

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

Title: College of the North Atlantic – Practical Nursing Program Pilot

Decision/Direction Required:

- It is recommended that IPGS approve funding for College of the North Atlantic (CNA) to deliver the Practical Nursing (PN) program as a part-time, blended delivery pilot. If approved, this decision will require reallocating \$1,225,407 from surplus funding under agreement 261323. No additional funding is required to be allocated to CNA to support this request.

Background and Current Status:

- In February 2020, \$10,316,076 was approved by IPGS over five years to support CNA's Health Sciences Responsive Programming project. This approval included \$4,768,901 to expand the PN program in seven different locations, which included increased capacity at three existing sites and added four new offerings in Bay St. George, Burin, Gander, and St. Anthony. This expansion supported 116 additional students from April 1, 2020, to March 31, 2022 [REDACTED]. [29\(1\)\(a\)](#)
- In March 2022, CNA was approved for an additional \$3,865,372 for a one-time offering of 93 PN seats at five campuses for the 2022-23 academic year [REDACTED]. [29\(1\)\(a\)](#)
- In March 2023, CNA requested an additional \$3,405,891 for a one-time offering of 80 PN seats at four campuses. Approved funding of \$2,240,466,80 was provided with the remainder of the request funded from a reallocation of \$1,165,424,20 in surplus funding from other agreements [REDACTED]. [29\(1\)\(a\)](#)
- To explore all avenues of training for the PN program, CNA worked with the Centre for Nursing Studies (CNS), the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNL), and Health and Community Services (HCS) to develop an alternate delivery format. [REDACTED] [29\(1\)\(a\), 35\(1\)\(d\), 35\(1\)\(g\)](#)
- CNA has submitted a proposal, with the support of HCS and NL Health Services (NLHS), to offer a pilot for the PN as a part-time program over a three-year period. CNA is requesting \$1,225,407 for this initiative [REDACTED]. [29\(1\)\(a\), 35\(1\)\(d\)](#)

Analysis:

- For the first six months of 2024, there have been 93 PN job postings recorded through Lightcast, the job vacancy application used by IPGS. This is an increase over the first six months of 2023, which saw 50 postings (total of 158 for 2023) and 58 during the first six months of 2022 (for a total of 121 for 2022). Through engagement with NLHS, IPGS is aware of the increasing need for Licensed Practical Nurses (LPNs) within the public health system. Canada and the US are the only countries with LPNs, therefore international recruitment is challenging. Commonly, NLHS has recruited internationally educated Registered Nurses (RNs) to fill LPN roles. However, with recent changes to RN licensure, many international RNs now qualify for RN roles in this province, which has impacted the labour supply for LPNs.

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

- [Redacted]

- CNA indicates the current full-time program does not allow the option of a reduced workload for students, which has been requested in the past by working students, caregivers, and accommodated students.

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

- [Redacted]

- CNA indicates that several campuses have lab space already set up for the PN program that can be utilized [Redacted].

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

- [Redacted]

- The proposal has been assessed as eligible under the Labour Market Partnerships program, which is fully-federally funded under the Labour Market Development Agreement.

29(1)(a)

[Redacted]

[Redacted]

29(1)(a)

Prepared/Approved by: L. Hann/ H. Craniford/K. Norman/S. Jones
Ministerial Approval: Received from Hon. Sarah Stoodley

August 20, 2024

[Redacted]

40(1)

[Redacted]

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

Decision Note
Department of Immigration, Population Growth, and Skills

Title: Recruitment Support for Employers

Decision/Direction Required:

- It is recommended to launch a Pilot Grant Program that would provide a financial stipend to enable local employers and industry associations to accompany Immigration, Population Growth, and Skills (IPGS) staff on international recruitment missions.

Background and Current Status:

- Newfoundland and Labrador (NL) employers are experiencing labour shortages across multiple sectors. The Office of Immigration and Multiculturalism (OIM) help address labour shortages by organizing international recruitment missions. Past missions have supported employers hiring for trades and construction occupations, early childhood education, K-12 teaching positions in rural areas, social workers, sales and service occupations, and health-related occupations.
- OIM's In-Country-Operations team (ICO) work abroad to develop potential pools of skilled workers in specific occupations. The ICO team travelled to South Korea in fall 2023 and developed a pipeline of talent for early childhood educators (ECEs). As of August 14, 2024, 23 ECEs nominated by OIM in 2024. Education (EDU) is targeting the nomination of 70 international ECEs. EDU covered some costs for an employer to participate in the South Korea mission. In the past, OIM has struggled to attract employers to attend in-person international recruitment missions, due largely to the cost of travel.
- The Atlantic provinces meet regularly to plan international recruitment missions. Prince Edward Island (PEI) offers financial stipends to help offset travel costs for employers. Nova Scotia (NS) has also provided the Atlantic Home Building and Renovation Sector Council with financial contributions to attend recruitment missions organized by the province (**see Annex A**).
- Many employers with skills shortages are small businesses who may lack the financial resources to engage in international recruitment activities in person.
- In fall 2023, IPGS and Industry, Energy and Technology (IET) travelled to Fort MacMurray to host a job fair. IET provided financial incentives to employers to accompany them to participate in the job fair, which resulted in 15 employers travelling to Alberta (**see Annex B**).

Analysis:

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

- In response to a media inquiry from allNewfoundlandandLabrador, IPGS advised that travel stipends will be made available for the Mexico construction mission [REDACTED] IPGS proposes to establish a **Pilot Recruitment Travel Grant Program**, which would:
 - Provide employers the ability to conduct job interviews immediately upon identifying candidates of interest; and,
 - Increase employer engagement in ICO activities and help the province fill vacancies.
 - Employers, industry associations recruiting on behalf of employers and regulatory bodies exploring credential recognition opportunities would all be eligible for this grant.

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

- The pilot grant is recommended [redacted] only for events led by IPGS. In Budget 2024, IPGS was allocated grant funding of \$5 million.

[redacted]

29(1)(a)

- [redacted]

- [redacted]

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

29(1)(a)

[redacted]

Prepared/Approved by:
Ministerial Approval:

S. O'Neill/G. Williams/K. Norman/S. Jones
Received form Hon. Sarah Stoodley

40(1)

August 30, 2024

[redacted]

Annex B: Department of Industry, Energy, and Technology mission to Fort MacMurray

- In August 2023, IET invited IPGS to be part of a job fair in Alberta with the focus to attract ex-patriots to return to NL to work and live.
- In September 2023, IET invited employers to Fort MacMurray to promote employment opportunities in the province to match interested individuals with employers seeking to fill vacancies in NL. To ensure the attendance of employers, IET offered stipends to employers, sending targeted emails to a list of identified employers and Industry Associations to communicate this incentive.
- IET paid for this initiative through their Grants and Contributions budget, having confirmed that these funds would be eligible for disbursement through this route. [29\(1\)\(a\), 35\(1\)\(d\)](#)
- In total, 15 employers availed of the financial assistance to travel to Fort MacMurray to engage with individuals in-person. [REDACTED]
- Outcome measurements were not involved in the process, but there was a survey developed and delivered to all participating employers. IPGS has engaged IET on this item and will seek the results of this survey.

Meeting Note
Department of Immigration, Population Growth and Skills
Deputy Minister Level Meeting on FPT Working Group on Asylum
August 12, 2024, 2:30 p.m. – 3:30 p.m. (NL time)

[Click here to join the meeting](#)

Meeting ID: [REDACTED]
Passcode: [REDACTED] [31\(1\)\(l\)](#)

Attendees:

Sharlene Jones, Deputy Minister, Immigration, Population Growth and Skills
Seamus Breen, Assistant Deputy Minister, Corporate Services and Policy Branch
Jaime Collins, Director of Immigration Policy and Settlement

Purpose of Meeting:

[29\(1\)\(a\), 34\(1\)\(a\)\(i\), 35\(1\)\(d\)](#)

Agenda Item #1: Introduction

Attachments: Meeting Agenda (Annex A) [REDACTED]

NL Position:

- [REDACTED]

Agenda Item #2: Discussion

Objective: To recap the progress of the working group to date.

Analysis:

- [REDACTED] Ministers agreed to establish a temporary working group to better manage the flow of ACs across the country and identify the necessary resources to support them.
- The working group held director-level meetings in June and ADM-level meetings in July to [REDACTED] discuss data needs [REDACTED]. At the official level, work continues to build a shared understanding of available data on AC volumes, processes and procedures, characteristics, needs, and labour market readiness.
- The 2024 Summer Meeting of Canada's Premiers (COF) took place in Halifax from July 16-17. During the meeting, Premiers discussed the need for a fair distribution of ACs across Canada and stressed the importance of the Federal Government providing appropriate

funding for housing and other supports. Premier Furey expressed NL's willingness to collaborate with Canada and other PTs to accommodate its fair share of ACs.

- In response to Premier Furey's comments, IRCC Associate DM Scott Harris requested an informal bilateral discussion with DM Jones on July 24 regarding NL's willingness to welcome

29(1)(a)

more ACs.

[REDACTED]

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

-

[REDACTED]

-

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

- DM Jones received an email from IRCC DM Harpreet Kochhar on August 6 with a data overview for AC and Humanitarian arrivals in NL [REDACTED]. OIM has reviewed the data package and has confirmed the validity of the data.

[REDACTED]

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

-

[REDACTED]

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



NL Position:

- IRCCs recommendation is that NL's share would be comprised of approximately 190 additional ACs. [REDACTED]
- While NL's share of all humanitarian arrivals in Canada (i.e., protected persons, asylum claimants waiting on a decision, and those who are in Canada post-decision) is 0.3%, NL has the highest percentage of GARs among total PRs admitted at 2.2%. [REDACTED]
- Given the increasing number of humanitarian arrivals in Canada, NL also recommends Canada fund asylum welcoming hubs in select cities, similar to The Refugee Centre's "Beyond the Big Cities" project in QC. This project could be used as a case study to harvest best practices and upscale operations across the country.

Agenda Item #3: Roundtable on Voluntary Relocation Models

Objective: To discuss the proposed model for facilitating a more equitable distribution of ACs that is being presented by IRCC.

Analysis:

- Since 2017, Canada has seen a significant increase in AC. In some jurisdictions, IRCC provides what it considers immediate and essential support to ACs through contributions to community-based service provider organizations. Still, PTs must provide services such as legal aid to complete refugee claim applications, K-12 school, language training, housing, and employment support. PTs have called for support in managing the impact of an increase in ACs, particularly on housing.
 - No community organization in NL is currently receiving these contributions. 29(1)(a)



29(1)(a)

[Redacted]

- [Redacted]

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

- [Redacted]

- Provincially-funded supports and services available to ACs in NL are as follows:
 - The ANC provides basic services for ACs, including:
 - Settlement services such as government and community resources, referral-based supports and facilitated connection with legal aid;
 - Language support groups, however, asylum seekers do not have access to formal language classes as they are ineligible under IRCC-funded programs;
 - Employment services such as search information, orientation, and workshops on labour market needs; and
 - Child and Youth Supports such as registration with schools and educational programs.
 - Asylum claimants can be eligible for provincial income support benefits.
 - Asylum claimants are eligible for MCP, once their claim is approved. Prior to that they are covered by the IFHP.
 - K-12 education and transportation to and from school.

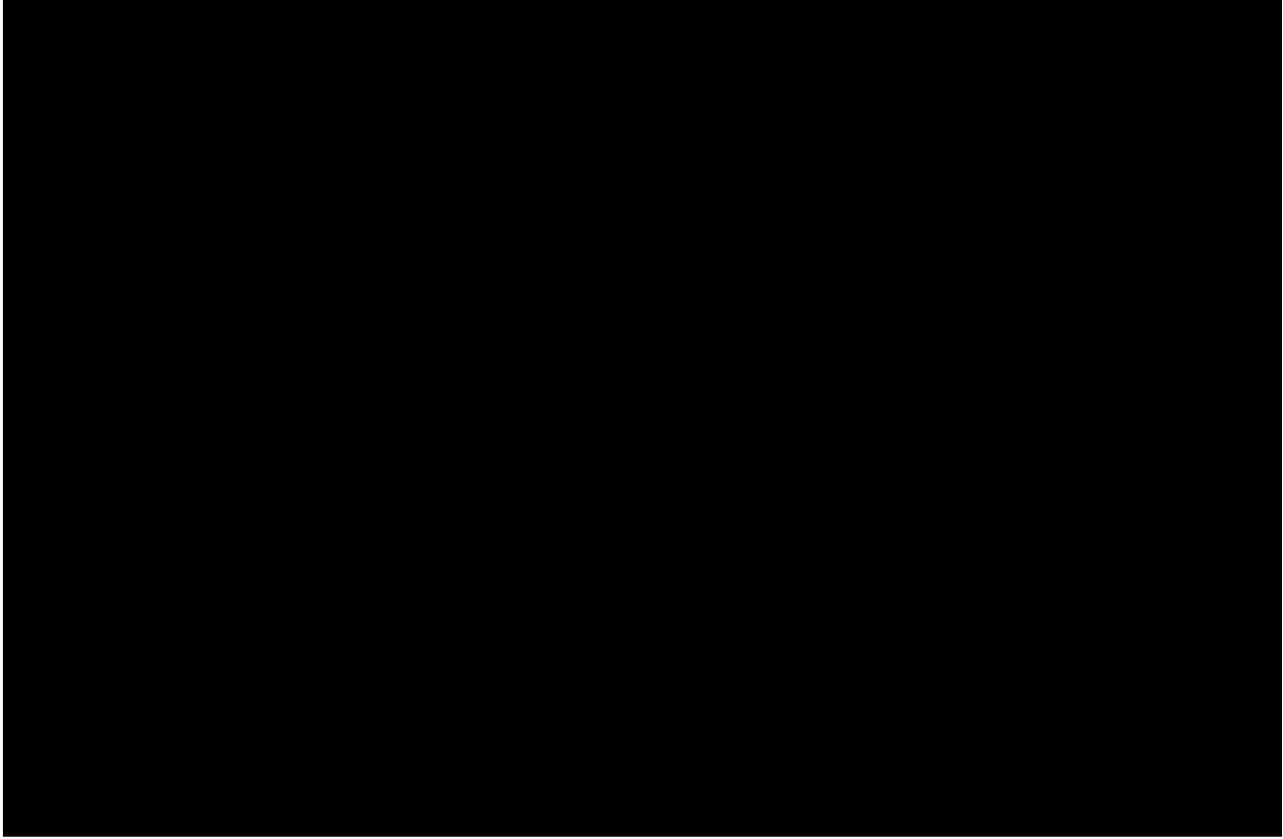
29(1)(a), 34(1)(a)(i), 35(1)(d)

NL Position:

- IRCCs recommendation is that NL's share would be comprised of approximately 190 additional ACs. [Redacted]

[Redacted]

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

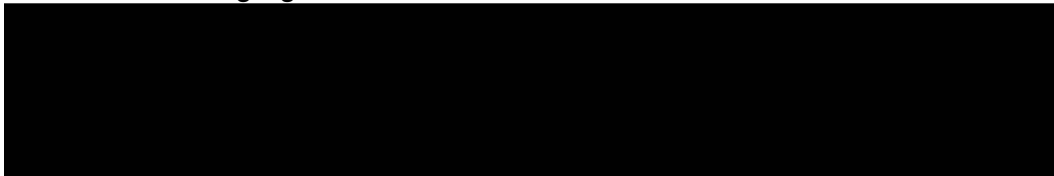


Prepared/Approved by: D. Gambin/A. Higgins/J. Collins/M. Bath/S. Breen

August 10, 2024

Annexes:

Annex A – Meeting Agenda



Annex A

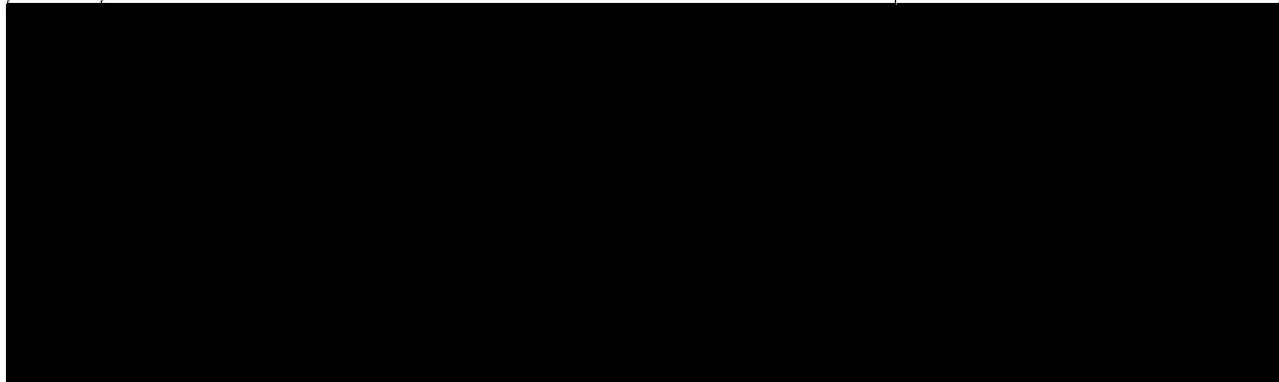
DEPUTY MINISTERS' MEETING ON ASYLUM WORKING GROUP

AGENDA

DATE: August 12, 2024

TIME: 1:00 PM – 2:00 PM EDT

TIME	AGENDA ITEM and OBJECTIVES	ATTACHMENTS
5 mins	1. INTRODUCTION [REDACTED]	<ul style="list-style-type: none"> Meeting Agenda [REDACTED]
5 mins	2. DISCUSSION <ul style="list-style-type: none"> Recap of progress to date 	<ul style="list-style-type: none"> <i>No documents</i>



60 mins

To access this meeting, please refer to the event details below:

- Zoom link:

[REDACTED]

31(1)(l)

- Meeting ID:

[REDACTED]

- Passcode:

[REDACTED]

Meeting Note
Department of Immigration, Population Growth and Skills
FPT Minister’s Working Group on Asylum
August 15, 2024, 2:00 p.m. – 3:00 p.m. (NL time)

[MEETING LINK – not yet provided]

Attendees:

Hon. Sarah Stoodley, Minister, Immigration, Population Growth and Skills
Sharlene Jones, Deputy Minister, Immigration, Population Growth and Skills

Purpose of Meeting:

[29\(1\)\(a\), 34\(1\)\(a\)\(i\), 35\(1\)\(d\)](#)

- No formal agenda has been provided for the meeting [REDACTED]

Anticipated Agenda Item #1: Introduction and Overview of Progress to Date

Objective: To recap the progress of the working group to date.

Analysis:

- The Forum of Ministers Responsible for Immigration (FMRI) makes decisions that establish and shape the shared FPT strategic objectives related to outcomes identified in FMRI’s Strategic Plan for Immigration. With the exception of QC, all PTs participate in FMRI.
 - SK is the PT co-chair for 2023-2026.
- [REDACTED] Ministers agreed to establish a temporary working group to better manage the flow of ACs across the country and identify the necessary resources to support them.
 - The ad-hoc working group is co-chaired by NS.
- [REDACTED] The working group held director-level meetings in June and ADM-level meetings in July [REDACTED]
- [REDACTED]

- The 2024 Summer Meeting of Canada’s Premiers (COF) took place in Halifax from July 16-17. During the meeting, Premiers discussed the need for a fair distribution of ACs across Canada and stressed the importance of the Federal Government providing appropriate funding for housing and other supports. Premier Andrew Furey expressed NL’s willingness to collaborate with Canada and other PTs to accommodate its fair share of ACs.
- In response to Premier Furey’s comments, IRCC Associate DM Scott Harris requested an informal bilateral discussion with DM Sharlene Jones on July 24 regarding NL’s willingness to

29(1)(a)

welcome more ACs.

[REDACTED]

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

[REDACTED]

[REDACTED]

[REDACTED]

Analysis:

- DM Jones received an email from IRCC DM Harpreet Kochhar on August 6 with a data overview for AC and Humanitarian arrivals in NL [REDACTED]. IPGS has reviewed the data package and has confirmed the validity of the data. Key points include:
 - NL’s current share of all humanitarian arrivals in Canada (i.e., protected persons, ACs waiting on a decision, and those who are in Canada post-decision) is 0.3%.

- NL's population share of Canada is 1.3%.
- There are currently 291 ACs with open claims in NL.
- IRCC anticipates there may be 20,000 ACs available for relocation across ON and QC. If NL received 1.3% of these ACs, this would result in approximately 190 additional ACs. However, Canada does not appear to acknowledge the percentage of Government Assisted Refugees (GARs) among total Permanent Residents (PRs) admitted to the province. Therefore we urge Canada to take into consideration the total number of all humanitarian arrivals when quantifying the number of ACs.

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

- [Redacted]

- Since 2017, Canada has seen a significant increase in ACs. In some jurisdictions, IRCC provides what it considers immediate and essential support to ACs through contributions to community-based service provider organizations. Still, PTs must provide services such as legal aid to complete refugee claim applications, K-12 school, language training, housing, and employment support. PTs have called for support from the federal government in managing the impact of an increase in ACs, particularly on housing.
 - No community organization in NL is currently receiving these contributions.

29(1)(a)

- [Redacted]

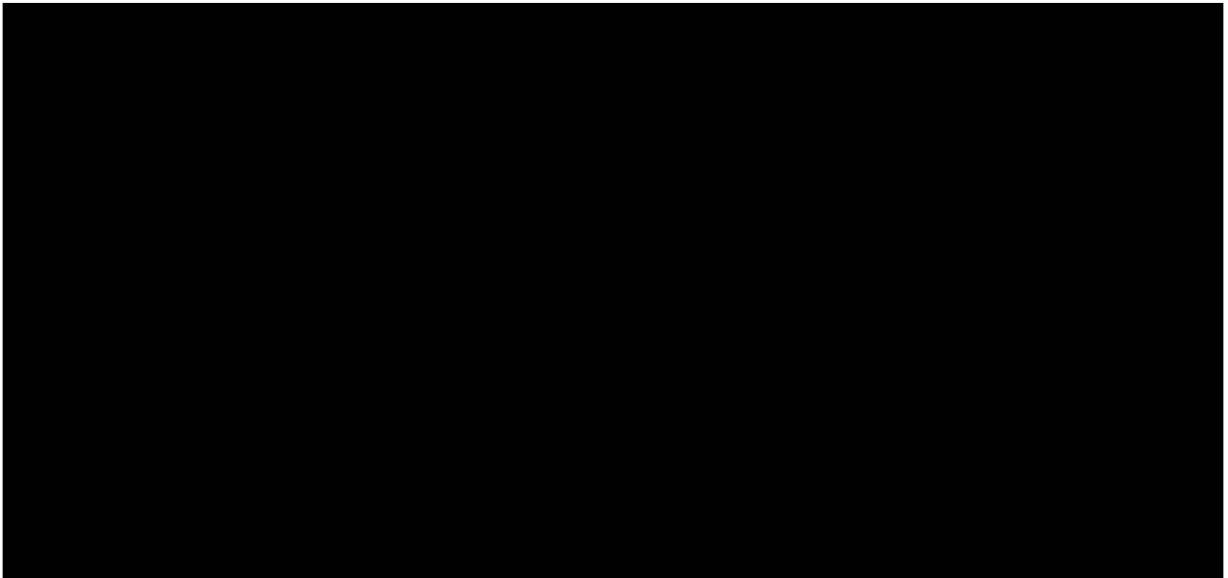
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- [Redacted]

- [Redacted]

[29\(1\)\(a\), 34\(1\)\(a\)\(i\), 35\(1\)\(d\)](#)

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- The Association for New Canadians provides basic services for ACs in NL, including:
 - Settlement services such as government and community resources, referral-based supports and facilitated connection with legal aid;
 - Language support groups, however, asylum seekers do not have access to formal language classes as they are ineligible under IRCC-funded programs;
 - Employment services such as search information, orientation, and workshops on labour market needs; and
 - Child and Youth Supports such as registration with schools and educational programs.
- Other provincial supports include:
 - Asylum claimants are eligible for provincial income support benefits.
 - Asylum claimants are eligible for MCP, once their claim is approved, which takes 18 to 24 months. Prior to that they are covered by the IFHP.
 - K-12 education and transportation to and from school.

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Information Note
Department of Immigration, Population Growth and Skills (IPGS)

Title: Labour Force Survey Results, July 2024

Issue: To provide a summary of the latest Labour Force Survey release from Statistics Canada on August 9, 2024 for the month of July 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 15 years of age or older during a reference week in the month previous. See Annex A.

Analysis:

- Statistics Canada's LFS public release uses seasonally adjusted data, typically on a month-to-month basis, whereas NL analysis (below) focuses on year-over-year unadjusted data.
- For the population 15 years or older, the labour force increased year-over-year by +2.4 per cent (+6,500). The participation rate also increased from 59.5 per cent to 60.2 per cent.
- Overall employment increased year-over-year for the population 15 years or older by +2.0 per cent (+4,900). This consisted of an increase in full-time employment by +2.5 per cent (+5,500) and a decrease in part-time by -1.8 per cent (or -600). The corresponding employment rate increased during this period, from 54.7 per cent to 55.1 per cent.
- Unemployment for the population 15 years or older increased year-over-year by +7.3 per cent (+1,600). The unemployment rate also increased from 8.1 per cent to 8.5 per cent.
- Compared to the rest of Canada, Newfoundland and Labrador had the seventh highest increase in labour force among all provinces and the seventh highest increase in employment. In addition, Newfoundland and Labrador had the second lowest increase in unemployment (although Nova Scotia saw an actual decrease).
- The participation rate for landed immigrants (25 to 54 years) increased between July 2023 and July 2024 (+2.9 percentage points) while the participation rate for landed immigrants who landed five or less years decreased (-1.3 percentage points). The employment rate for landed immigrants increased over this period (+3.7 percentage points) while that for those immigrants who landed five years or less earlier decreased (-2.4 per cent).
- 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. Sarah Stoodley

August 27, 2024

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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., July 2024 release refers to data collected for the week of July 14-20, 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., June 2024 to July 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., July 2023 to July 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 – July 2024

Table 1: Labour Force Indicators for Newfoundland and Labrador - July 2024
Unadjusted Data, Comparing July 2024 to July 2023

Population 15+ Years		Change		July 2023	July 2024
		% or percentage points	Absolute		
Labour Force	↑	2.4%	6,500	271,300	277,800
<i>Male</i>	↑	2.3%	3,200	140,700	143,900
<i>Female</i>	↑	2.6%	3,400	130,600	134,000
Participation Rate	↑	0.7	-	59.5%	60.2%
Employment	↑	2.0%	4,900	249,300	254,200
<i>Male</i>	↑	1.1%	1,400	128,700	130,100
<i>Female</i>	↑	2.9%	3,500	120,600	124,100
Full-time Employment	↑	2.5%	5,500	216,400	221,900
Part-time Employment	↓	-1.8%	-600	32,900	32,300
Employment Rate	↑	0.4	-	54.7%	55.1%
Unemployment	↑	7.3%	1,600	22,000	23,600
Unemployment Rate	↑	0.4	-	8.1%	8.5%
<i>Male</i>	↑	1.1	-	8.5%	9.6%
<i>Female</i>	↓	-0.4	-	7.7%	7.3%

Source: Labour Force Survey, Statistics Canada

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

Unadjusted Data, Comparing July 2024 to July 2023

Youth 15-24 Yrs		Change		July 2023	July 2024
		% or percentage points	Absolute		
Labour Force	↑	2.7%	1,200	43,800	45,000
<i>Male</i>	↑	2.2%	500	22,800	23,300
<i>Female</i>	↑	3.3%	700	21,000	21,700
Participation Rate	↓	-0.2	-	77.4%	77.2%
Employment	↑	3.2%	1,200	37,600	38,800
<i>Male</i>	↑	2.1%	400	19,400	19,800
<i>Female</i>	↑	4.9%	900	18,200	19,100
Full-time Employment	↑	16.9%	3,900	23,100	27,000
Part-time Employment	↓	-17.4%	-2,500	14,400	11,900
Employment Rate	↑	0.2	-	66.4%	66.6%
Unemployment	↓	-1.6%	-100	6,200	6,100
Unemployment Rate	↓	-0.6	-	14.2%	13.6%
<i>Male</i>	↓	0.1	-	14.9%	15.0%
<i>Female</i>	↓	-1.3	-	13.3%	12.0%

Source: Labour Force Survey, Statistics Canada

Table 3: Labour Force Indicators for Primary Working Age (ages 25 to 54) Population in Newfoundland and Labrador – July 2024
Unadjusted Data, Comparing July 2024 to July 2023

Primary Working Age 25-54 Yrs		Change		July 2023	July 2024
		% or percentage points	Absolute		
Labour Force	↑	2.6%	4,200	162,700	166,900
	Male	↑	3.8%	82,300	85,400
	Female	↑	1.4%	80,400	81,500
Participation Rate	↑	1.5	-	85.8%	87.3%
Employment	↑	1.6%	2,500	152,300	154,800
	Male	↑	1.6%	77,300	78,500
	Female	↑	1.7%	75,000	76,300
Full-time Employment	↑	0.5%	700	143,100	143,800
Part-time Employment	↑	18.5%	1,700	9,200	10,900
Employment Rate	↑	0.7	-	80.3%	81.0%
Unemployment		16.3%	1,700	10,400	12,100
Unemployment Rate		0.8	-	6.4%	7.2%
	Male		-	6.1%	8.1%
	Female	↓	-0.3	6.7%	6.4%

Source: Labour Force Survey, Statistics Canada

Table 4: Labour Force Indicators for Older Workers (ages 55+) in Newfoundland and Labrador – July 2024
Unadjusted Data, Comparing July 2024 to July 2023

Older Workers 55+ Yrs		Change		July 2023	July 2024
		% or percentage points	Absolute		
Labour Force	↑	1.9%	1,200	64,800	66,000
	Male		-400	35,600	35,200
	Female	↑	1,600	29,200	30,800
Participation Rate	↑	0.2	-	30.9%	31.1%
Employment	↑	2.0%	1,200	59,400	60,600
	Male	↓	-300	32,100	31,800
	Female	↑	1,400	27,400	28,800
Full-time Employment	↑	2.0%	1,000	50,100	51,100
Part-time Employment	↑	2.2%	200	9,300	9,500
Employment Rate	↑	0.2	-	28.4%	28.6%
Unemployment	-	0.0%	0	5,400	5,400
Unemployment Rate	↓	-0.1	-	8.3%	8.2%
	Male	↓	-	9.8%	9.7%
	Female	-	-	6.5%	6.5%

Source: Labour Force Survey, Statistics Canada

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

Industry (Population 15+ Years)		Change		July 2023	July 2024
		%	Absolute		
Educational services	↑	22.5	3,200	14,200	17,400
Construction	↑	13.2	2,700	20,500	23,200
Health care and social assistance	↑	3.7	1,700	45,600	47,300
Trade (Retail and wholesale)	↑	4.0	1,500	37,100	38,600
Finance, insurance, real estate and leasing	↑	17.8	1,300	7,300	8,600
Fish processing	↑	21.7	1,300	6,000	7,300
Forestry, fishing, mining, oil and gas (excluding Primary fishing)	↑	5.4	800	14,900	15,700
Professional, scientific and technical services	↑	6.0	700	11,700	12,400
Accommodation and food services	↑	4.0	600	15,000	15,600
Public administration	↑	1.8	400	22,400	22,800
Agriculture	↓	-13.3	-200	1,500	1,300
Utilities	↓	-18.2	-400	2,200	1,800
Other services	↓	-4.8	-400	8,400	8,000
Primary Fishing	↓	-14.7	-500	3,400	2,900
Manufacturing (excluding Fish processing)	↓	-10.9	-700	6,400	5,700
Transportation and warehousing	↓	-9.7	-1,400	14,400	13,000
Business, building and other support services	↓	-24.3	-1,800	7,400	5,600
Information, culture and recreation	↓	-32.4	-3,500	10,800	7,300

Source: Labour Force Survey, Statistics Canada

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

Employment by Regions, CMA and Non-CMA (3-month moving average, Pop 15+)		Change		July 2023	July 2024
		%	Absolute		
Total	↑	2.9	7,100	244,400	251,500
Avalon Peninsula	↑	1.8	2,600	142,100	144,700
<i>St. John's CMA</i>	↑	2.0	2,400	117,600	120,000
<i>Avalon Region Non-CMA</i>	↑	0.8	200	24,500	24,700
South Coast – Burin Peninsula and Notre Dame - Central - Bonavista Bay	↑	5.7	3,100	54,600	57,700
West Coast - Northern Peninsula – Labrador	↑	2.9	1,400	47,700	49,100
All Areas Outside St. John's CMA	↑	3.7	4,700	126,800	131,500

Source: Labour Force Survey, Statistics Canada

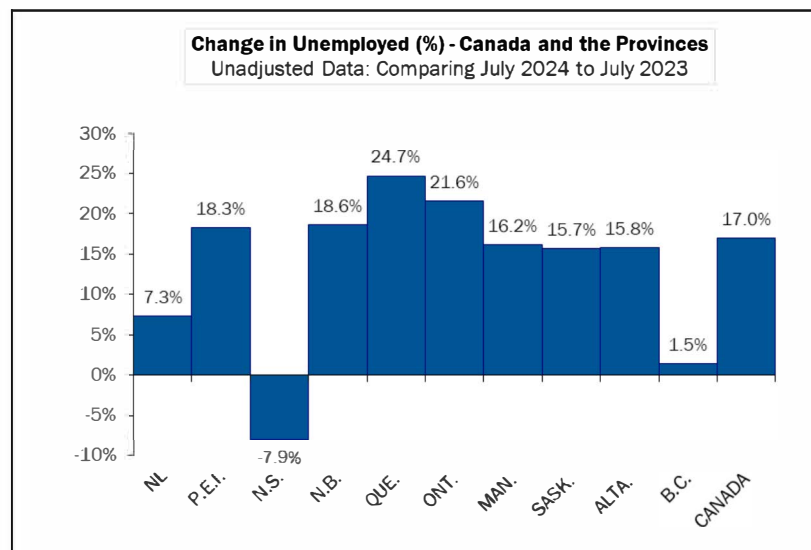
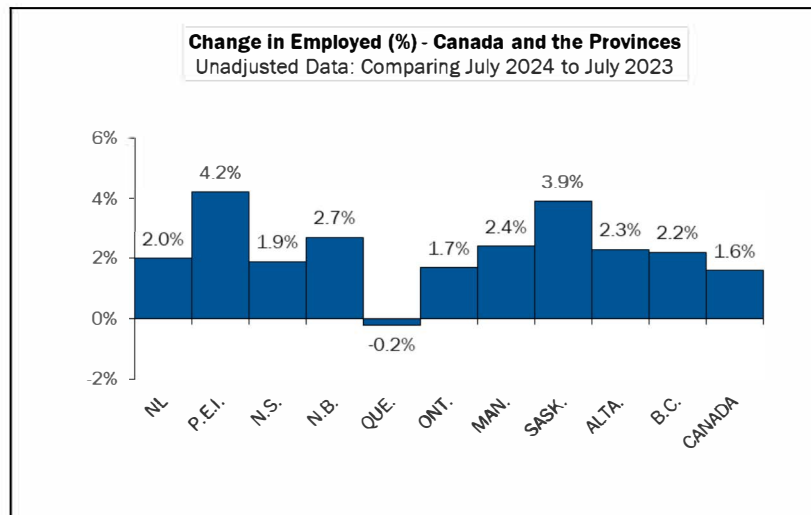
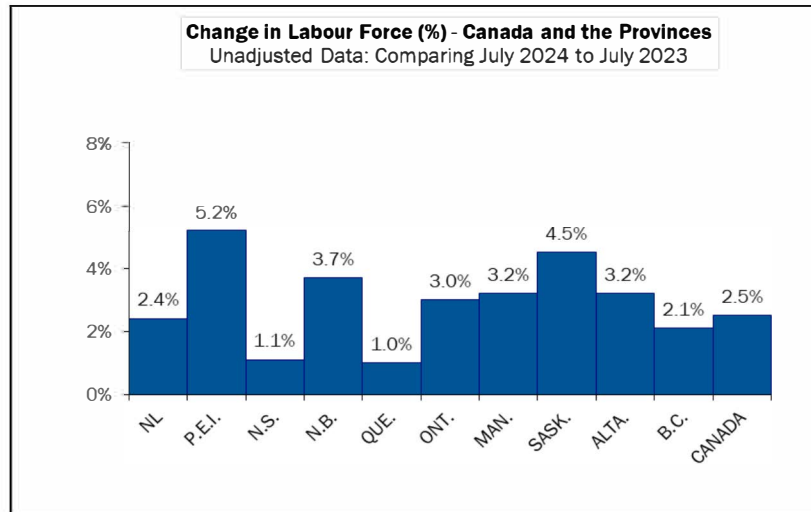


Table 7: Labour Force Indicators for Newfoundland and Labrador – Year-to-date (YTD) average
Unadjusted Data, Year-To-Date change from January-July 2023 to January-July 2024

Population 15+ Years		Change		2023 YTD average	2024 YTD average
		% or percentage points	Absolute		
Labour Force	↑	3.2%	8,400	261,200	269,600
Participation Rate	↑	1.0	-	57.6%	58.6%
Employment	↑	3.5%	8,200	233,400	241,600
Employment Rate	↑	1.1	-	51.4%	52.5%
Unemployment	↓	0.4%	100	27,900	28,000
Unemployment Rate	↓	-0.3	-	10.7%	10.4%

Source: Labour Force Survey, Statistics Canada

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

Population 15+ Years		Change		June 2024	July 2024
		% or percentage points	Absolute		
Labour Force	↑	0.1%	200	269,300	269,500
Participation Rate	-	0.0	-	58.4%	58.4%
Employment	↓	-0.4%	-1,000	244,600	243,600
Employment Rate	↓	-0.3	-	53.1%	52.8%
Unemployment	↑	4.9%	1,200	24,700	25,900
Unemployment Rate	↑	0.4	-	9.2%	9.6%

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 May 2024 – July 2024)

Unadjusted data



Immigrant Groups and Labour Market Rates (3-month moving average, Population 25 to 54 Years of Age)		Percentage Point Change	July 2023	July 2024
Landed Immigrants				
Participation Rate	↑	2.9	87.9%	90.8%
Employment Rate	↑	3.7	84.6%	88.3%
Immigrants, Landed 5 or Less Years Earlier				
Participation Rate	↓	-1.3	91.3%	90.0%
Employment Rate	↓	-2.4	89.1%	86.7%

Source: Labour Force Survey, Statistics Canada

Information Note
Department of Immigration, Population Growth and Skills

Title: Update on United Kingdom In-Country Operations

Background and Current Status:

- Officials from IPGS are concluding in-country work in England, stemming from the recent partnership with Barrow AFC. To meet more individuals seeking to immigrate to the province, IPGS is planning to travel to Manchester, UK from September 11-29, 2024 to meet in-person with more candidates and to participate in three in-person job fairs taking place over three consecutive weekends in Manchester, Milton Keynes, and London, UK.
- IPGS has scheduled a virtual recruitment fair (vFair) targeting individuals residing in the UK and Ireland on August 28. This September 2024 presence will enable vFairs candidates to then meet in person shortly thereafter with IPGS officials to explore immigration more in depth.
- The London Job Shows are the UK’s biggest career events, attracting thousands of employment opportunities and hundreds of employers from the UK and from other countries. The September 2024 fairs are scheduled as follows:
 - Manchester - September 13-14
 - Milton Keynes - September 20-21
 - London - September 27-28
- The London Job Shows are expected to receive a significant amount of attendees. As of August 2024, the organizer of the three fairs reported an average of 14,000 pre-registered attendees at each event, and an average of 180,000 passive visitors.
- The London Job Shows also include advanced promotion by the organizers to advertise NL’s presence through local newspapers, London Job Shows Website, and Social Media platforms. Vendors will also have access to the new Job Board, AstronautJobs.com where NL employers can post their vacancies. This will reach over 177,000 subscribers across the UK.
- The Shows employ a Mobile Scanner Application which allows vendors of the Fairs to collect information from attendees, also powered by vFairs. This compatible data collection would allow IPGS to gather information consistent with current methods for ease of reporting and contacting with attendees for future meetings, engagements, and correspondence.
-  29(1)(a), 35(1)(d)
- Participation in these shows will enable IPGS to further market the province and enable employers to participate in direct recruitment of qualified candidates from the UK. IPGS will engage industries associated with the in-demand occupations as identified by NL employers. This list currently includes health, construction, and early childhood educators.
-  29(1)(a)

29(1)(a)



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

- The cost of IPGS to host booths at three London Job Shows Recruitment Fair events is \$26,000 [redacted]. The costs will be covered under the Office of Immigration and Multiculturalism budget for marketing.

Prepared by: S. O'Neill/G. Williams/K. Norman/S. Jones
Ministerial Approval: Received from Hon. Sarah Stoodley

40(1)

August 30, 2024



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



Information Note
Department of Immigration, Population Growth, and Skills

Title: Newfoundland and Labrador Settlement and Integration Program

Background and Current Status:

- Through an annual call for proposals, the Newfoundland and Labrador Settlement and Integration (NLSIP) provides project-based funding to non-profit organizations, post-secondary institutions, municipalities, and Indigenous Governing Bodies to support the social, economic, and cultural integration of newcomers to the province. NLSIP is a core program delivered by IPGS. IPGS is preparing to issue the 2024-25 call for proposals on August 26, 2024.
- NLSIP has two funding streams:
 - Economic Integration: to support and promote the economic advancement of newcomers to the province through labour market attachment, including advancing employers' capacity to hire and support newcomer employees.
 - Settlement Supports and Services: to provide services that assist newcomers across all stages of their settlement journeys.
- Applications are submitted through the Labour Market Programs Supports Systems (LaMPPS), and the maximum recommended contribution per project is \$300,000. However, each project is assessed in an individual basis, and projects above this threshold may be recommended if the budget requested reflects the scope of the project.
- Applications are assessed based on a number of key criteria, including demonstrated need, the applicant's capacity to deliver, expected impact and outcomes, innovation, and relevance to provincial priorities. Successful applicants will then sign the Contribution Agreement and submit quarterly activity and financial reports. Repeat applicants will be assessed based on their history of achieving performance outcomes under previous NLSIP agreements.
- In 2023-24, 18 recipients received \$4.53 million to offer 31 projects across the province. Budget 2024 included [REDACTED] immigration and settlement-related community grants.

Analysis:

- The continuation of settlement services is required to support newcomer retention in the province. Temporary residents, such as international students, temporary foreign workers, and those coming through provincial immigration pathways, are not eligible for federal settlement support and, as such, typically rely on provincial programming for their settlement needs. NLSIP complements federal funding for new permanent residents, and delivers vital services to newcomers throughout the province.

- [REDACTED]

- The current IPGS mandate letter includes a commitment to establish Newfoundland and Labrador as a leader in settlement and integration. NLSIP enables the community capacity to pursue this reputation.
- NLSIP assists community organizations to implement and maintain key programming and propose new ideas to address service gaps to reflect the evolving needs of newcomers in Newfoundland and Labrador.
- IPGS is preparing to launch this call for proposals on August 26, 2024. A separate media advisory will be advanced for approval prior to issuing.

Prepared/Approved by: T. Chawan/ M.A. Kinuthia/J. Collins/K. Norman/S. Jones
Ministerial Approval: Received from Hon. Sarah Stoodley

August 29, 2024

 40(1)