35\(1\)\(d\), 35\(1\)\(g\)](#)

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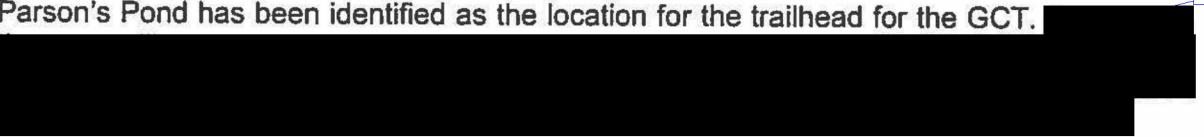
Background and Current Status:

- The THDC is a newly incorporated, not-for-profit organization, with a mandate to advance a comprehensive, innovative, workforce development strategy for the benefit of the Town of Parson's Pond and region. THDC indicates that the projects they plan to undertake are expected to be relevant and scalable to other areas of the Great Northern Peninsula (GNP) and the Great Coastal Trail (GCT) development.
- The mandate of the THDC is to research, develop, and promote innovative, labour market strategies and pilot projects arising from emerging opportunities associated with the regional tourism hiking/biking attraction currently under development as part of the GCT.
- For decades, significant energy and resources have been applied to lever existing attractions along the GNP to attract more of the visitors that come to NL each year. Currently, it is estimated that only 10 per cent of travelers who come to NL visit the GNP.
- The goal of the GCT project is to create a biking and hiking trail that traverses the entire coastline of the GNP starting at Parson's Pond which is the northern boundary of Gros Morne National Park, extending up to 850 kilometres in linear succession. Once completed, the project will create various opportunities along the trail and create workforce opportunities in areas such as resource management, cultural industries, landscape architecture, consulting services, and transportation services.

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Analysis:

[29\(1\)\(a\)](#)

- Parson's Pond has been identified as the location for the trailhead for the GCT. 
- In the first three years of this project, the staff outlined in this proposal will be responsible for oversight of the construction required for the trailhead, in addition to the planning, research and mobilization of workforce development strategies. In the final two years, staff will focus on operational implementation, monitoring, and evaluation.
- THDC intends to investigate the development of the services required to market the THDC as a destination of choice for adventure travelers through social enterprise which will serve

to train the workforce in the skills needed to support the GCT. This model will also help develop the identified businesses, with the goal of converting these social enterprises to fully viable businesses to entice entrepreneurs to the area.

- [Redacted]
- [Redacted]
- [Redacted]

Alternatives:

29(1)(a)

[Redacted]

Prepared/Approved by:
Ministerial Approval:

L. Hann/ H. Craniford/S. Jones/K. Stone
Received from Hon Gerry Byrne

March 22, 2024

s. 40 (1)

[Redacted]

29(1)(a), 35(1)(d), 35(1)(g)