

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

Title: Enhancing Labour Market Development (LMD) through Strategic Pilot Initiatives –
A Proposal for a New Workplan and Reporting Structure for LMDOs

Decision/Direction Required:

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

- [REDACTED]

Background and Current Status:

- LMDOs are responsible for coordinating, developing, and managing a career support service to the public and assisting professionals in their assigned regions of the province. 29(1)(a)

[REDACTED] A synopsis of the position's job responsibilities and the Job Class Profile are attached as [REDACTED] Annex B.

29(1)(a)

- [REDACTED]

29(1)(a)

- [REDACTED]

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

- LMDOs in their position can work with employers across the island and not just within the boundary of the LMDO's current office location.

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

- [REDACTED]

- [REDACTED]

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

○ [REDACTED]

• [REDACTED]

Analysis:

- Regional Services clients are becoming increasingly diverse as the population of the province changes over time. Individuals from under-represented groups in the labour force such as youths, women, newcomers, persons with disabilities, and older workers are attempting to enter the workplace. Likewise, the composition of the provincial economy is changing as new economic opportunities emerge in the technology and energy sectors. As a result, it is important to review labour market development practices to ensure they are tailored to the shifting needs of clients and employers.

• [REDACTED]

• [REDACTED]

• [REDACTED]

• [REDACTED]

Alternatives:

[REDACTED]

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

Prepared/Approved by:
Ministerial Approval:

D. Percey/ G. Kolonel/ A. Alagouza/S. Jones
Received by Hon. Gerry Byrne

40(1)

June 6, 2024

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

Annex B - LMDO Job Class Profile (Regional Career Information Officer)

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Annex B: LMDO Job Class Profile (Regional Career Information Officer)

Obtained from: <https://www.gov.nl.ca/exec/tbs/files/jobeval-jes-r-regional-career-information-resource-officer.pdf>

Job Class Profile: Regional Career Information Officer

Pay Level: CG-37 **Point Band:** 814-847

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	6	5	2	4	5	5	5	2	2	
Points	280	83	13	19	150	108	108	43	21	820

JOB SUMMARY

The Regional Career Information Resource Officer is responsible for coordinating, developing and managing a career support service to the public and assists professionals in a region of the province. Work involves management of a regional Career Information Resource Centre, provision of counselling and training information services including the Career Development Partnership Initiative (CDPI) and coordinating those services through a regional network of government and community based partners.

Key and Periodic Activities
— Supports employers and workplaces to identify human resource related issues and challenges (i.e. recruitment and retention, industry adjustment) and works in partnership with government agencies and community organizations to address issues on a regional level. May involve providing assistance with human resource planning; providing best practice strategies for recruitment and retention and information on HRL&E resources and services. — Conducts and provides labour market research to employers and community partners and may involve specific industry research, trends and activities. Develops and delivers Labour Market Information and career development presentations. — Develops and implements labour market and career information services offered through Career Work Centres. Develops service standards and guidelines for Career Work Centre services. — Develops labour market partnerships with employers, government departments, community agencies and post secondary institutions to support program development aimed at addressing skill shortages and increase employment opportunities for the general public. — Reviews existing programs and services to identify gaps in services. — Develops and coordinates delivery of workshops, seminars and in-service training for community agencies related to labour market information, programs and services. — Acts as departmental representative on a variety of committees. — Compiles and tabulates statistics related to Career Work Centre usage. Reviews resource materials. — Develops and delivers career development sessions for schools with a focus on course selection, labour market, job search, career decision-making and the use of online assessments. — Conducts needs determination as it relates to career development in the education system by

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Key and Periodic Activities

- analyzing career development needs in consultation with key stakeholders and industry experts. Develops workshops based on the needs assessment.
- Builds collaborative relationships with community agencies and school representatives (i.e. teachers and guidance counsellors) to promote career development.
- Researches, reviews and obtains resources to support career planning for schools.
- Provides information to school representatives on all aspects of career development including post secondary, financial resources and Labour Market Information.
- Promotes best practices in career development among teachers, guidance counsellors, community agencies and employers.
- Develops and coordinates career development related professional development opportunities for school staff.
- Provides enhanced services to areas affected by downward workforce adjustment (i.e. business closures or downsizing).
- Provides guidance regarding community proposals for HRL&E programs and services.
- Completes monthly reports

SKILL**Knowledge****General and Specific Knowledge:**

- Labour Market Information and employment trends.
- Career Development and Career Planning.
- K – 12 Education system.
- Human resources related information (i.e. Human Resource Planning, Employee recruitment and retention).

Formal Education and/or Certification(s):

- Minimum: Undergraduate Degree in the Social Sciences or Business Administration

Years of Experience:

- Minimum: 4 – 5 years

Competencies:

- Presentation and facilitation skills
- Analytical and research skills
- Computer skills
- Communication skills
- Writing skills

Interpersonal Skills

- A range of interpersonal skills are utilized including listening to information from employers, community partners and the general public to determine needs relating to career, employment and labour market programs and services and human resource related issues and challenges (i.e. recruitment and retention, industry adjustment related to closures or downsizing); asking

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questions to gather additional information or for clarification; providing routine and complex information regarding programs and services; promoting career development and community/industry partnerships, the use of Career Work Centres as well as the programs and services offered by the Department of Human Resources, Labour and Employment; gaining the cooperation of others in research and partnership development and providing expert labour market advice.

- Communications occur with co-workers and staff in the immediate work area and throughout the department; with supervisors and managers and other government representatives as well as clients and the general public which include employers and community/industry partners.
- The most significant contacts would be representatives from employers, community groups, teachers and guidance counsellors; co-workers especially within Career Work Centres and supervisors and managers for input and direction regarding programs and services.

EFFORT

Physical Effort

- Work demands typically do not result in fatigue, requiring periods of rest.
- Lifting and moving of presentation materials and equipment including laptop computers, projectors, display boards and resource materials weighing up to 25 lbs. occurs occasionally.
- Sitting, standing and walking are regularly required to perform work duties. Work requires sitting at a computer for long periods of time to conduct research and to read and analyze a variety of information including labour market information. Standing and walking are required to conduct presentations as well when working in Career Work Centres. Driving is occasionally required to attend meetings with community and industry partners.
- Fine finger work is required to complete computer related tasks including research and to develop presentations.

Concentration

- Visual concentration is required to operate a computer to develop presentations; write reports and conduct employment and labour market research.
- Auditory concentration is required to effectively listen to clients (i.e. employers, members of the general public) to accurately assess needs and provide related assistance as well as to listen to students during school presentations.
- Alertness for the health and safety of clients accessing Career Work Centres is required.
- Repetition requiring alertness is evident when researching labour market information and when compiling presentation materials.
- Time pressures exist to organize and conduct school workshops; to compile month-end statistics; when involved with employer downsizing and to respond to requests for labour market information from clients, community/industry partners and colleagues.
- Lack of control over work pace occurs in cases of industry adjustment situations which take priority over other work. School calendar of events must be considered when working in the school environment.
- Eye hand coordination is required to complete computer work.
- Exact results and precision is required to compile, analyze and provide accurate and current

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labour market information. Validity and reliability of data to be presented requires verification.

Complexity

- Work involves a series of tasks and activities that are different and require a broad range of skills and knowledge.
- Work related challenges/problems typically must be defined with practical solutions found; require problem definition and analysis which sometimes requires the development of complex solutions.
- Typical challenges/issues vary depending on the nature of the work performed but may include: assessing human resource needs of employers and working with employers to determine the best approach to service provision (often relates to employee recruitment and retention); assisting employers to access HRL&E funding sources; developing ideas to meet the unique needs of students and using career development concepts and applying them within the educational system.
- References available to address typical challenges and issues include co-workers and supervisors as work sometimes requires a collaborative effort to reach solutions; available research for information sharing; industry partners, departmental policies and procedures and program specific guidelines and eligibility requirements for a variety of employment related services.

RESPONSIBILITY

Accountability and Decision-Making

- Work tasks and activities are somewhat prescribed or controlled as broad departmental guidelines, regional work plans and strategic direction are in place and key work areas have been identified, however daily work tasks are completed independently.
- Independent decisions are made related to the career development and planning needs of schools and students; to organize and participate in meetings with colleagues, clients and industry/community partners; to the physical set up of Career Work Centres; to lead the development, delivery and coordination of Career Work Centre services; to develop and deliver information sessions and workshops and to consult with employers to identify human resource related issues and challenges including recruitment and retention and industry adjustment.
- Decisions requiring supervisory approval would include financial purchases beyond petty cash; partnering in new initiatives on behalf of the department; participation in training opportunities and conferences; travel commitments; scheduling staff for Career Work Centres; final approval for the implementation of programs and services (may require provincial office approval).
- Discretion and judgment are exercised to work independently on individual work plans where related duties are self-managed; to promote departmental programs and services; to develop and deliver presentations to community and industry representatives; to evaluate school and student needs as they relate to career development; to work with clients at Career Work Centres and to conduct labour market research.
- High degree of discretion and judgment are exercised in building and maintaining community and industry partnerships to promote career development; when working with industry adjustment situations and when providing assistance to employers experiencing skills shortages, recruitment and retention issues to ensure confidentiality.

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Impact
— Results of job tasks and activities are directly felt within the immediate work area (could be a school environment or Career Work Centre); within the department as work may impact a variety of HRL&E programs and services and outside the department as work typically involves employers, community partners, schools and students and the general public. — Results of work tasks directly impact information in terms of labour market research; material resources including presentation materials; human resources when working with employers experiencing recruitment and retention difficulties and corporate image since work involves providing a highly professional service in the awareness and delivery of HRL&E programs and services to employers and community/industry representatives. — Consequences of mistakes or errors are felt within the immediate work area, department, outside the department and on clients and members of the general public. Mistakes in service delivery at a Career Work Centre would directly impact clients accessing programs and services and co-workers may be misinformed and less prepared to provide appropriate services as a result; the provision of inaccurate labour market information could also negatively impact clients, employers and corporate image as well as programming decisions and community/industry partnerships. Finances may also be impacted by mistakes in terms of wage subsidies available and other funding services. — Mistakes or errors are typically identified and resolved quickly.
Development and Leadership of Others
— Not responsible for the supervision of staff. — Development and leadership responsibilities exist to provide advice and guidance to co-workers and staff within Career Work Centres. May provide orientation to new staff and act as a resource person. — Participates in projects which may involve coordinating activities and responsibilities among staff. Projects may be related to promotional events and initiatives at Career Work Centres or special events at schools such as youth forums and informational fairs.

WORKING CONDITIONS

Environmental Working Conditions
— No special precautions or safety equipment is required. — Limited likelihood of minor cuts, bruises, abrasions, minor illnesses, fractures or injuries resulting in partial or total disability. — Occasionally exposed to computer glare. Occasionally required to travel for meetings with industry and community partners and to schools to conduct presentations which may involve travelling in adverse weather conditions.

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Information Note
Department of Immigration, Population Growth and Skills

Title: Population Changes in Newfoundland and Labrador

Issue: To provide a summary of recent population data released by Statistics Canada for Newfoundland and Labrador, based upon sub-provincial data release.

Background and Current Status:

- On May 22, 2024, Statistics Canada provided updated population data for sub-provincial regions across the country (representing population estimates as of July 1, 2023). This data complements an earlier population data release for overall provinces and territories (PTs) in February 2024.
- In Newfoundland and Labrador (NL), sub-provincial data consists of data for the St. John's Census Metropolitan Area (CMA), as well as for each of its three existing Census Agglomerations (CAs) – Grand Falls-Windsor, Gander, and Corner Brook.
- Combined population estimates for the CMA and CAs provide a reasonable estimate of NL's urban population. Furthermore, by subtracting the population numbers for the CMA and CAs from overall provincial totals, estimates for rural NL can also be obtained.
- In addition to overall population estimates, Statistics Canada's tables provide associated data related to age and gender, as well as for components of population change (including elements of inter-provincial and intra-provincial migration).
- Please note that this data is preliminary and subject to future adjustments.

Analysis:

- Between 2013 and 2023, the total population for NL increased by 2.2 per cent, reaching 538,605 in 2023. Sub-provincial increases were experienced in the Grand Falls-Windsor CA (+2.6 per cent) and the Gander CA (+6.9 per cent), while the total population for the Corner Brook CA decreased slightly (-0.7 per cent). The largest increase occurred in the St. John's CMA, with growth of more than 23,000 people since 2013 (+11.3 per cent).
- Looking at natural population change between July 2022 and 2023, both the CMA and CAs saw a greater number of deaths than births. The number of births and deaths were closer for the St. John's CMA (about 250 more deaths than births), whereas the number of deaths were roughly twice the number of births in most CAs and in rural NL.
- The greatest contributor to population increase in all regions of the province was immigration (with a total provincial increase of 5,337 people between July 2022 and 2023). While all regions saw some increases in immigrants, the St. John's CMA had the largest share by far (3,867 or approximately 73 per cent of the newcomer total). Almost 1 in 5 newcomers settled in rural NL (not in the CMA or CA regions).
- Of those moving across different regions of the province between July 2022 and 2023, the Grand Falls-Windsor CA had the largest percentage share of its population growth coming from other parts of the province (i.e., intra-provincial migrants). The percentage share for

this CA was approximately 71 per cent, while the percentage for the remaining two CAs was around 55 per cent.

- The St. John's CMA had the lowest share of intra-provincial migrants (47 per cent), suggesting a greater contribution of inter-provincial migrants (i.e., those coming from other parts of Canada) to the overall migrant total.
- The largest share of inter-provincial migrants originated from Ontario and, to a lesser extent, Alberta. This was true for the CMA as well as for each of the three CAs in NL.
- Despite having a larger number of inter-provincial migrants than other regions of the province, the St. John's CMA was the only region of the province to see a net decrease in inter-provincial migration (approximately 800). This was the result of more people moving out of the St. John's CMA to other PTs than there were those from these jurisdictions coming into the CMA.
- Although NL's three CAs did see a net increase in inter-provincial migration, this was only a slight increase in each case (less than 100 for the Gander CA and less than 50 for the remaining two CAs).

Action Being Taken:

- None required, for information purposes.

Prepared/approved by:

S. Hoyles/D. Barrett/J. Meadus/K. Norman

Ministerial Approval:

Received from Hon. Gerry Byrne

40(1)

June 6, 2024



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

Title: Ukrainian Resettlement 2024-25

Decision/Direction Required:

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

- [REDACTED]

Background and Current Status:

- Since Russia's illegal invasion of Ukraine in February 2022, over 4,400 Ukrainians have arrived in NL and are residing in 65 communities.
- ANC has provided settlement and employment services to Ukrainian nationals who have selected NL as their destination since May 2022. These services include pre-arrival, reception, temporary accommodation and meals, settlement, health (including mental health), housing, and employment support.
- Canada has extended the Canada-Ukraine Authorization for Emergency Travel measures for eligible individuals until July 31, 2024. This includes the ability to apply for study and open work permits free of charge upon arrival, with settlement supports continuing to be supported by Immigration, Refugees and Citizenship Canada until March 31, 2025.
- As of June 02, 2024, 107 Ukrainians (54 families) are in temporary accommodations at the Holiday Inn St. John's Conference Centre and Hotel, with the remaining individuals in private accommodations throughout the province, and 696 Ukrainian children and youth are enrolled in NLESD schools.

Analysis:

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

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

29(1)(a)

- Since March 2022, IPGS has provided [REDACTED] Provincial and Federal Funding to the ANC to support Ukrainian resettlement. This investment has produced positive results, including promising labour market attachment for skilled Ukrainians in various occupations in demand throughout the province [REDACTED].

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

- [REDACTED]

- [REDACTED]

Alternatives:

29(1)(a)

[REDACTED]

Prepared/Approved by: T. Chawan/R. Filho/M. Kinuthia/J. Collins/M. Walsh/K. Norman/
S. Jones
Ministerial Approval: Received from Hon. Gerry Byrne

40(1)

June 17, 2024

[REDACTED]

Information Note
Department of Immigration, Population Growth and Skills

Title: Labour Force Survey Results, May 2024

Issue: To provide a summary of the latest Labour Force Survey release from Statistics Canada on June 7, 2024, for the month of May 2024.

Background and Current Status:

- Labour Force Survey (LFS) is a monthly household survey conducted by Statistics Canada to monitor labour force activity (such as employment and unemployment) for the population

work in the month previous. See Annex A for

15 years or older during a reference further information on the survey.

mentioned once in Statistics Canada's 'The Daily'

o (+50,000; +0.6 per cent), Manitoba (+7,800; 00 +0.9 per cent), while there were declines in ndland and Labrador (-2,100; -0.9 percent) and cent). There was little change in the remaining

seasonally adjusted data, typically on a month-focuses on year-over-year unadjusted data.

our force increased year-over-year by +3.0 per eased from 58.4 per cent to 59.3 per cent.

ar for the population 15 years or older by +3.4 ease in full-time employment by +5.4 per cent -7.3 per cent (or -2,700). The corresponding , from 52.4 per cent to 53.4 per cent.

or older decreased year-over-year by -0.7 per eased, from 10.2 per cent to 9.9 per cent.

ndland and Labrador had the seventh highest inces and the second highest increase in d Labrador was the only province to see a

(25 to 54 years) increased between May 2023 e the participation rate for the subset of landed ecreased (-0.4 percentage points). As well, the eased over this period (+5.7 percentage points) ve years or less earlier (+5.8 per cent).

Analysis:

- Newfoundland and Labrador (NL) were men for Labour Force Survey, May 2024 results:
 - Employment increased in May in Ontario (+1.1 per cent), and Saskatchewan (+5,4 Alberta (-20,000; -0.8 per cent), Newfoun Prince Edward Island (-1,100; -1.2 per o provinces.
- Statistics Canada's LFS public release uses to-month basis, whereas NL analysis (below)
- For the population 15 years or older, the lab cent (+7,900). The participation rate also incr
- Overall employment increased year-over-yea per cent (+8,100). This consisted of an incr (+10,800) and a decrease in part-time by employment rate increased during this period
- Unemployment for the population 15 years cent (-200). The unemployment rate also dec
- Compared to the rest of Canada, Newfoun increase in labour force among all prov employment. In addition, Newfoundland an decrease in unemployment.
- The participation rate for landed immigrants and May 2024 (+2.0 percentage points) while immigrants who landed five or less years de employment rate for landed immigrants incre as did that for those immigrants who landed f

- LFS data is just one of many data sets used to gauge the performance of the provincial economy. Other economic indicators and factors should also be considered when making general statements about the overall performance of the economy.

Action Being Taken:

- None required, for information purposes.

Prepared/approved by: S. Hoyles/D. Barrett/J. Meadus/K. Norman/S. Jones

Ministerial Approval: Received from Hon. Gerry Byrne

40(1)

June 18, 2024

Annex A: Description of Survey and Survey Indicators

Annex A: Description of Survey and Survey Indicators

- Labour Force Survey is a monthly household survey conducted by Statistics Canada to monitor labour force activity (such as employment and unemployment) for the population 15 years of age or older during a reference week in the month previous (e.g., May 2024 release refers to data collected for the week of May 12-18, 2024). Each month, data is collected from approximately 2,000 households in Newfoundland and Labrador, and respondents are legally required to complete the survey under the *Statistics Act*.
- A person's permanent address for residency is used to determine to which province the respondent/household member's data belongs (e.g., a resident of Newfoundland and Labrador who is working in Alberta would have their responses included in the statistics for Newfoundland and Labrador, not Alberta).
- Statistics Canada releases seasonally adjusted data to compare month-over-month performance (e.g., April 2024 to May 2024). Seasonal adjustment is a statistical procedure designed to isolate and remove the impacts of seasonal variation from one period of time to another and is often used by Statistics Canada to facilitate month-to-month comparisons. Due to the high degree of seasonality in the NL economy, there are often discrepancies between adjusted and unadjusted numbers for the province.
- Statistics Canada also releases unadjusted data, which this department uses to compare year-over-year performance (e.g., May 2023 to May 2024), given the high degree of seasonality in the NL economy.
- Some of the key indicators presented in Labour Force Survey results are as follows:
 - **Labour Force** refers to those who are employed or unemployed. Those not considered to be in the labour force would be those who, during the reference week, were unwilling or unable to offer or supply labour services under conditions existing in their labour markets, that is, they were neither employed nor unemployed.
 - **Employment** refers to those who do any work for pay or profit, or have a job but are absent for some reason during the reference week. This includes employees; self-employed people; unpaid family members working at a family business; and people who have a job but are absent due to illness, vacation, labour disputes, or personal/family reasons (including maternity leave). For the employment numbers presented here, a person with multiple jobs is counted once, and only for their main job (i.e., the one where they worked the most hours during the week). Students who have a job are included in the employment numbers. If they are not working but are attending school full-time, then they are not in the labour force.
 - **Unemployment** refers to those who are without work during the reference week and are available to work. The person must also be actively searching for work, although some exceptions exist (e.g., those on temporary layoff with an expectation of recall and those waiting to start a new job are also considered unemployed).
 - **Participation Rate** is the number of people in the labour force divided by the population.
 - **Employment Rate** is the number of employed divided by the population.
 - **Unemployment Rate** is the number of unemployed persons divided by the labour force.

Annex B: Summary of Labour Force Survey Data – May 2024

Table 1: Labour Force Indicators for Newfoundland and Labrador - May 2024

Unadjusted Data, Comparing May 2024 to May 2023

Population 15+ Years		Change		May 2023	May 2024
		% or percentage points	Absolute		
Labour Force	↑	3.0%	7,900	265,100	273,000
Male	↑	3.0%	4,100	136,000	140,100
Female	↑	2.9%	3,800	129,100	132,900
Participation Rate	↑	0.9	-	58.4%	59.3%
Employment	↑	3.4%	8,100	238,000	246,100
Male	↑	3.5%	4,200	119,300	123,500
Female	↑	3.5%	4,100	118,600	122,700
Full-time Employment	↑	5.4%	10,800	201,000	211,800
Part-time Employment	↓	-7.3%	-2,700	37,000	34,300
Employment Rate	↑	1.0	-	52.4%	53.4%
Unemployment	↓	-0.7%	-200	27,100	26,900
Unemployment Rate	↓	-0.3	-	10.2%	9.9%
Male	↓	-0.5	-	12.3%	11.8%
Female	↓	-0.4	-	8.1%	7.7%

Source: Labour Force Survey, Statistics Canada

Table 2: Labour Force Indicators for Youth (ages 15 - 24) in Newfoundland and Labrador – May 2024

Unadjusted Data, Comparing May 2024 to May 2023

Youth 15-24 Yrs		Change		May 2023	May 2024
		% or percentage points	Absolute		
Labour Force	↑	4.0%	1,400	34,900	36,300
Male	↑	9.9%	1,700	17,100	18,800
Female	↓	-1.7%	-300	17,800	17,500
Participation Rate	↑	0.6	-	62.0%	62.6%
Employment	↑	8.0%	2,300	28,700	31,000
Male	↑	9.6%	1,300	13,600	14,900
Female	↑	6.6%	1,000	15,100	16,100
Full-time Employment	↑	11.5%	1,800	15,600	17,400
Part-time Employment	↑	2.3%	300	13,200	13,500
Employment Rate	↑	2.4	-	51.0%	53.4%
Unemployment	↓	-12.9%	-800	6,200	5,400
Unemployment Rate	↓	-2.9	-	17.8%	14.9%
Male	↑	0.2	-	20.5%	20.7%
Female	↓	-6.6	-	15.2%	8.6%

Source: Labour Force Survey, Statistics Canada

Table 3: Labour Force Indicators for Primary Working Age (ages 25 to 54) Population in Newfoundland and Labrador – May 2024

Unadjusted Data, Comparing May 2024 to May 2023

Primary Working Age 25-54 Yrs		Change		May 2023	May 2024
		% or percentage points	Absolute		
Labour Force	↑	3.8%	6,300	164,000	170,300
Male	↑	3.7%	3,100	82,800	85,900
Female	↑	3.9%	3,200	81,200	84,400
Participation Rate	↑	2.6	-	86.6%	89.2%
Employment	↑	1.3%	2,000	153,000	155,000
Male	↑	0.4%	300	76,200	76,500
Female	↑	2.5%	1,900	76,700	78,600
Full-time Employment	↑	3.6%	5,000	138,600	143,600
Part-time Employment	↓	-20.3%	-2,900	14,300	11,400
Employment Rate	↑	0.4	-	80.8%	81.2%
Unemployment	↑	39.1%	4,300	11,000	15,300
Unemployment Rate	↑	2.3	-	6.7%	9.0%
Male	↑	2.9	-	8.0%	10.9%
Female	↑	1.6	-	5.4%	7.0%

Source: Labour Force Survey, Statistics Canada

Table 4: Labour Force Indicators for Older Workers (ages 55+) in Newfoundland and Labrador – May 2024

Unadjusted Data, Comparing May 2024 to May 2023

Older Workers 55+ Yrs		Change		May 2023	May 2024
		% or percentage points	Absolute		
Labour Force	↑	0.3%	200	66,200	66,400
Male	↓	-1.9%	-700	36,100	35,400
Female	↑	3.3%	1,000	30,000	31,000
Participation Rate	↓	-0.3	-	31.7%	31.4%
Employment	↑	6.9%	3,900	56,200	60,100
Male	↑	8.8%	2,600	29,500	32,100
Female	↑	4.9%	1,300	26,800	28,100
Full-time Employment	↑	8.8%	4,100	46,700	50,800
Part-time Employment	↓	-1.1%	-100	9,500	9,400
Employment Rate	↑	1.5	-	26.9%	28.4%
Unemployment	↓	-37.4%	-3,700	9,900	6,200
Unemployment Rate	↓	-5.7	-	15.0%	9.3%
Male	↓	-9.3	-	18.6%	9.3%
Female	↓	-1.6	-	11.0%	9.4%

Source: Labour Force Survey, Statistics Canada

Table 5: Employment Change for Industries in Newfoundland and Labrador – May 2024
Unadjusted Data, Comparing May 2024 to May 2023

Industry (Population 15+ Years)		Change		May 2023	May 2024
		%	Absolute		
Fish processing	↑	117.1	4,100	3,500	7,600
Educational services	↑	20.1	3,500	17,400	20,900
Trade (Retail and wholesale)	↑	9.2	3,200	34,700	37,900
Primary Fishing	↑	48.1	1,300	2,700	4,000
Finance, insurance, real estate and leasing	↑	14.1	1,000	7,100	8,100
Health care and social assistance	↑	2.2	1,000	45,400	46,400
Professional, scientific and technical services	↑	5.5	600	11,000	11,600
Business, building and other support services	↑	8.9	500	5,600	6,100
Transportation and warehousing	↑	3.4	400	11,800	12,200
Public administration	↑	1.4	300	21,100	21,400
Construction	↓	-1.0	-200	20,400	20,200
Utilities	↓	-13.0	-300	2,300	2,000
Agriculture	↓	-25.0	-400	1,600	1,200
Forestry, fishing, mining, oil and gas (excluding Primary fishing)	↓	-2.7	-400	14,900	14,500
Other services	↓	-10.7	-900	8,400	7,500
Manufacturing (excluding Fish processing)	↓	-23.6	-1,700	7,200	5,500
Accommodation and food services	↓	-11.7	-1,800	15,400	13,600
Information, culture and recreation	↓	-28.9	-2,200	7,600	5,400

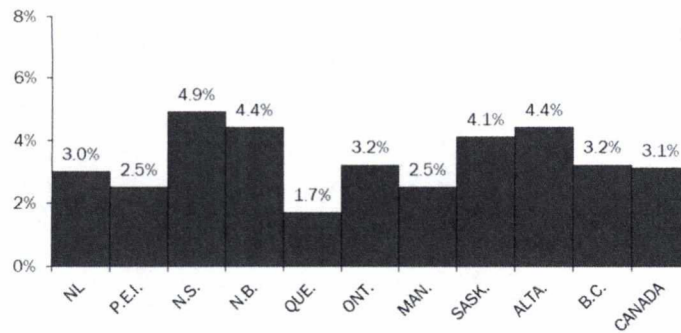
Source: Labour Force Survey, Statistics Canada

Table 6: Employment Change for Regions in Newfoundland and Labrador (3-month moving average March 2024 – May 2024)
Unadjusted Data

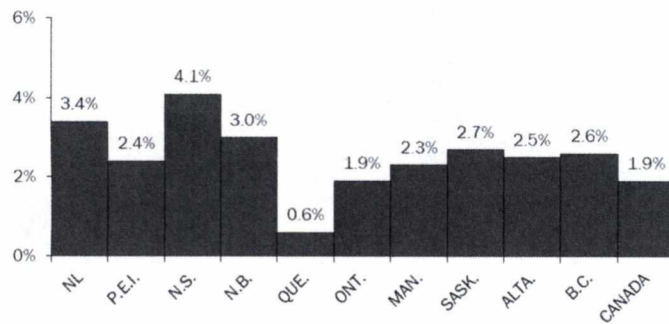
Employment by Regions, CMA and Non-CMA (3-month moving average, Pop 15+)		Change		May 2023	May 2024
		%	Absolute		
Total	↑	3.7	8,600	230,700	239,300
Avalon Peninsula	↑	3.3	4,500	136,100	140,600
<i>St. John's CMA</i>	↑	3.4	3,900	113,700	117,600
<i>Avalon Region Non-CMA</i>	↑	2.7	600	22,400	23,000
South Coast – Burin Peninsula and Notre Dame - Central - Bonavista Bay	↑	6.6	3,300	49,900	53,200
West Coast - Northern Peninsula – Labrador	↑	1.8	800	44,700	45,500
All Areas Outside St. John's CMA	↑	4.0	4,700	117,000	121,700

Source: Labour Force Survey, Statistics Canada

Change in Labour Force (%) - Canada and the Provinces
Unadjusted Data: Comparing May 2024 to May 2023



Change in Employed (%) - Canada and the Provinces
Unadjusted Data: Comparing May 2024 to May 2023



Change in Unemployed (%) - Canada and the Provinces
Unadjusted Data: Comparing May 2024 to May 2023

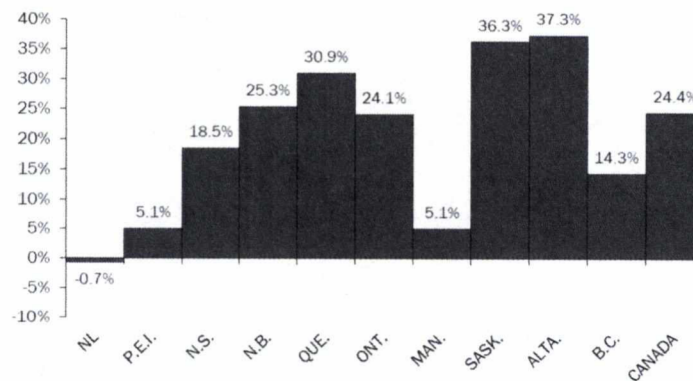


Table 7: Labour Force Indicators for Newfoundland and Labrador – Annual 2024
Unadjusted Data, Annual Change from January-May 2023 to January-May 2024

Population 15+ Years		Change		2023 annual average	2024 annual average
		% or percentage points	Absolute		
Labour Force	↑	3.4%	8,700	257,900	266,600
Participation Rate	↑	1.0	-	57.0%	58.0%
Employment	↑	3.9%	8,900	227,700	236,600
Employment Rate	↑	1.2	-	50.3%	51.5%
Unemployment	↓	-1.0%	-300	30,300	30,000
Unemployment Rate	↓	-0.4	-	11.7%	11.3%

Source: Labour Force Survey, Statistics Canada

Table 8: Labour Force Indicators Newfoundland and Labrador – May 2024
Seasonally Adjusted Data, Comparing April 2024 to May 2024

Population 15+ Years		Change		April 2024	May 2024
		% or percentage points	Absolute		
Labour Force	↑	0.1%	200	268,600	268,800
Participation Rate	-	0.0	-	58.4%	58.4%
Employment	↓	-0.9%	-2,100	244,100	242,000
Employment Rate	↓	-0.5	-	53.0%	52.5%
Unemployment	↑	9.0%	2,200	24,500	26,700
Unemployment Rate	↑	0.8	-	9.1%	9.9%

Source: Labour Force Survey, Statistics Canada

Table 8: Change in Participation Rate and Employment Rate for Immigrant Groups, 25 to 54 Years of Age, Newfoundland and Labrador (3-month moving average March 2024 – May 2024)
Unadjusted data

Immigrant Groups and Labour Market Rates (3-month moving average, Population 25 to 54 Years of Age)		Percentage Point Change	May 2023	May 2024
Landed Immigrants				
Participation Rate	↑	2.0	87.7%	89.7%
Employment Rate	↑	5.7	81.5%	87.2%
Immigrants, Landed 5 or Less Years Earlier				
Participation Rate	↓	-0.4	86.8%	86.4%
Employment Rate	↑	5.8	78.9%	84.7%

Source: Labour Force Survey, Statistics Canada

BN-2024-0082

Information Note
Department of Immigration, Population Growth and Skills

Title: Connections for Seniors (CFS) - Empowering an Older Workforce Summit

Decision/Direction Required:

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

- [REDACTED]

Background and Current Status:

- Established in 2018, CFS is a non-profit organization located in St. John's that provides fundamental support services to adults aged 55 and older in the St. John's Metro Area. CFS works to represent the needs, aspirations, and perspectives of older adults as they assist their clients in navigating the journey of aging, addressing barriers and challenges unique to aging populations.
- CFS notes that NL's population bears the greatest percentage of individuals over the age of 65 in any other jurisdiction in Canada; additionally, they project a 50 per cent increase in the proportion of older adults in NL's population by 2031.
- As NL's population ages, CFS anticipates an increased need for older workers to ensure the stability of the provincial labour market. Additionally, they note an increase in workforce re-entry by retirees since 2019; however, CFS contends that organizations rarely put programs in place to integrate and support older workers.

- [REDACTED]

Analysis:

- [REDACTED]

- [REDACTED]

- [REDACTED]

- [REDACTED]

2

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

- [REDACTED]

Alternatives:

[REDACTED]

Prepared/Approved By:
Ministerial Approval:

T. Cuff/L. Hann /H. Craniford/S. Jones
Received from Hon. Gerry Byrne

[40\(1\)](#)

June 11, 2024

[REDACTED]

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

Title: College of Registered Nurses of Newfoundland (CRNNL)/ College of Licensed Practical Nurses of NL (CLPNL) –Plain Language Review

Decision/Direction Required:

- It is recommended that funding of \$25,000 be approved under the Labour Market Partnership program (LMP) to support the CRNNL/CLPNL's proposal to conduct a comprehensive plain language review of licensure requirements.

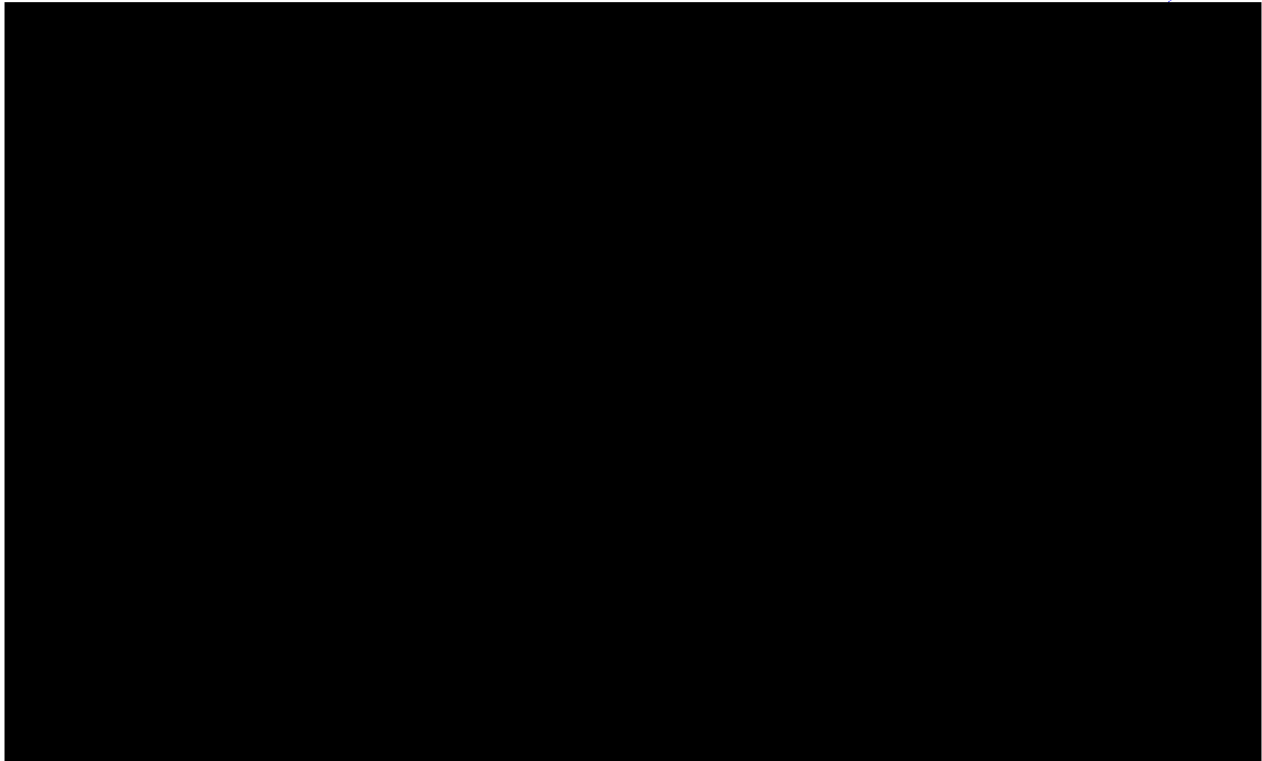
Background and Current Status:

- Since 1954, the College of Registered Nurses of Newfoundland and Labrador is the regulatory body for all Registered Nurses (RNs) and Nurse Practitioners (NPs) in this province.
- The CRNNL is responsible for licensing all RN's and NP's wishing to practice nursing in NL. The CLPNL holds the equivalent responsibility for the Licensed Practical Nursing (LPN) role.
- Applicants to CRNNL and CLPNL come from many sources including graduates of provincial nursing programs, other Canadian provinces, and from various international countries. The language used to describe the process needs to be straightforward and clear for all audiences while respectful for potential cultural differences in interpretations of terms.
- The Colleges have historically formatted materials using standardized requirements often used in academia as well as incorporated nursing terminology and acronyms, and related legal terms, in accordance with their respective legislation.
- The Colleges are seeking \$25,000 to hire a consultant with expertise and experience in plain language translation to make recommendations on changes to licensure documents.

Analysis:

- The expected results of this project include a comprehensive review of the public documents on licensure to ensure that future applicants understand immediately what is expected of them in their application.
- The intention of this project is to make it easier for individuals outside NL, both nationally and internationally, to apply for licensure in NL in a more expedient manner giving them the opportunity to gain employment as an RN or LPN in the province.
- With current documents written in academic and legislative terms, it is difficult for individuals from other provinces or countries to understand what exactly is required to be licensed in NL. This may lead to individuals seeking licensure in provinces or countries where the requirements are more easily understood.
- The expected deliverables will include a report that details specific recommendations for changes in all the identified licensure processes and a lexicon or dictionary of terms and suggested plain language alternatives to allow the Colleges to transfer this knowledge across other aspects of our written materials.

- The Office of Immigration and Multiculturalism and the Workforce Development Secretariat were consulted on this proposal and were supportive from both a foreign qualification recognition and labour mobility perspective. Both indicate that successful completion of the project will enable international and domestic applicants to better understand the licensure processes of CRNNL and CLPNNL. This will also conform to a regulatory body's duty to provide registration and other relevant information to applicants in a clear and understandable format as per the **Fair Registration Practices Act**.
- The proposal has been assessed and has been determined as eligible under the LMP and funding is available under the LMDA to support this project.

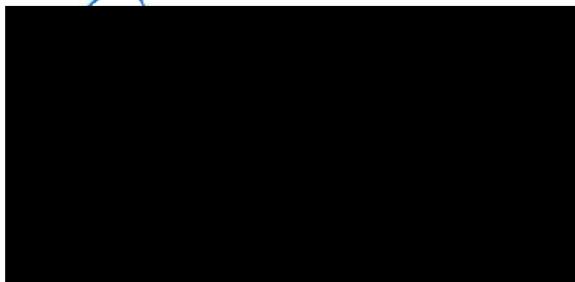
Alternatives:**29(1)(a)**

Prepared/Approved by:
Ministerial Approval:

M. Caines/L. Hann/H. Craniford/S. Jones
Received from Hon. Gerry Byrne

40(1)

June 17, 2024



Running Order Note Atlantic Workforce Partnership (AWP) Virtual Deputy Ministers Steering Committee Meeting	
Meeting Location and Key Logistics	
Thursday, June 27, 2024 3:00 PM – 4:30 PM (NL Time) Microsoft Teams meeting 31(1)(l) Join the meeting now Join on your computer, mobile app, or room device. Meeting ID: [REDACTED] Passcode: [REDACTED] Dial-in by phone [REDACTED] Canada, Halifax Phone conference ID: [REDACTED]	
Newfoundland and Labrador Delegation	
Newfoundland and Labrador will be represented by: • Sharlene Jones, Deputy Minister, IPGS • Katie Norman, Assistant Deputy Minister, Immigration and Population Growth, IPGS • Jennifer Meadus, Director, Workforce Development Secretariat, IPGS • Bonnie Steele, Apprenticeship and Trades Certification, IPGS	

Thursday, June 27, 2024	
Agenda Item/ Time	Description of Event
1. 3:00 to 3:05 (5 mins)	34(1)(a)(i) Welcome and Opening Remarks Desired Outcomes: • Land Acknowledgement • Review and approval of the agenda, Record of Decisions (ROD) Materials: a. Deputy Ministers (DM) Steering Committee Agenda [REDACTED] Presenters: [REDACTED]
[REDACTED]	

Materials:**34(1)(a)(i)****Presenter:****NL Position:**

- NL continues to be disappointed and concerned that LMTA top-up funding was discontinued in Federal Budget 2024.

29(1)(a), 34(1)(a)(i), 35(1)(d)

-

- LMTAs were established in 1996, based upon Canada's recognition of P/T jurisdiction over education, training, and local labour market planning.

- P/Ts have been delivering labour market programs and services under the LMTAs for more than a decade, demonstrating our ability to deliver innovative, effective programs and services that meet the changing needs of local and regional labour markets.

- Council of the Federation and Council of Atlantic Premiers agree LMTAs are the cornerstone of labour market programming, and they are the best way for Canada to invest in workers and employers, to best align with unique regional and local employment and labour market needs.

- P/Ts relied on LMTA top-up funding to deliver core programs and services. Since its allocation in 2017, top-up funding has allowed P/Ts to be more responsive to the needs of Canadians and navigate the increasing costs and changes associated with the evolving labour market.

- NL losing \$16.8M in LMTA top-up funding means funding program cuts, at a time when we need to be enhancing programming and supports to address acute skills and labour market shortages. This will also result in third-party providers having to reduce or eliminate the labour market programs they offer to assist those individuals furthest from the labour market.

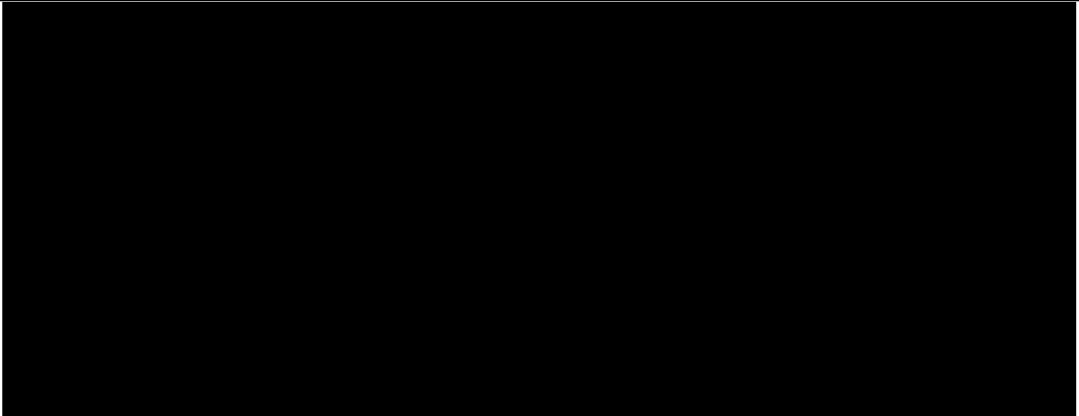
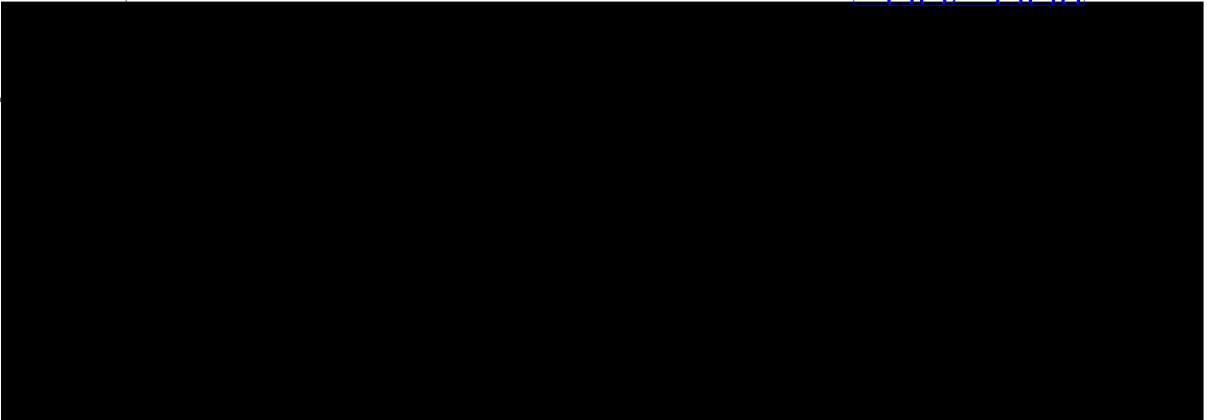
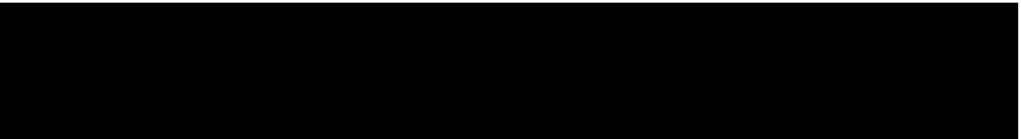
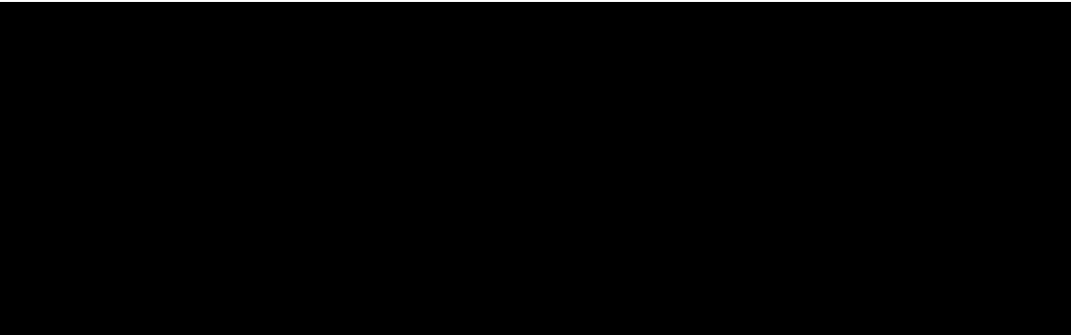
- NL will continue to advocate for re-instatement of the LMTA top-up funding and will not entertain discussion with ESDC outside of LMTA top-up funding reinstatement.

29(1)(a), 34(1)(a)(i)

29(1)(a), 34(1)(a)(i)

	• [REDACTED] • [REDACTED]
3. 3:55 to 4:00 (5 mins)	29(1)(a), 34(1)(a)(i) [REDACTED] Presenter: [REDACTED] 34(1)(a)(i) <u>NL Position:</u> • Provincial immigration pathways remain the best way to settle prospective newcomers. 29(1)(a), 35(1)(d) • CBS is a more direct route to permanent residency (PR) for newcomers, making it an attractive option as it requires only one application, not two [REDACTED] • NL is concerned that CBS does not consider foreign credential recognition (FCR) when selecting candidates for PR. This can lead to down-skilling and underemployment among newcomers. CBS should consider (a) whether an applicant has education that qualifies them for licensure in their occupation, and (b) whether the applicant has begun the licensure process. 29(1)(a), 34(1)(a)(i) • [REDACTED] [REDACTED]

29(1)(a), 34(1)(a)(i)

	
	29(1)(a), 34(1)(a)(i)  NL Position:  • NL working level officials have participated in work plan and ToR development discussions through the various working groups. See Annex A for NL participation in working groups. •  

29(1)(a), 34(1)(a)(i)

5. 4:10 to 4:20 (10 mins)	Atlantic Apprenticeship Harmonization (AAHP) Desired Outcomes: • Update on AAHP Materials: a. AAHP Fall 2023 Survey Results Presenter: [REDACTED] <u>NL Position:</u> • NL remains supportive of the AAHP's work in respect to increasing the mobility of apprentices, trade harmonization, and enhanced collaboration within Atlantic Canada.

34(1)(a)(i)

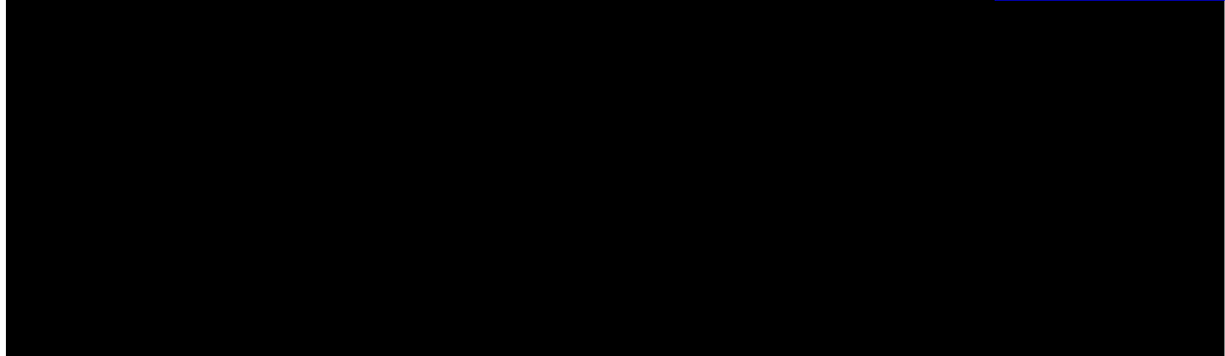
29(1)(a), 35(1)(d)

- NL will continue to support initiatives that will result in increasing the number of registered apprentices and certified journeypersons in the province and in Atlantic Canada [REDACTED].

AWP Positioning

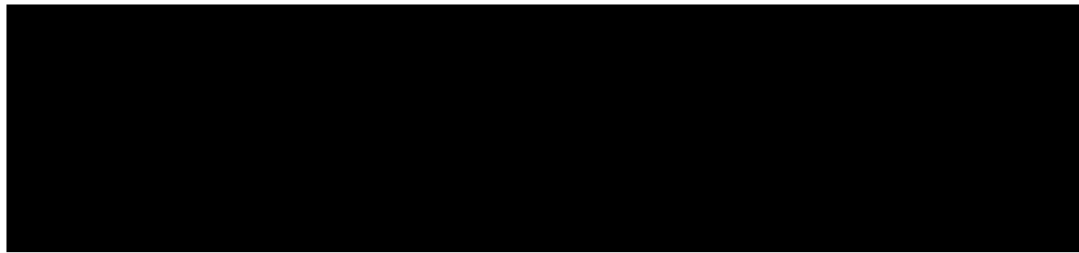
- The Atlantic Provinces agree there is a role for a provincially funded AAHP Maintenance Office to maintain the significant investment of harmonizing 23 Atlantic curriculum standards, to ensure alignment with future changes to the National Red Seal standard.

29(1)(a), 34(1)(a)(i)



34(1)(a)(i)

29(1)(a), 34(1)(a)(i)



7.

Next Steps and Closing Remarks

4:25 to
4:30
(5 mins)

Desired Outcomes:

- Summary of Action Items and Next Steps.

Presenters:

34(1)(a)(i)



Annex A
Atlantic Workforce Partnership
Working Group Participant List NL

Apprenticeship and Trades	
Bonnie Steele Director Apprenticeship and Trades Certification	The Apprenticeship Maintenance Office includes the following Staff Persons: Jodie Wright Program Development Specialist Apprenticeship and Trades Certification Alison Finn Senior Policy, Planning and Research Analyst Apprenticeship and Trades Certification Norma Jean Lake Senior Policy, Planning and Research Analyst Apprenticeship and Trades Certification
Heather Legge Program and Policy Development Specialist Apprenticeship and Trades Certification	
Dean Byrne Manager, Industrial Training Program and Policy Development Specialist Apprenticeship and Trades Certification	
Erika Harris Provincial Manager Apprenticeship and Trades Certification	
Federal Labour Market Programs Working Group	
Rick Hodder Manager of Skills and Training Policy Workforce Development Secretariat	Jennifer Meadus Director, Workforce Development Secretariat Workforce Development Secretariat
Clarence Noseworthy Program Development Specialist Workforce Development Secretariat	Nick Flynn Program Development Specialist Workforce Development Secretariat
Heather Craniford Director, Employment and Training Programs Employment and Training Programs	
Foreign Qualification Recognition and Labour Mobility Working Group	
Geoff Newman Manager of Strategic Initiatives Workforce Development Secretariat	Kamrul Islam Senior Manager Office of Immigration and Multiculturalism
Gabriel Williams Director, Immigration Operations Office of Immigration and Multiculturalism	Meg Foote Manager of Employer Outreach and Labour Attraction Office of Immigration and Multiculturalism
Bonnie Steele Director Apprenticeship and Trades Certification	Erika Harris Provincial Manager Apprenticeship and Trades Certification

Immigration and Population Growth Working Group	
Gabriel Williams Director of Immigration Programs Office of Immigration and Multiculturalism	Jaime Collins Director, Immigration Policy and Settlement Office of Immigration and Multiculturalism
Jennifer Meadus Director, Workforce Development Secretariat Workforce Development Secretariat	Dean Gambin Senior Policy, Planning and Research Analyst Office of Immigration and Multiculturalism
Sonia Parker Manager, Immigration Programs Office of Immigration and Multiculturalism	
Labour Market Information Working Group	
Derrick Barrett Manager, Labour Market Information Workforce Development Secretariat	Sean Hoyles Policy and Planning Development Specialist Workforce Development Secretariat
Skills Training and Micro-credentials Working Group	
Heather Craniford Director, Employment and Training Programs Employment and Training Programs	Lynette Hann Manager, Labour Market Partnerships Employment and Training Programs
Bonnie Steele Director Apprenticeship and Trades Certification	Erika Harris Provincial Manager Apprenticeship and Trades Certification
Dean Byrne Manager, Industrial Training Apprenticeship and Trades Certification	