

Response to Applicant - Partial Disclosure

January 17, 2025

Dear Applicant:

Re: Your request for access to information under Part II of the **Access to Information and Protection of Privacy Act, 2015** [Our File #: IPGS/104/2024]

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

All briefing materials prepared for the Deputy Minister and Minister for the month of October 2024.

I am pleased to inform you that a decision has been made by the Deputy Minister for the Department of Immigration, Population Growth and Skills to provide access to some of the requested information. The responsive records are enclosed.

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;

Section 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;

Harmful to law enforcement

Section 31(1) The head of a public body may refuse to disclose information to an applicant where the disclosure could reasonably be expected to **(l)** reveal the arrangements for the security of property or a system, including a building, a vehicle, a computer system or a communications system;

Disclosure harmful to intergovernmental relations or negotiations

Section 34(1) The head of a public body may refuse to disclose information to an applicant if the disclosure could reasonably be expected to **(a)** harm the conduct by the government of the province of relations between that government and the following or their agencies:
(i) the government of Canada or a province;

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

Section 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;

Disclosure harmful to personal privacy;

Section 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 below pages have been redacted in their entirety, pursuant to the noted sections of ATIPPA, 2015.

Pages	ATIPPA, 2015
17-18	s.29(1)(a), s.34(1)(a)(i), 35(1)(d)
22-23; 26-27	s.29(1)(a), 35(1)(d)

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 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

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 also been enclosed for your reference).

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

Sincerely,


Cindy Joyce
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).

Information Note
Department of Immigration, Population Growth and Skills

Title: Federal Changes to Temporary Foreign Worker Program

Issue: To provide information regarding the Federal Government's August 26, 2024 announcement to restrict access to the Temporary Foreign Worker Program (TFWP) and potential effects on Newfoundland and Labrador.

Background and Current Status:

- Employment and Social Development Canada (ESDC) administers the TFWP, which permits Canadian employers to hire international workers for periods that typically align with the duration of the job offer, as specified in the Labour Market Impact Assessment (LMIA), and can vary in length, often ranging from several months to up to two years or more, depending on the specific situation.
- The TFWP and International Mobility Program (IMP) are two distinct pathways through which temporary residents enter Canada for employment purposes, but they serve different purposes and have different requirements. The TFWP fills short-term labour shortages, often seasonal in fishing plants and on farms. In the IMP, most applicants come through the Newfoundland and Labrador Provincial Nominee Program (NLPNP) and Atlantic Immigration Program (AIP) to work while waiting their permanent residency.
- ESDC works with Immigration, Refugees and Citizenship Canada (IRCC) to review the effectiveness of the TFWP. ESDC and IRCC have announced considerable changes to the TFWP since 2022. Initially, Canada took steps in 2022 to expand access to the TFWP and in 2024 Canada is now working to reduce access.
- This year, IRCC has been vocal about its intention to reduce the number of temporary residents in the country. On March 21, 2024, IRCC noted that Canada's temporary resident population has increased to 2.5 million, or 6.2 per cent of Canada's 2023 population. IRCC noted a commitment to reduce the temporary resident volume to five per cent of Canada's population over the next three years.
- As of the second quarter of 2024, there were 14,821 temporary residents in NL, making up approximately 2.7 per cent of the population.⁵ These residents include international students, TFWs and workers under the IMP. Forty-five (45) per cent of applicants to NL's provincial immigration pathways were temporary residents in Canada at the time of application. Only Prince Edward Island has fewer temporary residents than NL in Canada (see Annex D).
- In April 2022, ESDC announced the TFWP Workforce Solutions Roadmap [REDACTED] 29(1)(a). These changes were intended to help employers use the TFWP more easily. The changes to the TFWP announced at that time included:
 - Extending validity for LMIA's from 12 to 18 months;
 - Extending the employment duration for High-Wage Stream and Global Talent Stream workers;
 - A rise in the percentage of a participating employer's workforce that could be Temporary Foreign Workers (TFWs) from 10 per cent to 20 per cent, and 30 per cent for certain occupations; and,

- Removal of the six per cent Refusal to Process policy, permitting employers hiring in certain National Occupation Classification (NCO) codes to hire through the TFWP when regional unemployment is greater than six per cent.
- On October 26, 2023, ESDC extended the Solutions Roadmap to August 30, 2024, and modified certain elements, including:
 - Adjusting the LMIA validity period from the current 18-month maximum to a maximum of 12 months; and,
 - Requiring that employers annually review wages of their TFWs to ensure that they reflect increases to prevailing wage rates for their given occupation and region of work.
- On March 21, 2024, ESDC effectively rolled back several elements of the Solutions Roadmap, including:
 - Reducing the validity of new LMIAs from 12 months to six months; and,
 - Those employers previously eligible to hire 30 per cent of their staff complement with TFWs saw that percentage reduced to 20 per cent, with exceptions in construction and health care-related sectors.
- On August 26, 2024, ESDC announced changes to the TFWP to further reduce the reliance by employers on the program. These changes include:
 - Refusing to process LMIA applications from employers in Census Metropolitan Areas (CMAs) with an unemployment rate of 6 per cent or higher, with exemptions for primary agriculture, food processing, and fish processing (known as food security sectors), construction and health care; and,
 - Reducing the percentage of employers' staff complement filled by TFWs to 10 percent under the Low-Wage stream, with exemptions for food security sectors, health care and construction; and,
 - Reducing the maximum duration of employment for workers employed under the Low-Wage stream from two years to one year.

Analysis:

- The IMP remains the most popular temporary residency pathway in NL (**see Annex A**). NL may support a closed work permit of its provincial nominees or endorsees while they await their permanent residency application approval, and these work permits are classified under the IMP. Provincial immigration pathways accounted for 65 per cent of the permanent residents in NL from 2021 to Q2 2024 (most recent data available).
- There has been a notable increase in TFWs in NL from 2022 through 2024, particularly for employers in fish and seafood processing (**see Annex A**). This rise is likely due to ESDC's Solutions Roadmap, and in particular the removal of the Refusal to Process policy, thereby allowing rural employers to hire through the TFWP despite regional unemployment rates more than six per cent (**see Annex B**).
- With currently available data, it is not possible to know the full extent of the urban / rural divide among TFWs in Newfoundland and Labrador, given 42 per cent of these TFWs are coded by ESDC as "Not Elsewhere Stated", meaning the location was not indicated [REDACTED]. Of the 918 TFWs with their location specified, only 134 TFWs were noted in the St. John's CMA. 29(1)(a)
- IRCC's Open Data Portal also contains data on positive LMIAs issued to employers in the province. Seventy-four (74) employers with a head office listed in St. John's received positive

LMIA, representing up to 254 positions, from January 2022 until Q1 of 2024. Seventy-two (72) employers are likely operating in St. John's CMA may be affected by the policy changes. Some popular occupations within the list are cooks, food counter attendants, software engineers and designers, hairstylists and barbers, and general farm workers.

- The federal data shows a significant reliance on TFWP for labour-intensive, seasonal jobs in the fish and seafood industry, while the IMP supports a broader range of occupations, including healthcare and service industries, indicating a strategic approach to meeting both short-term and long-term labour needs across sectors and wage levels in NL by the NLPNP and AIP.
- The newest policy change will see IRCC refuse to process LMIA applications in the Low-Wage Stream for employers in CMAs across Canada that have an unemployment rate above six per cent. This change will mean that while most employers hiring TFWs in NL will not be affected by that policy change, being in rural areas, however, those employers in the St. John's CMA may have their recruitment plans disrupted or be unable to recruit for temporary positions.
- The federal policy to reduce and restrict the TFWP is clearly meant to address reduce the volume of temporary residents in Canada by reducing them in CMAs. The reality concerning temporary residents in NL is far different than the national picture. Other provinces continue to see far greater reliance on the TFWP than NL (**see Annex D**). This province continues to see the majority of its temporary residents converted to permanent residence through provincial immigration pathways, and fewer than two per cent of the province's population are temporary residents.
- IRCC's new policy reducing the percentage of an employer's business made up of TFWs back to 10 per cent is unlikely to affect the greatest users of the TFWP in NL. The major growth in the TFWP in this province is due to the rise in employers in fish processing and in seafood plants operations.

TFWs in Food Security Sector and Broader Economy, 2018 to 2024 (YTD) 40(1)

	2018	2019	2020	2021	2022	2023	2024
94142 – Fish and seafood plant workers	55	55	0	15	160	425	580
95107 – Labourers in fish and seafood processing	0	■	65	70	150	200	300
82030 – Agricultural service contractors and farm supervisors	0	0	10	0	0	■	■
Total TFWs approved in Newfoundland and Labrador for all Other Occupations	410	440	430	555	990	1120	1,330

- Restaurants and hospitality employers in NL rely less on the TFWP and instead commonly chose to avail of the NLPNP or AIP.

Action Being Taken:

- IPGS will continue to monitor developments in changes to the TFWP.
- IPGS remains committed to transitioning all Temporary Residents in the province to Permanent Residence. For example, recently IPGS accompanied Association for New

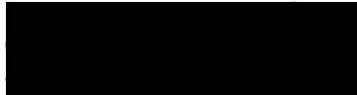
40(1)

Canadians to Hickman's Harbour to deliver an engagement session with TFWs at their request (see **Annex D**). IPGS will continue to engage TFWs and offer supports to them.

- OIM is proactively contacting employers in the St. John's CMA who have approved LMIA's to ensure they are aware of the potential to use the NLPNP or AIP to address workforce needs.

Prepared/Approved by: S. Parker/ P. Pearson/G. Williams/K. Norman/S. Jones
Ministerial Approval: Received from Hon. Sarah Stoodley

October 1, 2024



**Annex A – Number of Temporary Foreign Workers by Program
in Newfoundland and Labrador in 2024 (Q1 and Q2)**

Occupational Category	Temporary Foreign Worker Program	International Mobility Program	Total
0 - Management occupations	0	0	0
1 - Business, finance and administration occupations	0	10	10
2 - Natural and applied sciences and related occupations	45	65	110
3 - Health occupations	0	215	215
4 - Occupations in education, law and social, community and government services	0	30	30
5 - Occupations in art, culture, recreation and sport	0	15	15
6 - Sales and service occupations	55	315	370
7 - Trades, transport and equipment operators and related occupations	155	25	180
8 - Natural resources, agriculture and related production occupations	105	40	145
9 - Occupations in manufacturing and utilities	880	0	880
Other	0	2,110	2,110
Total:	1,240	[REDACTED]	[REDACTED]

29(1)(a)

Highest Occurring Occupations under TFWP – Newfoundland and Labrador in Q1 and Q2 2024	
94142 – Fish and seafood plant workers	580
95110 – Labourers in fish and seafood processing	300
73300 - Other trades and related occupations, n.e.c.	45
82021 - Contractors and supervisors, oil and gas drilling and services	25
85110 - Oil and gas drilling, servicing and related labourers	25

Highest Occurring Occupations under IMP – Newfoundland and Labrador in Q1 and Q2 2024	
Other occupations (unspecified)	2,110
33102 – Nurse aides, orderlies and patient service associates	175
65201 – Food Counter attendants	160
63200 – Cooks	55
62020 - Food service supervisors	50

Annex B – Removal of the Refusal to Process Policy

- Newfoundland and Labrador’s unemployment rate varies by region. The May to July 2024 unemployment rate averages comprised the following:
 - Province-wide: 8.8 per cent,
 - Avalon Peninsula: 7.7 per cent,
 - South Coast-Burin Peninsula and Notre Dame - Central Bonavista Bay: 10.1 per cent,
 - West Coast-Northern Peninsula and Labrador: 10.2 per cent, and,
 - St. John’s Metro: 7.5 per cent.

- Previously, the TFWP refused to process LMIA applications for some low-wage occupations in the Accommodation and Food Services, and Retail Trade sectors in economic regions with an unemployment rate of six per cent or higher. At the time, these occupations included the following NOC Codes:

NOC 2016	NOC – 2021 equivalency
6541 – Security Guards	64410 – Security Guard and Related Security Service Occupations <u>AND</u> 65329 – Other Service Support Occupation <u>AND</u> 45100 – Student Monitors, Crossing Guards and Related Occupations
6611 – Cashiers	65100 – Cashier
6622 – Store Clerks	65102 – Store Clerks
6711 – Food Counter Attendants	65201 – Food Counter Attendants
6721 – Support Occupations in Accommodations / Travel	65210 – Support Occupations in Accommodations / Travel
6731 – Light Duty Cleaners	65310 – Light Duty Cleaners
6732 – Specialized Cleaners	65311 – Specialized Cleaners
6733 – Janitors, Caretakers, Building Superintendents	65312 – Janitors and Heavy-duty Cleaners <u>AND</u> 73201 - General Building Maintenance Workers and Building Superintendents
7611 – Construction Trades Helpers and Labourers	75110 – Construction Trades Helpers and Labourers
8612 – Landscaping and Grounds Maintenance Labourers	85121 – Landscaping and Grounds Maintenance Labourers

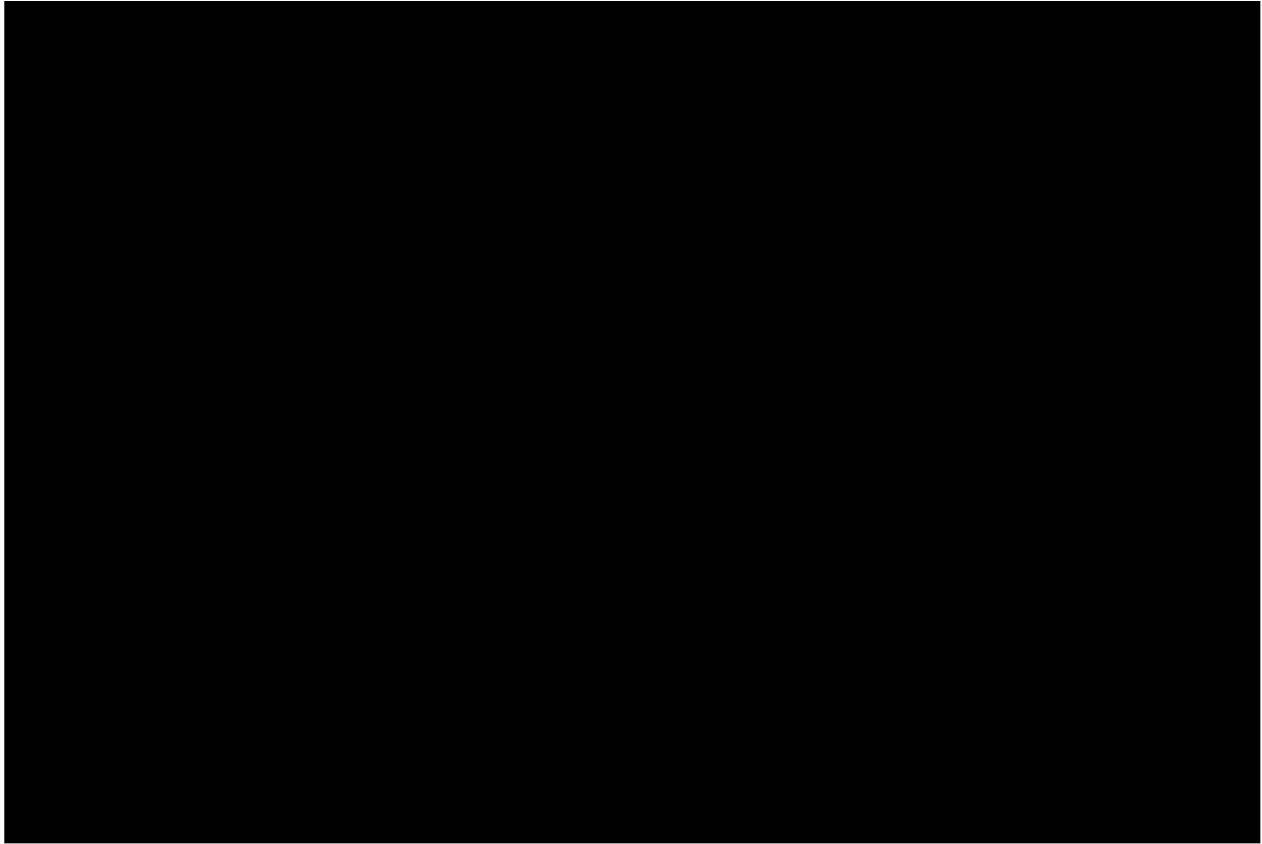
- In April 2022, ESDC announced a reversal of the six per cent Refusal to Process Policy. In NL, this reversal may have had some modest effect on employers hiring in the Accommodation and Food Services, and Retail Trade sectors through the TFWP.

- The table below represents the number of applications from each of the above NOC codes that were nominated / endorsed through provincial immigration pathways: [40\(1\)](#)

NOC	AIP	NLPNP
64410 – Security Guards	■	7
65100 – Cashiers	0	12
65102 – Store Clerks	0	■
65201 – Food Counter Attendants	0	129
65210 – Support Occupations in Accommodations / Travel	0	■
65310 – Light Duty Cleaners	0	16
65311 – Specialized Cleaners	0	■
73201 – Janitors, Caretakers, Building Superintendents	0	10
75110– Construction Trades Helpers and Labourers	0	■
85121 – Landscaping and Grounds Maintenance Labourers	0	0

Note: TEER 5 occupations (lower skilled) are not eligible for AIP. All NOC TEERs are eligible for NLPNP.

Annex C



Employers with Positive Labour Market Impact (by Head Address)¹			
Year	Total	Within St. John's CMA	Outside St. John's CMA
2024 (YTD)	33	13	20
2023	93	41	52
2022	43	21	22
Total	169	75	94

Top 10 Employers with LMIA's Approved in St. John's CMA from 2022-2024 (YTD)		
Employer	Position	Number of positions approved
Ocean Choice International	9463-Fish and seafood plant workers	90
Quin-Sea Fisheries	9618-Labourers in fish and seafood processing	80
Lester's Farm Market	8431-General farm workers	18

¹ This was the only address available under IRCC's Open Data Portal. Based on IPGS understanding, only certain of these employers would be operating in St. John's CMA.

Barry Group Inc	9463-Fish and seafood plant workers	17
Sunrise Ventures Inc	6711-Food counter attendants, kitchen helpers and related support occupations	12
Yellow Belly Brewery Ltd.	6322-Cooks	12
JBP Holdings Inc.	6341-Hairstylists and barbers	7
Quin-Sea Fisheries	9463-Fish and seafood plant workers	6
Witless Bay Coffee Inc	6711-Food counter attendants, kitchen helpers and related support occupations	6
Hebert's Recycling Inc.	9619-Other labourers in processing, manufacturing and utilities	6
Total		254

Annex D – Temporary Residents by Province and Territory

Number of IMP and TFWP participants in each province by year end of Q2 2024		
Province	IMP	TFWP
Newfoundland and Labrador	2,970	1,330
Prince Edward Island	1,525	980
Nova Scotia	8,415	2,355
New Brunswick	5,440	2,750
Québec	42,290	35,220
Ontario	157,660	31,235
Manitoba	14,460	2,260
Saskatchewan	7,375	1,525
Alberta	36,750	12,165
British Columbia	57,980	19,755
Yukon	490	95
Northwest Territories	165	50
Nunavut	40	20

Information Note
Department of Immigration, Population Growth and Skills

Title: Employee Layoffs at Telegram Press

Issue: This note provides an overview of IPGS' supports for workers affected by layoffs at the Telegram Press resulting from the Saltwire Communications' bankruptcy.

Background and Current Status:

- On April 2017, Transcontinental sold all of its newspapers in Atlantic Canada to SaltWire Network, a newly formed parent company of The Chronicle Herald from Halifax, NS.
- This acquisition led to Saltwire having daily newspaper operations, including: the Chronicle Herald and the Cape Breton Post in NS, the Telegram in St. John's, the Guardian in PEU and a number of weekly newspapers (including the Western Star) and its Saltwire website.
- In the last 10 years, the newspaper business has been in decline due to rise of media transmission through cell phones and multinational social media networks, which have impacted readership and corresponding advertising sales.
- In March 2024, the Saltwire Network filed for creditor protection in the Supreme Court of NS. The primary creditor is Fiera Private Debt. Fiera's lawyers filed an application in the court based on the company not paying its debt payments. Both Fiera and SaltWire's owners agreed to putting the company under creditor protection and appointing David Boyd of Resolve Advisory Services as the chief restructuring officer throughout the process. The owners of Saltwire were Mark Lever and Sarah Dennis. Mark Lever stepped down as president and chief executive officer of the company in March 2024 when the company went into creditor protection.
- In August 2024, the Supreme Court of NS approved a \$1 million bid from Postmedia to buy SaltWire. However, the Postmedia purchase did not include the SaltWire's wide format printing press and the building located in St. John's.
- On August 25, media reported that approximately 25 employees at the St. John's Telegram Press Operation were laid off as the Telegram moved from daily to weekly publication.
- IPGS and Service Canada officials have reached out to Sharon Walsh, national representative of Unifor, who represents most of the affected employees. Walsh noted to officials that terminations would come through SaltWire as they are still the employer and she directed IPGS to Ian Scott, chief operating officer.
- SaltWire's chief operating officer stated that more than 30 people are expected to lose their jobs when the presses and the building are eventually sold off which means in addition to the 25 laid off already there will be a number of further layoffs. [REDACTED] SaltWire's human resources department confirmed that 42 employees were laid off in the Province [REDACTED].
- IPGS in conjunction with Service Canada are coordinating a workforce adjustment response for the impacted individuals.

- Service Canada provided information on how to access Employment Insurance (EI) and the Wage Earner Protection Program (WEPP). The WEPP was implemented by the federal government in 2009 to help compensate employees of companies made bankrupt or placed into receivership under the **Bankruptcy and Insolvency Act** in the case of unpaid wages or benefits.
- Service Canada and IPGS, with Saltwire cooperation, ran two virtual information sessions for affected workers on September 9 and September 17. Eleven impacted individuals attended the sessions. IPGS presented on employment and training programming and supports available to impacted individuals, and how to access these supports.

Analysis:

- In cases of industry downturn and closure, IPGS provides workforce adjustment supports and services to assist displaced workers in making a transition to other employment. This work is often done in collaboration with Service Canada who assist with EI and related services.

Action Being Taken:

- IPGS officials will continue to monitor this workforce adjustment file and provide supports to impacted individuals as required.

Prepared/Approved by: G. Newman/J. Meadus/K. Norman/S. Jones
Ministerial Approval: Received from Hon. Sarah Stoodley

 40(1)

October 4, 2024

Meeting Note
Department of Immigration, Population Growth and Skills
Amal Youth and Family Centre
October 10th, 2024 (10:00AM)
IPGS Main Office – St. John’s

Attendees: Sarah Stoodley, Minister, IPGS
Katie Norman, Assistant Deputy Minister, IPGS
Heather Modlin, Chief Executive Officer, Amal
Laura Aguirre Polo, Manager, Amal

Purpose of Meeting:

- Amal would like to discuss how they can partner with the Department of Immigration, Population Growth and Skills (IPGS) to enhance community integration and workforce development.

Background:

- Amal is a not-for-profit organization established in 2021 and located at 92 Elizabeth Avenue.
- From its Arabic roots, Amal means “hope.” Amal’s vision is to become a center of hope, and a warm, welcoming, respectful and diverse organization in which children, youth and families from myriad backgrounds thrive and succeed together.
- The Office of Immigration and Multiculturalism (OIM) funded the Amal Transitional Employment Supports Program from November 2023 to June 2024. The program focused on assisting newcomers to secure meaningful employment and providing direct support to employers and coworkers, particularly in the first three months of employment. The program prioritized people who are not yet proficient in the English language. Amal exceeded its target to support 100 participants, instead supporting 185 newcomers. Of the 185 participants, 37 newcomers gained meaningful employment. The project was completed on time and delivered on budget (\$287,412.00).
- Amal launched the Unite & Empower Program in January 2024 to offer comprehensive and holistic employment and settlement support services for newcomers across Newfoundland and Labrador (NL). This program is funded by the Northpine Foundation. [REDACTED]

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

- Amal would like to meet with Minister Stoodley to discuss how IPGS and Amal can mutually enhance community integration and workforce development.
- Amal has had four funding agreements with IPGS in 2024 (for full details, see Annex A).

Agenda item #1 (Introduction and Discussion)

- Amal has requested an introductory meeting with Minister Stoodley and to discuss mutual enhancement of community integration and workforce development.

Analysis

- Amal advises:
 - In December 2023, they were chosen by TaskForceNL as the non-profit organization dedicated to continuing TaskForceNL's earlier work of connecting employers with newcomers in Newfoundland and Labrador. TaskForceNL concluded its operations in late 2023.
 - Launched in February 2024 with support from the Northpine Foundation and IPGS, the Amal Unite & Empower program was the organization's first immigration-related initiative.
 - Amal's mission is to foster a diverse and thriving workforce in Newfoundland and Labrador by providing free, tailored support services to newcomers, employers, and recruiters, thus facilitating their seamless integration into the local workforce.
- Amal also advises that they [REDACTED] believe there is substantial potential for collaboration. 29(1)(a)
- While they were initially organizing a fireside chat event focused on the future of immigration and workforce integration, during which they wanted to have Minister Stoodley speak, this event has been postponed.

Potential Speaking Points

- IPGS is pleased with the delivery of the Transitional Employment Supports Program. [REDACTED] 29(1)(a), 35(1)(d)
- The Department would like to understand more about the relationship between your organization and the Northpine Foundation in terms of types of projects funded.
- There are no concerns noted on the active JobsNL 42 wage subsidy agreements and appear to be satisfactory from both IPGS and Amal perspective.
- In addition, final reports have recently been received for the Student Employment Program for Student. Initial review from Agreement Manager notes no concerns.

Proposed Actions

- IPGS is pleased to continue our good working relationship with Amal.

Prepared/Approved by: J. Whalen/H. Craniford/ M. Peyton/J. Moore/K. Norman/S. Jones
Ministerial Approval: Received from Hon. Sarah Stoodley

October 10, 2024

Annex A

Program	Agreement Purpose	Agreement End Date	Total Funding Approved
Labour Market Immigration for Newcomers (LMIN)	Transitional Employment Supports Program	June 30, 2024	\$287,421
Summer Employment Program for Students (SEPS)	Summer Recreation Program	August 30, 2024	\$5,000
JobsNL 42 Wage Subsidy	Employment Support Facilitator	December 1, 2024	\$20,160
JobsNL 42 Wage Subsidy	Child and Youth Care Worker	December 11, 2024	\$20,160
TOTAL			\$332,741

**Running Order Note
Forum of Labour Market Ministers
Provincial/Territorial (P/T) Deputy Ministers (DMs) Virtual Meeting**

Meeting Location and Key Logistics

Date: October 2, 2024, Time 1:30pm to 2:30pm (NLST)

Location: Zoom Meeting Video Access

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

Meeting ID: [REDACTED]

Passcode: [REDACTED]

Newfoundland and Labrador Delegation

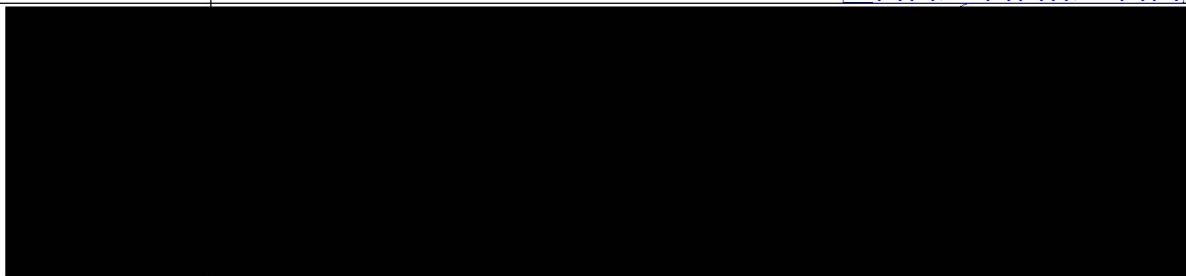
Newfoundland and Labrador will be represented by:

- Deputy Minister (DM) Sharlene Jones
- Assistant Deputy Minister (ADM) Katie Norman
- Assistant Deputy Minister (ADM) Julie Moore

Wednesday, October 2, 2024

1:30 pm – 2:30 pm

Time	Description of Event
1:30 – 1:35 (5 mins)	<p>1. Roll Call & Approval of Agenda</p> <p>Stephanie Toews, Director of the FLMM Secretariat, MB, will perform roll call and present the agenda for approval.</p> <p>FLMM Desired Outcomes:</p> <ul style="list-style-type: none"> • Approval of Agenda. <p>Supporting Documentation:</p> <ul style="list-style-type: none"> • N/A
1:35 – 1:40 (5 mins)	<p>2. Opening Remarks</p> <p>Dana Rudy, P/T DM Co-Chair, Deputy Minister, Manitoba Economic Development, Investment, Trade and Natural Resources, will provide opening remarks and review meeting objectives.</p> <p style="text-align: right;">29(1)(a), 34(1)(a)(i), 35(1)(d)</p>



Meeting Note
Department of Immigration, Population Growth and Skills
St. John's Famers' Market Cooperative - October 11, 2024

Attendees:

Hon. Sarah Stoodley, Minister, IPGS
Pamela Anstey, Executive Director, St. John's Farmers' Market Cooperative
Troy Mitchell, Chair of the Board, St. John's Farmers' Market Cooperative
Maggie Peyton, Director, Immigration Policy and Settlement, IPGS
Heather Craniford, Director of Employment and Training Programs, IPGS
Matt Babb, Executive Assistant to Minister Stoodley, IPGS

Purpose of Meeting:

- The St. John's Farmers' Market Cooperative (SJFM) has requested to meet with Minister Stoodley to discuss how they can become more sustainable, including funding options, while supporting newcomer settlement and population growth. No formal agenda has been set.

Background:

- The SJFM was established in 2008. SJFM presently supports newcomers by:
 - Serving as a community hub and business incubator;
 - More than 150 small businesses operate through SJFM, from more than 30 cultural backgrounds. Many newcomer vendors who began at SJFM and have since opened storefronts include: Curry Delight; Gian's Kitchen; Pho F&M; Newbornlander; Cakeyhand; Old Dublin Bakery; Casablanca Bakery; Yes, Thai; and Soul Azteka.
 - Fostering a diverse, inclusive workplace (more than half of SJFM staff are newcomers);
 - Navigating business license processes and English language support;
 - Welcomed more than 200,000 visitors in the last year to experience the food, craft, and art of newcomers, and the rich diversity of NL.

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

Analysis

- IPGS sees value in [REDACTED] proposed pursuits of SJFM. Exploring opportunities to enhance the SJFM's capacity and increase sustainability is expected to directly benefit IPGS clients. At the SJFM, newcomers access food products that reflect their cultural backgrounds, which is an important factor in food security, inclusiveness and overall settlement. Many Service Providing Organizations (SPOs) rent the SJFM for events, such as the Tombolo Multiculturalism Festival NL.
- To further advise on opportunities to diversify and grow, it would be beneficial to know:
 - Types of employment offered by SJFM (e.g., full-time/part-time; year-round/seasonal);
 - What initiatives SJFM has tried to diversify and associated success rates; and,

- How or if the SJFM is marketing their space for rent.

Opportunities for Potential IPGS-SJFM Collaboration:

1. Facilitating a connection between local farmers and newcomers:
 - IPGS funds ANC to deliver a program that trains newcomers who have worked in agriculture abroad to work in local farming conditions.
 - Through the NL Workforce Innovation Centre, IPGS funded research on preparing refugees to work in agriculture, which found challenges connecting newcomers to employment at local farms, given their rural locations and associated lack of public transit.
 - OIM would support working with SJFM and FFA to determine opportunities to facilitate further connections between newcomers and the agricultural industry.
2. Increasing collaboration between SPOs, businesses and SJFM to support newcomers:
 - Leveraging the physical space of SJFM to deliver programming and supports; and,
 - Facilitating connections/mentorship opportunities between local businesses and newcomer entrepreneurs to support each other's business.

Potential Speaking Points

- As NL welcomes historic numbers of newcomers, the SJFM provides opportunities for newcomers to enjoy their traditional foods and goods and start businesses.
- IPGS welcomes the opportunity to explore opportunities for the SJFM to become more sustainable, while supporting newcomer settlement and population growth.
- To further advise on opportunities to diversify and grow, it would be beneficial to know more about the nature of employment and revenue diversification efforts undertaken by SJFM.
- IET is a valuable source for information on business diversification and growth, including for co-operative and social enterprises. We encourage you to engage IET, if you haven't already.

Issue #2: IPGS Funding Opportunities

- SJFM is seeking information on IPGS funding programs, including settlement grants, wage subsidies, labour market partnerships, training programs and youth/student funding.

Analysis

- OIM has funded several projects and events facilitated by the SJFM:
 - Access to Culturally Diverse Food and Ingredients (\$10,350 in 2019; \$7,762.50 in 2020);
 - Newfound Attachments (\$80,696 in 2021); and,
 - Multicultural Musical performances at Saturday Markets (\$1,500 in 2023).
- IPGS has also funded SJFM through several Employment and Training Programs:
 - JobsNL Wage Subsidy: SJFM has received three subsidies. Any new applications would need to be incremental and previous positions must have been retained. The most recent subsidy for an Operations Manager ended early (September 1, 2024).
 - Job Creation Partnerships: SJFM availed of this program in 2021-22 to develop an online portal where all food producers can have an online presence. Details of this project do not appear to be available on the SJFM's website.
- IPGS funding is not intended for core operations and a sustainability plan must be considered.

- The SJFM did not apply to the NL Settlement and Integration Program Call for Proposals which closed on September 30, 2024. The SJFM had applied in 2023, however the application was not successful. The proposal focused on multicultural events, which would be more suitable for the NL Multiculturalism Grant Program (NLMGP).

Potential Speaking Points

- IPGS is proud of have supported many initiatives facilitated by the SJFM over the years.
- I anticipate opening the calls for proposals for the NL Multiculturalism Grant Program this winter, I encourage the SJFM to apply. This program provides funding to plan and host events celebrating cultural diversity. Special consideration is given to initiatives focusing on equity, diversity, and inclusion. OIM can help the SJFM navigate program eligibility and applications.
- SJFM is encouraged to submit applications through the JobsNL Wage Subsidy Program and Job Creation Partnerships Program.
 - The JobsNL Wage Subsidy Program creates employment connections by providing funding to employers to create long-term employment, or seasonal/short-term employment. The subsidy offsets salary costs to create new positions. Applications are accepted on an ongoing basis, subject to budget availability.
 - The Job Creation Partnerships Program provides EI-eligible participants with opportunities to gain work experience to improve their employment prospects. It is anticipated that the next call for applications will be early 2025.
 - The Labour Market Partnerships program is available to community groups to develop and implement labour market strategies. Applications are accepted on an ongoing basis, subject to budget availability.

Prepared/Approved by: M. Peyton/H. Craniford/M. Bath/J. Moore/K. Norman/S. Jones

October 11, 2024

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

Title: Newbornlander Labour Market Partnership Proposal

Decision/Direction Required:

- It is recommended that funding of \$262,256 be approved under the Labour Market Partnership program to support Newbornlander's proposal to deliver sewing and english as a second language (ESL) training to refugee women.

Background and Current Status:

- Newbornlander (NBL) is a for profit company that has been in operation for seven years in the province. NBL states that its operation is a formal and sustainable social enterprise that manufactures baby accessories using sustainable and ethical practices. Their enterprise has a strong social purpose, dedicated to creating employment opportunities for immigrant and refugee women, overcoming barriers related to language and experience.
- NBL has submitted a proposal under the Labour Market Partnership program seeking funding to create a comprehensive settlement employment program that provides flexible, occupation-specific ESL classes and practical sewing training in a flexible workspace to provide refugee women with the skills and opportunities they need to integrate into the labour market.

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

- [REDACTED]

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

- NBL has submitted a proposal valued at \$727,056, of which they are seeking \$262,256 [REDACTED] to deliver this program over a two-year period. NBL has partnered with the Northpine Foundation on this initiative and has confirmed funding (\$464,800) for the project.

Analysis:

- NBL indicates that are trying to impact refugee women who do not reach out to existing organizations even though they have been in NL for many years. The intention is to create partnerships to create a process to identify participants through the creation of an advisory board that will have people with different expertise. NBL indicates that there is a need for this training for women as current programs offered by other organizations are male-focused.

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

- The ESL training is online training through EnGen, a US-based company. This training that provides non-traditional English classes. [REDACTED]

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

- [REDACTED]

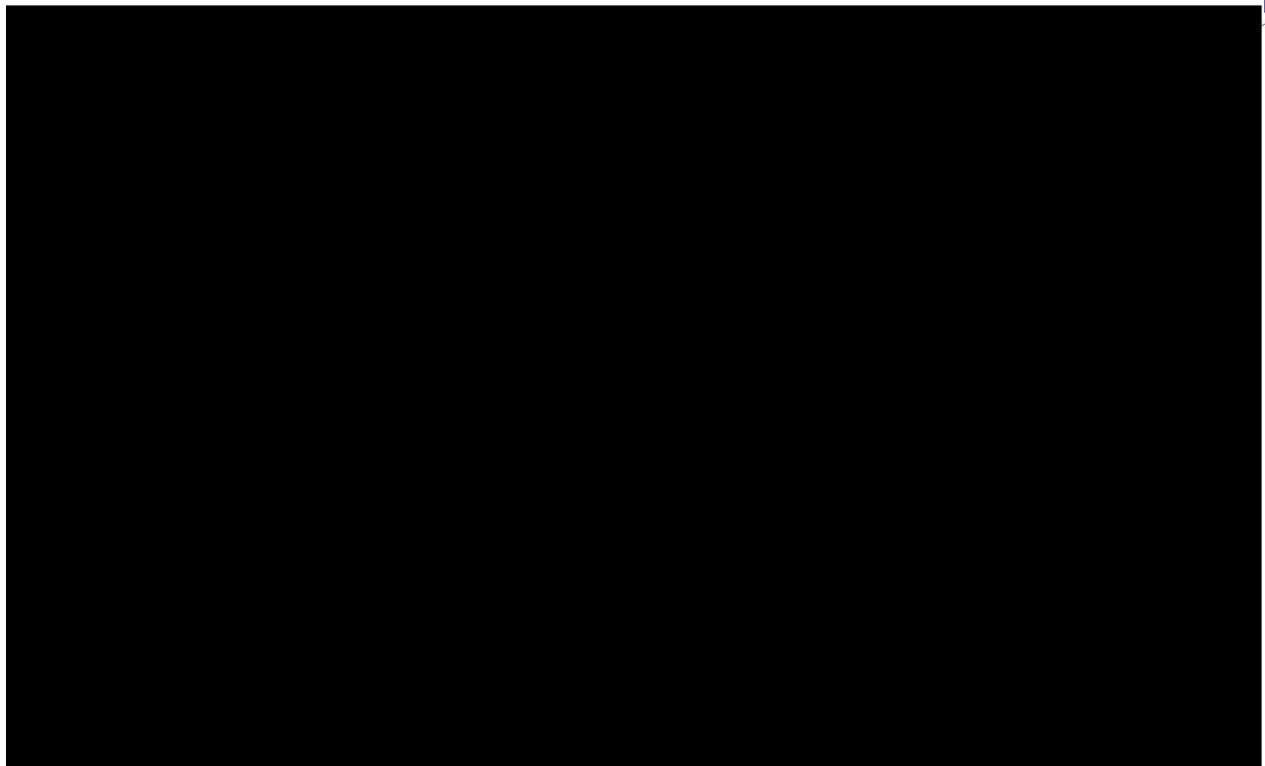
- Participants will attend NBL to participate in four hours of ESL training and four hours of workplace sewing training each week. NBL has arranged for AMAL Youth and Family Centre to provide childcare services at no cost to the participants.
- Labour market information shows that there are only 88 seamstress jobs in Canada on Job Bank, with no postings for NL. The job postings are for all tailors, dressmakers, furriers and milliners (NOC 64200). Job opportunities for this occupation for NL is undetermined, however NBL intends to offer space for individuals to utilize where there are seamstresses and tailors who operate home-based businesses and have sufficient work to hire but have no space to accommodate additional staff.

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

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- Funding is available under the Labour Market Partnerships program to support this initiative.

29(1)(a)



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

40(1)

October 18, 2024

Annex A: Budget Details

Decision Note
Department of Immigration, Population Growth and Skills

Title: Supported Employment Agency Contracts

Decision/Direction Required:

It is recommended that the Department of Immigration, Population Growth and Skills be directed to extend all 18 Supported Employment agencies contracts to March 31, 2025, for a total of \$4,558,275.

Background and Current Status:

- IPGS funds 18 agencies that provide Supported Employment Services to persons with intellectual (developmental) disabilities.
- In December 2023, Supported Employment agencies were made aware that IPGS would undertake a Supported Employment review, with the intent of ensuring employment services to persons with disabilities are provided in an effective and fiscally responsible way.
- The Supported Employment review is now in the final stages and the Department expects to have the final report and analysis completed in late 2024. At that time, further discussion with Supported Employment agencies will occur on next steps.
- In April 2024 the Federal Government announced that it will be reducing federal funding to all PTs for provincial labour market programs, NL's reduction is approximately \$16.8M.
- All PTs have been advocating and requesting the Federal Government to reinstate the funding. As well, IPGS have written and encouraged all of its community organizations to also reach out to the Federal Government and advocate on the importance of these programs.
- As communicated by the Minister on October 8, 2024, as a result of the significant reduction in federal funding for provincial labour market programs, IPGS is unable to maintain previous funding levels. Regrettably, there may be budget implications for programs and services.
- IPGS has been receiving questions from Supported Employment agencies on next steps for contracts and ensuring timely information for clients. To date, IPGS has provided funding up to December 31, 2024 in order to finalize the review of the program as well as confirm in the Federal Fall Fiscal Update that the funding cuts are sustained.

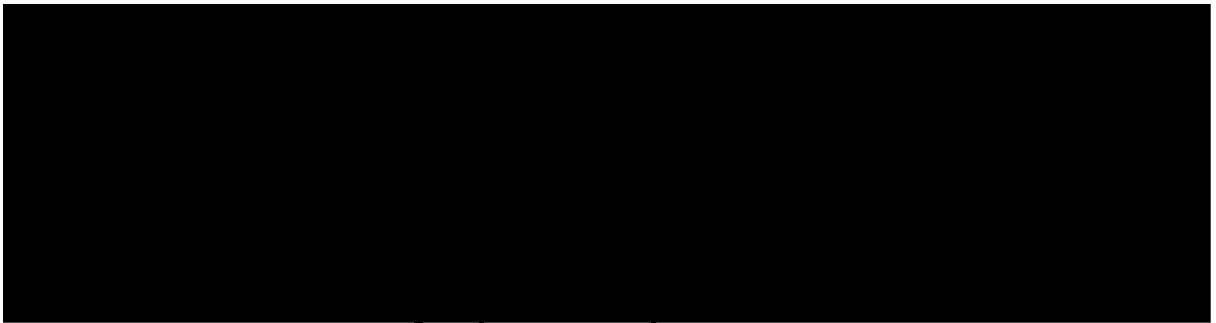

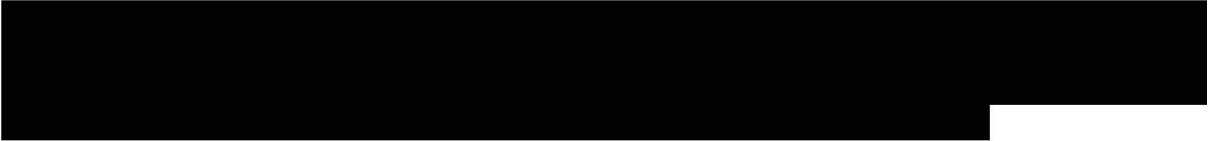
Analysis:

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29(1)(a)

- Given the various meetings and letters the PTs have had with the Federal Government, PTs are hoping that they understand the importance for the funding and reinstate the cuts during the Federal Fall Fiscal Update.
- IPGS will consider the Supported Employment review as well as the federal budget allocation when finalizing future funding of the supported employment programs. Given the timing of these, any recommended changes will need time to be implemented and it is recommended that the contracts be extended until March 31, 2025 at the existing levels to ensure client services continue and build in the proper time for any changes. One time savings have been identified to cover this expenditure.

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

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- IPGS funds approximately 80 organizations with core funding. All have requested increases to operational funds in recent years. Additional funds to one agency may also trigger additional requests from these organizations. Given the recent Federal cuts, there is no additional funding available to be provided to organizations.
- IPGS will need to consider options for other agencies funded with agreements under Employment Assistance Services, Wage Subsidy Community Coordinator and Self-Employment Assistance after the Federal Fall Fiscal Update is known.
- Funding for this one-time extension is available under the Labour Market Development Agreement and Employment Assistance for Persons with Disabilities budget activities to support this request. Further analysis of out-year funding will need to be completed after the Federal Fall Fiscal update.

29(1)(a)

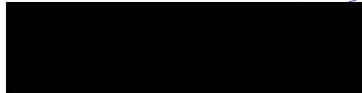


Prepared/Approved by:
Ministerial Approval:

J. Whalen/H. Craniford/J. Moore/S. Jones
Received from Hon. Sarah Stoodley

40(1)

October 23, 2024



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

Title: The Newfoundland and Labrador College of Physiotherapists

Decision/Direction Required:

- It is recommended that IPGS approve \$89,000 in funding to support the Newfoundland and Labrador College of Physiotherapists (NLCP) in developing a Mentorship Program aimed at bridging education and experience gaps for Internationally Educated Physiotherapists (IEPT) and Canadian Educated Physiotherapists (CEPT) in NL.

Background and Current Status:

- The NLCP is a self-regulated and self-supported professional body that regulates the practice of physiotherapy in the province of Newfoundland and Labrador. The college receives its regulatory authority from **The Physiotherapists Act**.
- All physiotherapists practicing in the province are required to register with the college each year and abide by the standards of practice set out and enforced by the NLCP.
- Physiotherapists are among the allied healthcare professionals facing a shortage in both public and private practice settings.

- [REDACTED] 29(1)(a), 35(1)(d)

- Since the onset of COVID-19, the licensing process for Physiotherapists in NL has changed to include a conditional licensing process that requires mentorship. [REDACTED] 29(1)(a)

- [REDACTED] 29(1)(a), 35(1)(d)

Analysis:

- The shortage of physiotherapists in NL, especially in rural areas, is exacerbated by the inability of university programs to increase their student intake in related post-secondary programs and recent national licensing changes requiring all candidates to successfully complete the Physiotherapy Competency Exam (PCE WR) before applying to practice in Canada.

- [REDACTED] 29(1)(a), 35(1)(d)

- IPGS's Immigration and Population Growth branch indicate that there is a need for physiotherapy services especially in rural regions of the province. Physiotherapists are needed in both publicly funded and private health care settings.

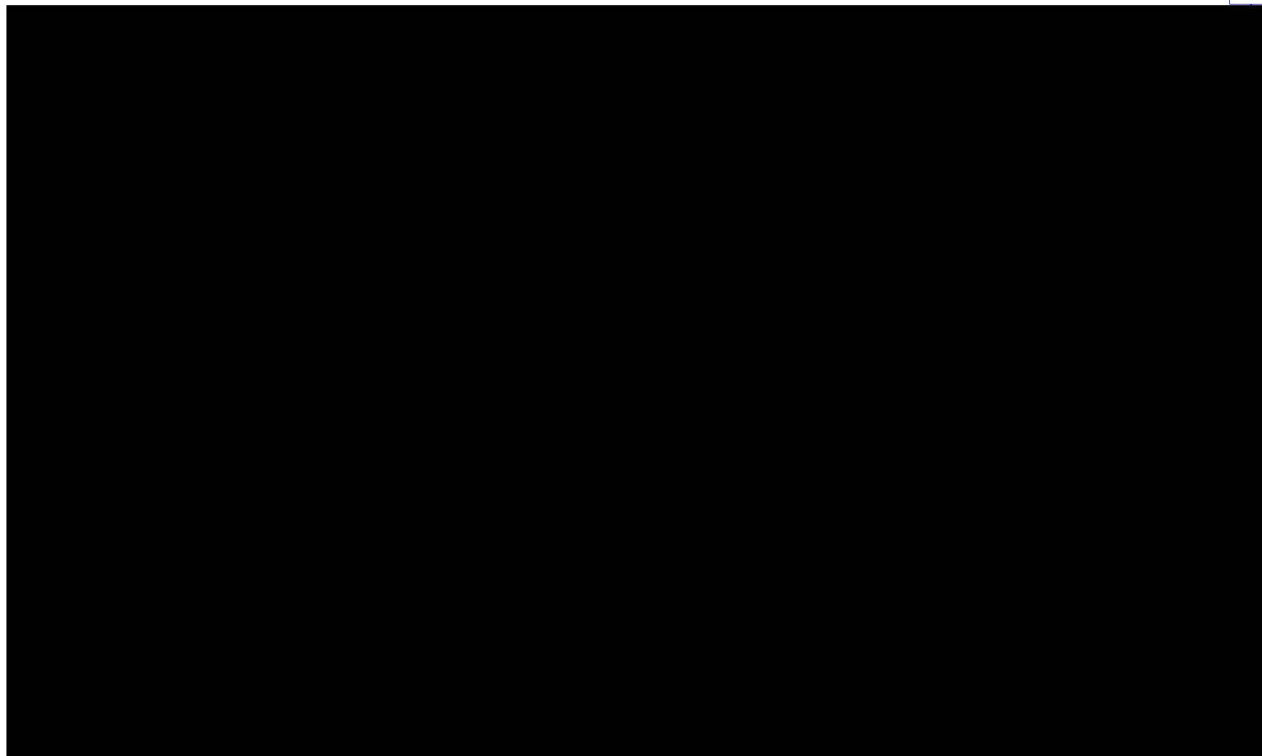
[29\(1\)\(a\), 35\(1\)\(d\)](#)

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- The proposal has been assessed as eligible under the Labour Market Partnerships program and funding is available to support this initiative.

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



Prepared/Approved by:
Ministerial Approval:

A. Whittle/L. Hann/H. Craniford/J. Moore
Received from Hon. Sarah Stoodley

[40\(1\)](#)

October 30, 2024

