

Putting Literacy On the Public Agenda

A Briefing Package for CUPE Activists

Table of Contents

About this package	6
Introduction: Putting Literacy on the Public Agenda.....	7
Labour Market Development Agreements (LMDAs)	10
Background to the LMDAs	12
General Concerns about LMDAs	13
Other Key Factors	13
Labour Market Agreements (LMAs)	14
Top Spending Priorities for each province and territory	19
Actual Spending	20
General Concerns about LMAs	22
Literacy and Essential Skills within the LMA.....	23
Examples of LMA Initiatives	26
Provincial and Territorial Government Support to Literacy and Essential Skills	31
What's Working?	31
Adult Literacy Policy	31
Is there a focus on workplace literacy and essential skills?.....	32
Is there a formal role for labour?	34
What is the available financial support?	34
Alberta.....	36
Definition of literacy.....	36
Adult Literacy Policy	36
How are literacy programs provided?	37
Is there a focus on workplace literacy and essential skills?.....	39
Is there a formal role for labour?	41
What is the available financial support?	41
Alberta - Original LMA	44
Alberta LMA Activity	45
British Columbia.....	54
Definition of literacy.....	54
Adult Literacy Policy	54

How are literacy programs provided?	56
Is there a focus on workplace literacy and essential skills?	57
Is there a formal role for labour?	58
What is the available financial support?	58
British Columbia - Original LMA.....	62
British Columbia LMA Activity	63
Manitoba.....	68
Definition of literacy.....	68
Adult Literacy Policy	68
How are literacy programs provided?	69
Is there a focus on workplace literacy and essential skills?	70
Is there a formal role for labour?	71
What is the available financial support?	71
Manitoba - Original LMA.....	74
Manitoba LMA Activity.....	75
New Brunswick.....	84
Definition of literacy.....	84
Adult Literacy Policy:	84
How are literacy programs provided?	86
Is there a focus on workplace literacy and essential skills?	87
Is there a formal role for labour?	88
What is the available financial support?	88
New Brunswick - Original LMA	91
New Brunswick LMA Activity	92
Newfoundland and Labrador	96
Definition of literacy.....	96
Adult Literacy Policy	96
How are literacy programs provided?	97
Is there a focus on workplace literacy and essential skills?	98
Is there a formal role for labour?	99
What is the available financial support?	99
Newfoundland and Labrador - Original LMA	102

Newfoundland and Labrador LMA Activity	103
Northwest Territories	113
Definition of literacy.....	113
Adult Literacy Policy	113
How are literacy programs provided?	114
Is there a focus on workplace literacy and essential skills?.....	115
Is there a formal role for labour?	116
What is the available financial support?	116
NWT - Original LMA.....	119
NWT LMA Activity.....	120
Nova Scotia	128
Definition of literacy.....	128
Adult Literacy Policy:	128
How are literacy programs provided?	129
Is there a focus on workplace literacy and essential skills?.....	130
Is there a formal role for labour?	132
What is the available financial support?	132
Nova Scotia - Original LMA	136
Nova Scotia LMA Activity	137
Nunavut.....	145
Definition of literacy.....	145
Adult Literacy Policy	145
How are literacy programs provided?	146
Is there a focus on workplace literacy and essential skills?.....	147
Is there a formal role for labour?	148
What is the available financial support?	148
Nunavut - Original LMA.....	152
Nunavut LMA Activity	153
Ontario	162
Definition of literacy.....	162
Adult Literacy Policy	162
How are literacy programs provided?	163

Is there a focus on workplace literacy and essential skills?	164
Is there a formal role for labour?	165
What is the available financial support?	165
Ontario - Original LMA	168
Ontario LMA Activity.....	169
Prince Edward Island.....	178
Definition of literacy.....	178
Adult Literacy Policy	178
How are literacy programs provided?	179
Is there a focus on workplace literacy and essential skills?.....	179
Is there a formal role for labour?	181
What is the available financial support?	181
Prince Edward Island - Original LMA	184
PEI LMA Activity	185
Québec	192
Definitions of literacy.....	192
Adult Literacy Policy	192
How are literacy programs provided?	193
Is there a focus on workplace literacy and essential skills?.....	194
Is there a formal role for labour?	194
What is the available financial support?	195
Quebec LMA Activity	201
Saskatchewan	202
Definition of literacy.....	202
Adult Literacy Policy	202
How are literacy programs provided?	203
Is there a focus on workplace literacy and essential skills?.....	204
Is there a formal role for labour?	205
What is the available financial support?	205
Saskatchewan - Original LMA.....	208
Saskatchewan LMA Activity.....	209
Yukon	214

Definition of literacy.....	214
Adult Literacy Policy	214
How are literacy programs provided?	215
Is there a focus on workplace literacy and essential skills?.....	216
Is there a formal role for labour?	216
What is the available financial support?	216
Yukon - Original LMA.....	220
Yukon LMA Activity.....	221



About this package

CUPE's advocacy efforts regarding literacy and essential skills have focused on the federal government. However, recent federal changes mean that the provincial governments now have funds to support literacy and essential skills activities in the workplace. There may also be additional support related to English as a second language (ESL) and the integration of internationally trained professionals and other workers into the workplace.

The potential for more funding for workplace programs may depend on how well labour and other partners influence the provinces.

This package will support your efforts to advocate for programs that meet the needs of our members and for a role for labour. The package includes:

- [Introduction](#): Putting Literacy on the Public Agenda
- Specific information on [Labour Market Development Agreements](#) (LMDAs) and [Labour Market Agreements](#) (LMAs).
- [Examples of LMA initiatives](#).
- [Provincial and territorial government support to Literacy and Essential Skills](#).
- A longer overview for each province and territory:
 - [Alberta](#)
 - [British Columbia](#)
 - [Manitoba](#)
 - [New Brunswick](#)
 - [Newfoundland and Labrador](#)
 - [Northwest Territories](#)
 - [Nova Scotia](#)
 - [Nunavut](#)
 - [Ontario](#)
 - [Prince Edward Island](#)
 - [Québec](#)
 - [Saskatchewan](#)
 - [Yukon](#)



Introduction: Putting Literacy on the Public Agenda

Federal government measures have created new opportunities for the provinces and territories to fund literacy activities. These new opportunities are a result of changes to the Labour Market Development Agreements (LMDA) and the development of Labour Market Agreements (LMA).

The May 2007 federal budget announced:

*The federal government will complete the transfer of responsibility for the delivery of Employment Insurance (EI) Employment Benefits and Support Measures to those provinces and territories that do not currently have full transfer **Labour Market Development Agreements**: Newfoundland and Labrador, Prince Edward Island, Nova Scotia, British Columbia, and Yukon. Once completed, all of the approximately \$2 billion in EI labour market programming will be delivered by the provinces and territories. These EI Part II programs help EI clients find and maintain employment.*

*The federal government will invest \$500 million annually starting in 2008/09 under new **Labour Market Agreements** to be developed with provinces and territories. The funding will be allocated on a per capita basis. This new money will be used to provide training opportunities for people not eligible for EI, and to encourage employers to provide more training to their workers.*

On an annual basis, the federal government transfers an estimated \$2.5 billion to the provinces and territories for labour market activities. During fiscal year 2009-10 and 2010-11, the federal government provided \$500 million to the provinces and territories as part of the Economic Stimulus Package. The Strategic Training and Transition Fund supported labour market programs regardless of whether they were eligible for Employment Insurance.

LMDA Planned Annual Transfer by Province/Territory

Province/Territory	Planned Amount of Transfer ¹ 2011 – 2012
Alberta	\$106,900,000
British Columbia	\$287,700,000
Manitoba	\$44,800,000
New Brunswick	\$91,100,000
Newfoundland and Labrador	\$132,000,000
Northwest Territories*	\$3,200,000
Nova Scotia	\$80,200,000
Nunavut*	\$2,800,000
Ontario	\$552,700,000
Prince Edward Island	\$27,100,000
Quebec	\$589,200,000
Saskatchewan	\$37,800,000
Yukon*	\$3,500,000
Total	\$1,950,000,000

1

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

LMA and STTF Planned Transfer by Province/Territory

Province/Territory	Total LMA – 6 years 2008/09 – 2013/2014	Total STTF – 2 years 2009/10 – 2010/11
Alberta	\$315,503,000	\$33,000,000
British Columbia	\$398,496,000	\$51,200,000
Manitoba	\$108,000,000	\$11,000,000
New Brunswick	\$68,400,000	\$14,000,000
Newfoundland and Labrador	\$46,058,000	\$17,800,000
Northwest Territories*	\$3,900,000	\$2,934,000
Nova Scotia	\$84,600,000	\$16,000,000
Nunavut*	\$3,624,000	\$3,208,000
Ontario	\$1,200,000,000	\$206,000,000
Prince Edward Island	\$12,600,000	\$6,000,000
Quebec	\$700,000,000	\$128,000,000
Saskatchewan	\$90,690,000	\$9,000,000
Yukon*	\$2,982,000	\$2,914,000
Total	\$3,034,853,000	\$501,056,000

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

Labour Market Development Agreements (LMDAs)

Under the LMDAs, the federal government transfers funds collected through EI to the provinces and territories. Provinces and territories in turn must spend these funds according to the criteria outlined in the *EI Act Part II*. EI Part II provides funding for “Employment Benefits” for individuals. It also provides funding for third party organizations to deliver “Support Measures.”

- Employment Benefits
 - *Skills Development* helps insured participants to obtain employment skills by giving them direct financial assistance that enables them to select, arrange for, and pay for their own training.
 - *Self-Employment* provides financial assistance and business planning advice to EI-eligible participants to help them start their own business. This financial assistance is intended to cover personal living expenses and other expenses during the initial stages of the business.
 - *Targeted Wage Subsidies* assist insured participants to obtain on-the-job work experience by providing employers with financial assistance toward the wages of participants. This benefit encourages employers to hire unemployed individuals whom they would not normally hire in the absence of a subsidy.
 - *Targeted Earnings Supplements* encourage individuals to accept employment by offering them financial incentives.
 - *Job Creation Partnerships* projects provide insured participants with opportunities to gain work experience that will lead to ongoing employment. Activities of the project help develop the community and the local economy.
- Support Measures
 - *Employment Assistance Services* provide funding to organizations to enable them to provide employment assistance to unemployed persons. The services provided may include individual counselling, action planning, job search skills, job-finding clubs, job placement services, and the provision of labour market information, case management, and follow-up..
 - *Labour Market Partnerships* encourage and support employers, employee and employer associations, and communities to improve their capacity for dealing with human resource requirements and implementing labour

force adjustments. This is the source of funding for many union Action Centres helping members laid off through closures (for example in the manufacturing and resource sectors).

- *Research and Innovation* supports activities that identify better ways of helping persons prepare for or keep employment and be productive participants in the labour force.

Background to the LMDAs

The LMDAs have their origins in the longstanding constitutional debate between the federal government and the provinces over which level of government has jurisdiction for training. The provinces, particularly Quebec, had long held that training and related employment programs and services belong under the broader jurisdictional umbrella of education. The federal government had maintained that training must be an area of shared responsibility.

Following the Quebec referendum of October 1995, Prime Minister Chretien announced that training would be handed over to the provinces. By the late 1990s, the federal government had “devolved” (transferred) much of the responsibility and funding for training to the provinces and territories through the new *Employment Insurance Act, 1996* and a series of LMDAs. The LMDAs were negotiated with each province and territory. Ontario was the last province to reach an agreement; its LMDA took effect on January 1, 2007. The federal government retained responsibility for inter-provincial labour mobility, national initiatives for youth, Aboriginal people, persons with disabilities, and other pan-Canadian efforts.

Prior to the 2007 federal budget, eight of these agreements were in the form of a *transfer* agreement under which the province/territory assumed responsibility for the design, delivery, and management of programs and services similar to the EI Employment Benefits and Support Measures. Five agreements were *co-managed*. In the co-managed agreements, Human Resources and Social Development Canada (HRSDC) continued to deliver the benefits and supports. However, this federal department shared responsibility for the design, management, and evaluation of these programs with provinces and territories. The five co-managed agreements were with Newfoundland and Labrador, Prince Edward Island, British Columbia, Yukon, and Nova Scotia (the latter was a “Strategic Partnership,” a variation of the co-management model).

The 2007 Federal Budget called for *all* provinces and territories to move towards the transfer model.

Provinces and territories must deliver the benefits and supports as they are defined by EI legislation. Labour’s input may help shape the ways in which provinces and territories integrate federal dollars into existing programming or re-configure programming.

General Concerns about LMDAs

- A tendency to “cream” or serve only the workers most likely to have a quick return to work (seen as the major indicator of success).
- The requirement for people who receive services to be EI Eligible. This excludes unemployed workers who do not qualify for EI and those who are employed.
- The reliance on service providers in the private and voluntary sectors. In many communities, Support Measures funding has been channelled to for-profit companies to provide employment services for unemployed workers. There is also a tendency to create competition among the various providers to the detriment of smaller target groups such as Francophones outside Quebec and rural clients.

Other Key Factors

As important as the LMDA negotiations are, there is also a need to address other key factors:

- Both levels of government will continue to play a major role in the overall labour force development system.
- An LMDA only affects a slice of the overall system. A labour force development system is comprised of far more. Other elements include the school and post-secondary education systems, immigration and settlement services, prior learning assessment services, training and other programs for employed workers. A wide range of industry, community, and government organizations fund and deliver programs and services.
- We can expect the focus on short-term results to continue to dominate, emphasizing a quick return to work whatever the job, over workers’ need for employment with decent pay, benefits, and working conditions.
- Regardless of who has responsibility, EI limitations apply. These limitations mean that only a small number of workers have access to LMDA-governed programs. The majority outside that sphere include many who fall outside any existing or proposed program.

Labour Market Agreements (LMAs)

The 2007 federal budget announced \$500 million per year for six years to be transferred to the provinces and territories, on a per capita basis, for training of people who are not eligible for EI. This is an attempt to address a problem since the 1996 EI Act – the lack of support for the training needs of employed workers and of those not eligible for EI.

LMAs specifically target:

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

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

Each province and territory has signed a LMA with the federal government. The agreements are generally similar although each province/territory develops its own menu of programs and initiatives.

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

- Quantity – To increase the participation of Canadians and immigrants in the workforce to meet current and future labour requirements;
- Quality –
 - To enhance the quality of skills development and training (AB, BC, MB)
 - To enhance the quality of skills development and the labour force (NB)
 - To enhance the quality of skills development and labour force development (NL, PEI)
 - To enhance the quality of skills development (NS, NT, NU, YK)
 - To enhance the quality of skills (ON, SK)

- Efficiency – To facilitate workforce mobility and provide the information necessary to make informed labour market choices.

Quebec established its own more extensive set of objectives:

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

Agreements are guided by the following principles:

- Accessibility – access to comparable programs for EI-eligible and non-EI eligible individuals to enhance the labour market participation of all Canadians, particularly low-skilled workers and under-represented groups;
- Effectiveness – effective programs that draw on best practices from within Canada and abroad, respond to the needs of employers, and reflect local labour market conditions;
- Quality Client-Centred Delivery – a coherent “no wrong door” approach to providing client-centered programs;

- Fairness – fair treatment of all Canadians through principle-based arrangements with provinces and territories, respecting primary provincial responsibility for design and delivery of labour market programming to individuals; and
- Efficiency – improving the efficiency of the national labour market and strengthening the economic union by facilitating adjustment and removing barriers to mobility.

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

In general, provinces and territories are given the responsibility to design and deliver labour market programs to individuals while the federal government retains responsibility for an efficient and integrated national labour market. Some agreements recognize that the federal government intends to provide services to Aboriginal people through its own programs (in addition to whatever programs the province/territory is funding) although it commits to coordinate efforts with the province or territory.

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

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

Budget 2009 created a Strategic Training and Transition Fund (\$500 million over two years) to support the particular needs of individuals who do not qualify for EI training, such as the self-employed or those who have been out of work for a prolonged period. This fund was delivered as part of the LMAs and is in addition to the \$500 million of annual LMA spending.

There is a commitment to consultation in the LMAs. Each agreement has a clause reading:

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

Quebec’s agreement does not have the above provision but rather references Quebec’s existing consultative processes for labour market development.

Provinces and territories are subject to reporting and performance measures. The indicators are:

- Eligible Client indicators:
 - Total number of eligible clients served/in training by employment status (employed, unemployed, self-employed);
 - Education level of eligible clients prior to intervention (i.e. less than high school, with high school diploma, with post-secondary education);
 - Number of eligible clients served in an intervention by designated client group (Aboriginal peoples, immigrants, older workers, persons with disabilities, women, and youth).
- Service Delivery Indicators:
 - Number of Eligible Clients participating in interventions by intervention type;
 - Proportion of Eligible Clients "satisfied" with service received upon completion of the intervention.
- Eligible Client Outcome and Impact Indicators:
 - Proportion of Eligible Clients who have completed their intervention, by intervention type;
 - Number of Eligible Clients who have earned credentials or certification through participation in the intervention;
 - Average hourly earnings of Eligible Clients following the intervention;
 - Proportion of Eligible Clients who, 3 months and 12 months after leaving the intervention, indicate their training helped prepare them for future employment.

Annual plans are to be filed along with annual reports. In the main, each annual plan uses same format. The plan provides:

- an environmental scan that provides a profile of the current labour market challenges;
- a description of the eligible clients who are to be targeted as priorities in the coming fiscal year;

- a description of the priority areas for programming and intended objectives;
- a brief description of the eligible programs, planned activities and projected expenditures for the coming fiscal year by priority area that are attributable to funding provided under the LMA;
- the results expected for the planned activities; and
- a description of the consultation process and the groups to be consulted.

Labour Market Agreement Documentation by Province and Territory (publicly available)

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

*The three territories signed a five-year plan

** Quebec does not file a separate report

A review of the public posting of these reports finds them adequate in terms of useful information for most provinces/territories. Some provinces provide a great deal of detail about the investments, while others, such as Ontario, only reports on the larger categories of expenditures. Some jurisdictions reported separately on their STTF investments while other rolled these investments into regular LMA programs. Quebec does not file a separate LMA plan or report – it produces its own report on all its labour market activities.

There is limited capacity to create a meaningful national summary of activities based on the published annual reports. Because of the lack of uniformity among reports, it is not yet possible to study, at a national level, specific initiatives for their applicability to

other jurisdictions. This also limits efforts to determine how much is being spent on literacy and essential skills at a national level.

In the LMAs, HRSDC committed to creating a national report summarizing each of the provincial and territorial Annual Reports. The first such report covered fiscal years 2008-09 and 2009-10. The report amalgamates client and service delivery performance measures. HRSDC indicates that the data on client outcomes and impact performance measures will be in its 2010-11 report.

Top Spending Priorities for each province and territory

(Based on initial LMA plans)

Province/Territory	Spending Priority	% of total spending
Alberta	Training for Work	58%
British Columbia	Essential Skills and Workplace Based Training	30%
Manitoba	Skills Development	60%
New Brunswick	Programs for the Employed	70%
Nova Scotia	Literacy/Workforce Essential Skills (Employed)	70%
Newfoundland and Labrador	Enhancing Recruitment, Retention and Development	39%
Northwest Territories	Regional Programming Priorities	72%
Nunavut	Training, Literacy and Skills Development	53%
Ontario	Technical Skills Training	69%
Prince Edward Island	Workplace Training Programs and Services	33%
Saskatchewan	Workforce Development Programs and Services	33%
Yukon	Training & Skills Development	44%

Most provinces have included an element for administration. The amount ranges from .5% to 19% of the overall total LMA annual spending.

In terms of STTF spending priorities, the following were observed:

- **Alberta, PEI, Ontario, Newfoundland and Labrador, Yukon, NWT and Nunavut** allocated their STTF funds across its existing LMA programs.
- **Manitoba** used the funds to augment its existing LMA programming and created two new priority areas – improvements to the training system and labour market efficiency.
- **New Brunswick** is also augmenting existing programs, especially career counselling and mentoring.
- **Saskatchewan** used the funds to enhance activities related to the literacy levels of Métis and First Nations peoples, increased workplace essential skills, as well as bridging programs for immigrants.
- **BC** will create two new programs with these funds: Attach to the Workforce and Stay Working.
- **Nova Scotia** has invested its STTF funding into three areas: Workforce Response Strategy; Workforce Stabilization; Labour Market Growth and Development.

Actual Spending²

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

Using these reports, an estimate was made of the annual spending. In most cases, this required comparing the planned spending outlined in an Annual Plan with an actual amount in the Annual Report. In the case of British Columbia and Quebec, it was not possible to determine actual spending and so these provinces have been omitted from the following chart. This chart provides, to the best possible estimate, planned, actual and variances in spending.

² This section is taken from *Briefing Package Labour Market Transfers and the Implications for Literacy and Essential Skills*. Prepared for the Canadian Literacy and Learning Network and the provincial and territorial literacy coalitions, by Brigid Hayes, Brigid Hayes Consulting, December 30, 2011, (Revised January 16, 2012)

Jurisdictions did not always distinguish the LMA spending from the STTF spending. In order to give a comparable across-the-board picture, except for the three territories, the chart only contains LMA money, not STTF money. In the case of the territories, STTF funds were expended in 2009-10 and 2010-11 and all LMA funds are to be spent in the next three fiscal years.

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

Estimated LMA Spending by Province/Territory – 2008/09 – 2010/11³

	2008-09			2009-10			2010-11		
	Planned \$000's	Actual \$000's	Variance \$000's	Planned \$000's	Actual \$000's	Variance \$000's	Planned \$000's	Actual \$000's	Variance \$000's
Alberta	52,584	30,397	-22,187	52,583	74,115	21,532	52,584	51,790	-794
Manitoba	18,000	9,806	-8,194	18,000	14,835	-3,165	18,000	20,318	2,318
New Brunswick	11,400	2,773	-8,627	11,400	17,657	6,257	11,400	13,754	2,354
Newfoundland	1,851		-1,851	8,787	7,410	-1,377	9,127		
NWT				1,467	1,437	-30	1,467	1,505	38
Nova Scotia	14,100	4,536	-9,564	14,100	16,300	2,200	14,100	15,400	1,300
Nunavut				1,604	966	-638	1,604	1,502	-
Ontario	200,000	141,000	-59,000	200,000	255,800	55,800	200,000		
PEI	2,100	1,341	-759	2,100	126	-2,226	2,100	79	-021
Saskatchewan	15,115	14,006	-1,109	15,115	15,250	135	15,266		
Yukon				1,457	1,352	-105	1,457		
Annual Totals	315,150	203,859	-111,291	326,613	404,996	78,383	327,105	90,594	3,093
Cumulative Totals				641,763	608,855	-32,908	968,868	713,203	-29,815

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

³ Information estimated based on provincial/territorial annual reports and annual plans.

General Concerns about LMAs

- LMAs meet a well-documented need – providing training for individuals not eligible for EI Part II programs. This had been identified from the outset following EI reform.
- While control for labour market programming is now at the provincial/territorial level allowing for more nuanced responses, there remains the challenge of creating a national labour market and ensuring equity across the country. What is permissible or encouraged in one jurisdiction, may not be in another. There does not appear to be a public forum where innovative programming and approaches can be shared. Even a roll-up of the various provincial and territorial annual reports would be of great value for tracking and monitoring performance.
- The LMAs are based on a single window approach to services. For individuals, this type of service means there will be “no wrong door,” which is a positive attribute. However, this approach makes it difficult to track expenditures and can result in consolidation of service delivery among larger, multi-service organizations in lieu of smaller, more specialised services.
- An eligible client outcome and impact indicator is the number of clients who have earned credentials or certification because of an intervention. This indicator of success may see provinces and territories encouraging people to access more formal training/education or towards the credentialization of training such as literacy and essential skills in order to demonstrate success.
- Some provinces/territories have undertaken targeted consultations while others have reviewed findings of external consultations as a means to plan their LMA interventions. Few provinces/territories have specifically engaged labour.
 - **Ontario** and **Alberta** both indicate that labour is a key stakeholder but neither cited any specific consultations with labour.
 - **Manitoba** created the Advisory Council on Workforce Development to gather input from industry, labour, and other stakeholders on workplace human resource issues including retention, recruitment, and productivity.
 - In **Newfoundland and Labrador**, the Labour Market Committee of the Strategic Partnership Council is a tripartite forum involving business, labour, and government to identify and respond to the province’s human resource requirements and labour market challenges and opportunities. The LMC is an active participant in ongoing LMA and labour market policy discussions.

Quebec’s consultation process is based on its existing consultations at the provincial and regional levels including the work of the *Commission de partenaires du marché du travail*.

Literacy and Essential Skills within the LMA

Individuals with low or weak literacy and essential skills or without a high school diploma are key targets for the LMAs. There has been a great deal of activity and spending in the area of literacy and essential skills. Some provinces have focused on literacy and essential skills as they relate to the workplace. For example, Ontario has designated additional LMA/STTF funds to its existing literacy program for workplace and workforce projects. Manitoba's literacy program has not been the recipient of LMA/STTF funds – these have been used for workplace and workforce programs.

- **Alberta** used the LMA money to expand its existing adult education and literacy services and to pilot innovative approaches. It also established and expanded a Workplace Essential Skills Training Service. An initiative built awareness within the construction sector regarding the impacts of language learning and essential skills safety training and created effective language learning model for safety in the workforce.
- The **British Columbia** Skills Plus Initiative targeted small and medium sized businesses to provide essential skills training. The Return to Work Employability Program has a target group of people with low levels of essential skills. The Aboriginal Apprenticeship Strategy incorporates literacy, numeracy, and essential skills into trades training.
- **Manitoba** has placed a priority on literacy and Essential Skills within all five LMA priority areas. Manitoba supported the provision of Essential Skills assessment services and training solutions through the Workplace Essential Skills Training (WEST) Centre. Immigrants and Aboriginal peoples are current targets for literacy and Essential Skills upgrading. Employers can receive support to deliver programs, while communities are being supported to deliver Essential Skills.
- **New Brunswick** has committed over \$8m (about one-third of its budget) for literacy training including a new Workplace Essential Skills service. The WES Program provides learners and employers with Workplace Needs Assessments, Learner Prior Learning Assessment (PLA), Learner Needs Assessment, Individualized WES Learning Plan, and Learner Post-Assessment. In addition, direct support for individuals pursuing literacy and upgrading is provided.
- **Newfoundland and Labrador's** Adult Basic Education program was expanded in terms of numbers of learners; additional funding was provided for adult learners support allowances. Individuals on income support wishing to attend ABE are eligible to receive placement support allowance that may include a start-up allowance, monthly stipend, transportation and subsidized child care. An

Adult Workplace Literacy and Essential Skills Program was to be created while funding was allocated for initiatives under the Strategic Literacy Plan.

- The NWT focused on skill development programs including Building Essential Skills, Ready to Work North, Adult Literacy and Basic Education, Pre-employment, and Community Skills for Work. The NWT Literacy Council developed an interactive, online tool and facilitator manual to support Essential Skills development in the North.
- **Nova Scotia's** Bridging to Apprenticeship and Age Advantage Plus (for older laid off workers) programs have a focus on literacy and Essential Skills. Funds were also provided to Adult Learning Initiatives: the province's adult literacy program; the Nova Scotia School for Adult Learning Program; the One Journey Work and Learn Initiative (for adults on social assistance); workplace education (literacy and Essential Skills) and English in the Workplace. The Integrated Educational Certification and Workplace Experience provided integrated literacy and certificate programs with work experience components that lead to high school completion, post-secondary certificates, and employment for priority groups.
- **Nunavut** implemented workplace-based training and literacy programs, through an expansion of Nunavut Arctic College's pre-employment course and the addition of better Essential Skills curricular resources.
- In **Ontario**, additional funds were provided to the Literacy and Basic Skills Program and Academic Upgrading for workplace literacy, distance learning, and the e-channel for the Deaf. There is a focus on Ontario Works and Ontario Disability Support clients and those requiring literacy upgrading through Second Career (training and financial support for laid off workers) . In addition, Ontario Works (for social assistance recipients) activities include the Screening Questionnaire, Assessment and Training and Adult Basic Education and Language Training.
- **PEI:** The Workplace Training Program and Training PEI specifically includes Essential Skills and Basic Skills and provides support to individuals and employers. The Workforce Re-Entry Assistance and the Community Engagement Programs are aimed at supporting adult learners through advice and case management. A new Aboriginal initiative specifically targets Essential skills.
- In **Quebec**, support for literacy and essential skills training is available to businesses including support to use periods of layoffs and slowdowns to improve workers' skills.

- **Saskatchewan** has placed an emphasis on the adult basic education system on reserve. The Workplace Essential Skills Saskatchewan initiative supports employers and others to deliver on-the-job workplace essential skills training. Essential skills have also been incorporated into college and the Trades and Skills Centres programs.
- In the **Yukon**, the Ready to Work and Canadian Workplace Essentials programs were implemented along with an Essential Skills for Food Prep course at Yukon College.

Examples of LMA Initiatives

Prov / Terr	Examples of Literacy and Essential Skills Initiatives
Alberta	<ul style="list-style-type: none"> • Employment and training supports to develop skills and increase labour force participation. Included an adult literacy pilot initiative delivered in both the classroom, and at employer worksite. • Expanded Workplace Essential Skills Training (WEST) including literacy training to LMA eligible Albertans employed at various workplace settings, including construction, manufacturing, energy, non-profit, tourism and hospitality/retail sectors • Alberta developed Easy Reading Job Profiles for adults with low literacy skills with occupation-specific information as well as an accompanying advisor's guide • Connected the ESL literacy providers and developed an online shared resource that promotes opportunities for professional development and outlines curriculum guidelines. • Developed and delivered improved English language proficiency, literacy skills, essential skills, and strategic competence of young adult immigrants with interrupted formal education. • Built awareness within the construction sector regarding the impacts of language learning and essential skills safety training and created effective language learning model for safety in the workforce, including train the trainer, safety posters, Essential Skills and Language Quick Tips information materials.
BC	<ul style="list-style-type: none"> • Skills Plus Initiative – Essential Skills Program Supports small and mid-sized businesses to enhance the Essential Skills of current employees. • Trades Training for Immigrants - The program is for landed immigrants wanting to build careers in British Columbia's construction industry. It provides job coaches, who are qualified trades people capable of assessing skills and job potential and who understand the needs of the industry, match suitable job ready immigrants and employers. In addition, projects may include career assessment and planning, workplace language upgrading and orientation, skill enhancements and mentorship. • Aboriginal Apprenticeship Strategy - The program is targeted to Aboriginal participants wanting a career in the trades. Enhanced entry-level programs that integrate numeracy, literacy and other Essential Skills into trade related technical training focus on preparing Aboriginal people for successful entry into a variety of trades that will allow them to participate in apprenticeship in any major sector in BC or work with their own First Nations should they choose to remain in their communities.

Prov / Terr	Examples of Literacy and Essential Skills Initiatives
	<ul style="list-style-type: none"> Return to Work Employability Program - Provides services to low-skilled employed who lack Essential Skills or lack certification, or non-EI eligible unemployed individuals who are within communities that are highly dependent on a single employer or industry that has experienced significant downsizing. The pilot provided employment assistance activities such as assessment, counselling, resume writing, interview techniques, and job finding clubs. In addition, projects included basic skills upgrading, certification, preparation for self-employment, work experience, direct marketing to employers, training allowances, work experience placements, and post-project follow-up, and mentoring.
Manitoba	<ul style="list-style-type: none"> EAL, literacy and other essential skills training for immigrants and Aboriginal peoples Supported the delivery of project-based training in high demand occupations throughout the province in response to local labour market needs and requirements. This included training projects to provide the opportunity for unemployed and low-income individuals to develop employability and basic construction skills. Provide training opportunities for staff of community organizations so that they can conduct Prior Learning Assessment and Recognition (PLAR) and provide Essential Skills training to local residents. Manitoba supported the provision of Essential Skills assessment services and training solutions through the Workplace Essential Skills Training (WEST) Centre, supported employers by establishing Essential Skills assessment services and training for existing workers and new hires, including under-represented groups, apprentices, and trades qualifiers in Winnipeg, rural and northern Manitoba.
New Brunswick	<ul style="list-style-type: none"> Training and Skills Development Program (literacy upgrading and support for training interventions includes tuition, day care, transportation, books) Community Adult Literacy Training provides adults with low literacy skills and/or formal credentials deficits access to appropriate training and educational opportunities; and increase the employability of adults who have low literacy skills and/or lack formal credentials. Development and delivery of the new Workplace Essential Skills Program. The newly designed WES Service Delivery Model includes the WES Central Office, two WES Centres of Excellence, and Regional WES teams. The WES Program provides learners and employers with Workplace Needs Assessments, Learner Prior Learning Assessment (PLA), Learner Needs Assessment, Individualized WES Learning Plan, and Learner Post-Assessment. Adult Literacy Collection - Allocation of LMA funds to support

Prov / Terr	Examples of Literacy and Essential Skills Initiatives
	<p>the purchase of library materials for adult learners and adult literacy programs. Funds also support the purchase of library materials on topics related to Essential Skills and employability of interest to adult learners.</p> <ul style="list-style-type: none"> • Work Ability program provides short-term workplace opportunities, to support employment action plans that will develop the skills necessary for permanent employment. Among its objectives is to assist unemployed New Brunswickers, who are case-managed, become eligible for Training and Skills Development (TSD) or facilitate their access to academic upgrading (Grades 7-9).
Newfoundland and Labrador	<ul style="list-style-type: none"> • Adult Workplace Literacy and Essential Skills - Develop and implement a workplace-directed Adult Literacy and Essential Skills program to support delivery of literacy training and upgrading in the workplace. • Expand and enhance access to adult literacy and essential skills programs. This includes support for unemployed, non-EI eligible individuals and low skilled workers to access support allowances while participating in Adult Basic Education Level I course • Expansion of the ABE Incentive Allowance for eligible individuals who graduate from ABE and go on to pursue postsecondary education. • Fund implementation of initiatives under the Newfoundland and Labrador Strategic Literacy Plan.
NWT	<ul style="list-style-type: none"> • Eligible skill development programs include but are not limited to Building Essential Skills, Ready to Work North, Adult Literacy and Basic Education, Pre-employment, Community Skills for Work. • Community initiatives include supporting workplace education programs • Essential Skills and Literacy Online Tool - the NWT Literacy Council developed an interactive, online tool and facilitator manual to support Essential Skills development in the North.
Nova Scotia	<ul style="list-style-type: none"> • Investments will be made to enhance and expand literacy and essential skills programs • Examples: literacy and essential skills and career development interventions in the area of the skilled trades to assist clients in accessing the existing apprenticeship system; literacy and essential skills interventions, job readiness training and work experience for older workers to assist them in re-entering the workforce; increase the number of adults in priority groups participating in existing adult learning and computer skills training programs. • Increase the number of adults accessing the existing Nova Scotia School for Adult Learning Program and One Journey Work and Learn Initiative. • Building on the Nova Scotia School for Adult Learning Program, provide integrated literacy and certificate programs with work experience components

Prov / Terr	Examples of Literacy and Essential Skills Initiatives
	<p>that lead to high school completion, post-secondary certificates, and employment for priority groups.</p> <ul style="list-style-type: none"> • Workplace essential skills programs to low skilled workers already in the workforce.
Nunavut	<ul style="list-style-type: none"> • Implement work place based training and literacy programs through an expansion of Nunavut Arctic College's pre-employment course and the addition of better essential skills curricular resources • Increased level of foundation skills and essential skills to increase opportunities for employment • Increase workplace literacy levels through the establishment of workplace essential skills programs
Ontario	<ul style="list-style-type: none"> • Second Career - Up to one year of academic upgrading, required to support skills training, can be considered for these individuals. The maximum duration of skills training cannot exceed two years, excluding a maximum of one year for academic upgrading or language training. • Literacy and Basic Skills - To expand support for adults needing to acquire higher levels of literacy and basic skills before entering (or moving up in) employment or training. Focus is on Ontario Works and Ontario Disability Support clients and those needing literacy upgrading prior to receiving skills training through Second Career. Examples of Ontario activities: <ul style="list-style-type: none"> ○ Expand Literacy and Basic Skills Training, including Academic upgrading ○ Distance learning / e-channel for the Deaf ○ Workplace literacy • Ontario Works: Employment Assistance - Employment assistance activities may include: <ul style="list-style-type: none"> ○ Literacy Screening Questionnaire, Assessment and Training • Adult Basic Education and Language Training
PEI	<ul style="list-style-type: none"> • Workplace Training: Essential Skills and job specific skills. This initiative provides financial support to employers to assist in the development and provision of job-specific training by funding a portion of the salaries of employees while on training and other related training costs. Training PEI: assistance to individuals to obtain training (includes basic skills) • Aboriginal people (overcome barriers including essential skills) • Workforce Re-Entry Assistance - Support to adults enrolled in adult education programs who are experiencing difficulties that affect their learning and future employment success.

Prov / Terr	Examples of Literacy and Essential Skills Initiatives
Saskatchewan	<ul style="list-style-type: none"> • Adult basic education on-reserve through the province’s training system. • On-the-job workplace Essential Skills training in partnership with firms and/or sectors to support business and industry, equity organizations and training institutions to provide training for low-skilled job seekers and employees. • Programs and services delivered through community-based organizations and institutions that provide individuals with basic employability skills, life skills, workplace literacy, and other Essential Skills needed to attain employment. • Transitions to Employment assists youth with severe cognitive and physical disabilities to gain employability skills essential to the workplace, and to make a transition to employment in their communities.
Yukon	<ul style="list-style-type: none"> • Ready to Work and Canadian Workplace Essentials are nationally recognized programs that teach skills such as understanding responsibility, positive attitudes, adaptability, value of safety, communication, numeracy, job searching, demonstrating confidence, healthy regimen, etc., as well as industry-specific knowledge in tourism and customer service. • Yukon College offered Essential Skills for Food Prep.

Provincial and Territorial Government Support to Literacy and Essential Skills

What's Working?

By examining each of the provinces and territories and their approach to literacy and essential skills programming, to labour's participation, and to multi-stakeholder involvement, it is possible to identify good practices. CUPE activists can take these practices to their respective provincial/territorial governments as part of an advocacy campaign to put literacy front and centre on the labour market policy agenda. These practices are drawn from the more extensive overviews of each province and territory.

Adult Literacy Policy

Legislation:

- In 2009, Manitoba introduced the first *Adult Literacy Act* in Canada.
- Nova Scotia passed the *Adult Learning Act* in 2010, which sets out the purpose of the Nova Scotia School for Adult Learning (NSSAL) and commits the Minister to regularly consult with the adult learning community including adult learners, practitioners, and organizations to continue the strategic development, implementation, and evaluation of adult learning in the province.

Policy/Strategy Papers/Action Plans Specific to Literacy:

- In 2009, Alberta released *Living Literacy: A Literacy Framework for Alberta's Next Generation*. Goals include an articulated adult literacy system and increased and accessible programming.
- In 2007, BC created the *Adult Opportunities Action Plan* which includes free adult basic education.
- Manitoba created an *Adult Literacy Strategy Framework* focuses on adult literacy programs, adult learning centres, workforce development and employment, adult learning and literacy supports to English as an Additional Language learners, and Aboriginal education.
- New Brunswick's *Working Together for Adult Literacy: An Adult Literacy Strategy* offers free adult upgrading, a delivery system based on the college and community groups, and the active participation of the province's library system. During 2010-11, the province finalized the *Quality Framework for Adult Literacy*

and Essential Skills Service Delivery. The framework is intended to apply to all adult literacy and essential skills service delivery undertaken by, on behalf of, or funded through the Community Adult Learning Services Branch.

- Newfoundland and Labrador has created a *Strategic Adult Literacy Plan*, but it has not yet been released.
- The NWT's *Towards Literacy: A Strategy Framework* has been updated with a plan lasting under 2018. A unique feature is the commitment to literacy in all official languages in the NWT.
- Nunavut developed a draft Adult Learning Strategy in 2005. The draft outlines proposed actions to support the development of workplace and workforce literacy, including basic education programs and financial incentives and programming supports for employers.
- PEI issued in 1996 a literacy strategy entitled, *Tough Challenges, Great Rewards: A Literacy and Adult Education Strategy* with a mission of: "Equal access to adult education is a basic right of all adult learners."
- Quebec has articulated a policy for adult education, continuing education, and training to provide basic education for adults; to maintain and continually upgrade adults' competencies; to acknowledge prior learning and competencies through official recognition; and to remove obstacles to access and retention.
- In Saskatchewan, a draft literacy strategy framework was written in partnership by the Ministries of Education and Advanced Education, Employment and Immigration in 2010-11. It is expected to be shared across government in 2011-12.
- The *Yukon Literacy Strategy* (2001) has as one of its objectives: To ensure that literacy programs are developed to address workplace literacy needs.

Is there a focus on workplace literacy and essential skills?

- With the implementation of the Labour Market Agreements since 2008, a noticeable increase in workplace literacy and more common essential skills training has taken place in most provinces and territories.
- BC created the SkillsPlus program is designed to assist employers in providing foundation skills development for their employees by integrating essential skills into workplace training.

- Alberta created the “Workplace Essential Skills Training” (WEST) program which supports workplace essential skills training through the development of partnerships.
- Manitoba used the LMA funds to open Workplace Essential Skills Training (WEST) centres, initially in Winnipeg and now in five other communities. Additional support was provided to the existing Workplace Education Manitoba initiative.
- New Brunswick created a province-wide Workplace Essential Skills service to provide customized workplace training.
- Newfoundland and Labrador announced “Adult Workplace Literacy and Essential Skills” initiative designed to support delivery of training and upgrading in the workplace. However it is not clear if the initiative has been implemented.
- The Northwest Territories has signaled an interest through a project with the NWT Literacy Council to develop a workplace essential skills framework.
- Nova Scotia’s Workplace Education Initiative received additional support through the LMA funds.
- Nunavut includes workplace literacy as part of its Community Literacy fund and support Nunavut Arctic College’s essential skills training programs.
- Ontario used STTF funds to pilot Workplace Literacy and Essential Skills projects. However the initiative ended with the termination of STTF funding.
- PEI’s longstanding Workplace Learning PEI Inc. benefited from LMA funds with additional financial support.
- Quebec continues to encourage workplace literacy training through its payroll tax and its employment action plan.
- Saskatchewan launched “Workplace Essential Skills Saskatchewan” (WESS) to support business and industry in training low-skilled job seekers and existing low-skilled employees to gain the workplace essential skills needed for long-term employment and/or advancement. Essential Skills in the Workplace supports those wishing to enter the labour force, particularly First Nations and Metis people.
- Yukon has had a few projects focused on workplace literacy and essential skills.

Is there a formal role for labour?

- Manitoba's Workplace Education Steering Committee, coordinated by the provincial government, has labour representation.
- Nova Scotia Partners for Workplace Education is a multi-stakeholder committee that advises the NS Department of Education on its workplace education program, including approving funding for workplace programs. Labour is a full member of the committee.
- In Quebec, all the labour market partners are involved with supporting workplace literacy activities through the *Commission de partenaires du marché du travail* and its responsibility to expend funds collected under the *Act to foster the development of manpower training*.
- The Alberta Workplace Essential Skills committee appears to no longer have a dedicated labour seat. The Saskatchewan Labour Market Commission, which had been expected to take a leadership role in workplace literacy, has been disbanded. New Brunswick announced a partnership forum to discuss labour market issues, including essential skills, but it is not clear if that group has met.

What is the available financial support?

- Labour is an eligible partner for Alberta's WEST program funding.
- In BC, Funding may be available from "SkillsPlus." CUPE, HEU, and Capilano College have partnered on "SkillsPlus" projects. Funding may also be available from RESD's "Workplace Training for Innovation Program," through the Strategic Training and Transition Fund.
- Support for program delivery is available from Manitoba Ministry of Entrepreneurship, Training, and Trade. Labour's involvement is expected at the workplace level and there is an oversight role played by the WEMSC to ensure that programs meet workers' needs.
- Labour is eligible for funding from the New Brunswick WES program.
- Funding is available under the NWT's "Community Literacy Development Fund" for workplace literacy programs.
- Workplace Education is available to businesses and labour organizations across Nova Scotia. Supports are also available to apprentices without work experience in some of the more essential skills of their trade.

- The Ontario Literacy Coalition has partnered with several labour organizations including the Ontario Federation of Labour, the CAW, Canadian Union of Public Employees, and UNITE HERE to run pilot workplace literacy and essential skills projects. .
- Through Workplace Education PEI, support is available for workplace-based programs.
- In Quebec, there is a myriad of programs available to support workplace learning. The funds for these programs are governed by the CPMT (Labour Market Partner Commission) with the full involvement and support of labour.
- Workers would benefit from projects funded under Saskatchewan's WESS.

Alberta

Ministry responsible for literacy	Ministry of Advanced Education and Technology
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Greg Weadick • Community, Learner and Industry Connections Division
Ministry responsible for the LMA	Ministry of Human Services
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Dave Hancock
Ministry responsible for workplace literacy	Ministry of Human Services
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Dave Hancock Career and Employment

Definition of literacy

Living Literacy: A Literacy Framework for Alberta's Next Generation Economy states:

Literacy is more than the ability to read and write. It involves the knowledge, skills and abilities – the competencies – that enable individuals to think critically, communicate effectively, deal with change and solve problems in a variety of contexts to achieve their personal goals, develop their knowledge and potential, and participate fully in society.

Adult Literacy Policy

In 2009, *Living Literacy: A Literacy Framework for Alberta's Next Generation Economy* was released. Alberta Advanced Education and Technology, Alberta Education and Alberta Employment and Immigration are moving ahead with the framework's priority actions.

Living Literacy: A Literacy Framework for Alberta's Next Generation Economy reflects government priorities for increasing high school completion rates, increasing post-secondary participation, and building a skilled workforce so that the quality of life for Albertans is enhanced and sustained.

Goal 1 – More Albertans have a minimum of level 3 on international adult literacy measures (roughly the competencies associated with high school completion).

Goal 2 – Albertans have increased understanding of the importance of literacy and its lifelong benefit for all.

Goal 3 – Inclusive and accessible programs and services provide quality learning opportunities for more individuals to develop, enhance and maintain their literacy skills.

Goal 4 - Collaborative partnerships support a continuum of literacy development for Albertans of all ages.

Learning Literacy builds upon several other Alberta government policy statements and frameworks. *A Learning Alberta* (2006) set as one of its six key goals, “over 90% of Albertans will score in the upper tiers of international adult literacy measures and have the literacy and numeracy skills to be active citizens, achieve employment goals, and engage in further learning.” Actions to achieve this goal included a public information campaign and working with employers to increase workplace literacy.

Building Vibrant Learning Communities: Framework and Actions to Strengthen Community Adult Learning Councils and Community Literacy Programs (2007) called for:

- Enhanced access and participation of adults in learning.
- Increased literacy and essential foundation skills of adults.
- Strengthened pathways and successful transitions for adult learners.
- Increased capacity and alignment of community learning providers with public post-secondary institutions.

How are literacy programs provided?

The ministries of Alberta Advanced Education and Technology (AAET) and Alberta Employment and Immigration (AEI) share the responsibilities for publicly supported foundational learning for adults (equivalent to high school completion or International Adult Literacy Survey levels 1 and 2).

AAET supports “Community Adult Learning Councils” and community literacy programs (also known as community learning providers), “Volunteer Tutor Adult Literacy Programs,” and family literacy programs for parents and their preschool children. Literacy programs are also available at post-secondary institutions. In 2010-11, AAET spent \$23 million to support community-based education including adult and family literacy, community adult learning, essential skills and English language learning opportunities.

Eighty-one (81) Community Adult Learning Councils provide non-credit learning opportunities to adults in English as a Second Language/French as a Second Language, literacy, employability enhancement and community issues. Councils respond to their communities' unique learning needs and are a place to find information on local learning opportunities. Along with community literacy programs, they work to:

- Improve the accessibility of adult learning, particularly for those from under-represented groups.
- Provide local opportunities for adults to acquire important foundation skills such as literacy and English language proficiency.
- Address non-formal learning needs in communities.
- Mobilize volunteers and other community resources to support learning.
- Collaborate with other organizations to addressing individual and community issues through learning.

Seventy-two (72) Volunteer Tutor Adult Literacy programs recruit and train volunteer literacy tutors, and match them with adult learners. Tutors and learners meet once or twice a week, at home, in a library or in the literacy program's office. In 2010, 1,155 adults were tutored and some 6,321 adults enrolled in literacy programs.

AAET funds 54 family literacy programs (44 family literacy programs and 10 Aboriginal family literacy programs) that integrate adult literacy instruction and early oral language development for children from birth to age six with a focus on economically and socially disadvantaged families. AEI family literacy efforts are guided by the *Parent-Child Literacy Strategy* developed to strengthen the adult literacy skills of parents/caregivers to enhance the early oral language development of pre-school children. In 2009-10, 3,637 parents and 4,727 children participated in family literacy programs.

Comprehensive Community Institutions (community colleges) are responsible on a regional basis for the stewardship of adult learning opportunities.

AEI provides full-time and part-time training programs for eligible adult Albertans so they can pursue further job-related training and/or find a job and substantially improve their employment opportunities. Eligible clients may receive financial assistance in the form of grants to cover tuition, books, supplies, and income support. They may also receive health benefits.

Is there a focus on workplace literacy and essential skills?

In terms of the workplace, *Building and Educating Tomorrow's Workforce* (2006) is the Alberta government's 10-year, sector-based, labour force strategy. Its most recent update reports:

- All sectors (Retail Industry, Tourism and Hospitality Industry, Energy Sector, Manufacturing, Construction, Non-profit and Voluntary Sector, Forest Industry, Supply Chain Logistics Industry) have participated in the Government of Alberta "Workplace Essential Skills Training" (WEST) pilot projects to improve the level of workplace literacy within their sector.
- The Petroleum HR Council, through its "Workplace Essential Skills Project," is creating an essential skills awareness strategy for the upstream petroleum industry to help respond to the increasing numbers of inexperienced workers in the energy sector.
- An "Essential Skills Awareness and Assessment Tool" developed for the advanced wood products processing sector is now available to registered users of the Wood Manufacturing Council's website. The site provides assessments of five key essential skills for current and prospective employees. Assessments can be done either online or by using paper copies of the assessment tools.

The February 2012 Speech from the Throne made a commitment to update *Building and Educating Tomorrow's Workforce* pledging to ensure jobs for Albertans before looking abroad.

The "Workplace Essential Skills Training" (WEST) program supports workplace essential skills training through the development of partnerships. These partnerships will assist employed Albertans gain the essential skills necessary to fully participate at work and contribute to a highly productive workplace. The objectives of WEST are to:

- Support training opportunities in the workplace for working Albertans to acquire the essential skills to do their jobs competently, safely and productively.
- Assist employers with their workplace essential skills training needs to create highly productive workplaces.
- Encourage the development of a learning culture in Alberta workplaces.

The program targets those with less than high school or with levels 1 or 2 IALS. Projects may be initiated by an employer, industry association, community organization, labour group, or a training provider and must have at least one employer involved.

Since 2009, 13 WEST pilot projects were funded and an evaluation conducted. Some changes in the program include encouraging employers to permit a portion of the training to take place during normal work hours and permitting ESL to be an eligible activity.

Alberta's "Training for Work" program has several initiatives relating to essential skills and literacy training. "Alberta Job Corps" is designed to give individuals with barriers to employment an alternative to include support. Workplace essential skills is offered to assist with the transition to employment. "Workplace Training" aims to enable unemployed and marginally employed individuals to acquire employability skills, essential skills and occupation-related skills required in the local labour market and to assist unemployed and marginally employed individuals to obtain viable employment that provides increased income and work related benefits.

"Integrated Training" is a competency-based occupation-related training program intended to provide unemployed or marginally employed adult Albertans with a unique blend of occupation-related skills, work experience placement(s), employability and/or essential skills and applied academics and/or English as a Second Language (ESL).

The "Work Foundations" Program provides full-time and part-time basic skills training and academic upgrading to enable clients to pursue further job-related training and/or to find a job. The training includes ESL; Basic Literacy and Numeracy (Grades 1-6); Adult Basic Education (Grades 7-9); Life Skills/Personal Management; and Academic Upgrading (Grades 10-12).

Alberta's LMA targeted literacy and essential skills. It has used the LMA money to expand its existing adult education and literacy services and to pilot innovative approaches. It also established and expanded WEST. LMA funds were used for the following types of projects:

- Easy Reading Job Profiles for adults with low literacy skills with occupation-specific information as well as an accompanying advisor's guide
- Built awareness within the construction sector regarding the impacts of language learning and essential skills safety training and created effective language learning model for safety in the workforce, including train the trainer, safety posters, Essential Skills and Language Quick Tips information materials.
- Developed and delivered improved English language proficiency, literacy skills, essential skills and strategic competence of young adult immigrants with interrupted formal education.
- Seven pilot project training programs delivered essential skills training to over 266 workers in their workplaces.

The Alberta Workforce Essential Skills Society (AWES) is a not-for-profit group that works to raise essential skills awareness, knowledge and commitment with industry, labour, communities and post-secondary education and training providers. AWES does this by:

- undertaking activities that demonstrate the economic and social value of workforce literacy and essential skills training and development
- identifying, contacting and engaging new partners and champions
- responding to interest shown by potential workforce literacy and essential skills partners
- researching information and tools relevant to the workforce literacy and essential skills needs of Alberta
- promoting the professional development of workforce literacy and essential skills practitioners in Alberta
- soliciting input from and participation of stakeholders
- initiating and facilitating provincial networking opportunities for interested stakeholders

Is there a formal role for labour?

According to Alberta's 2010-11 Annual LMDA/LMA report, labour groups were among the stakeholders involved in consultations through the *Building and Educating Tomorrow's Workforce* sub-sector strategy meetings and the Industry Contributor Groups meetings.

Currently, there is no labour representation on AWES.

What is the available financial support? (For workers, for labour)

Labour is an eligible partner for WEST program funding.

Alberta	
Amount	\$316 million (6 years)
Date Signed	September 8, 2008
Focus for the Unemployed	<p>The new investments will focus on supporting skills development for unemployed individuals who are not eligible for training assistance under the Employment Insurance program, including groups who are under-represented in the labour market, such as</p> <ul style="list-style-type: none"> • Aboriginal people, immigrants, persons with disabilities and women,
Focus for the Employed	...as well as employed individuals who are low skilled.
Provincial Priorities	<ul style="list-style-type: none"> • Employment and training programs - \$28.2 million. Funding will increase and expand training opportunities and enhance career information and counselling services. It will see more training options and supports available to improve the labour force participation of women, Aboriginals and low-skilled Albertans, as well as expanded workplace supports for persons with disabilities. • Immigration programs - \$10.2 million. The agreement will expand training opportunities to help newcomers integrate into the workforce. • Partnership with industry and employers - \$10 million. The investment will be used in partnership with industry to improve the literacy and essential skills of low-skilled workers. Increased access to training in areas of critical skill shortages will help address labour market demand for skilled workers. • Program administration - \$4.1 million.
Accountability Measures	<p>The Labour Market Agreements contain a robust accountability framework that includes commitments related to:</p> <ul style="list-style-type: none"> • the development of annual plans and the engagement of stakeholders; • the management of financial resources provided under the agreement; • the measurement of the outcomes and benefits of investments in three areas-participants, service delivery and results; • regular public reporting of results achieved; • regular review and evaluation of activities

Alberta	
Displacement	
Official Languages	In developing and delivering its eligible programs and services, Alberta agrees to take into account the needs of the official language minority communities within the province.
Administration	In its 2009-2010 plan, Alberta presented the programs funded by the LMDA, LMA and the STTF in a unified fashion only distinguishing the specific amounts from each funding envelop. The Ministry of Employment and Immigration is responsible for the LMA.
Strategic Training and Transition Fund	Alberta received \$33 million in STTF funding which it distributed throughout its existing priority areas.
Consultations	According to Alberta's 2010-11 Annual LMDA/LMA report, labour groups were among the stakeholders involved in consultations through the <i>Building and Educating Tomorrow's Workforce</i> sub-sector strategy meetings and the Industry Contributor Groups meetings.
Literacy and Essential Skills	Alberta used the LMA money to expand its existing adult education and literacy services and to pilot innovative approaches. It also established and expanded a Workplace Essential Skills Training Service. Alberta developed Easy Reading Job Profiles for adults with low literacy skills with occupation-specific information as well as an accompanying advisor's guide. Alberta developed and delivered improved English language proficiency, literacy skills, essential skills, and strategic competence of young adult immigrants with interrupted formal education. An initiative built awareness within the construction sector regarding the impacts of language learning and essential skills safety training and created effective language learning model for safety in the workforce, including train the trainer, safety posters, Essential Skills and Language Quick Tips information materials.

Alberta - Original LMA

Priority Areas (\$000's)	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	Six Year Total	Notional %
Training for Work	17,759	20,898	22,650	22,650	22,650	22,650	129,257	41%
Basic Skills and Academic Upgrading	2,471	3,113	2,520	2,520	2,520	2,520	15,664	5%
Career Development Services	4,500	2,250	2,000	2,000	2,000	2,000	14,750	5%
Disabilities Related Employment Services	3,500	3,400	3,300	3,300	3,300	3,300	20,100	7%
Immigrant Training Programs	1,367	1,467	1,567	1,567	1,567	1,567	9,102	3%
English as an Additional Language	6,880	6,407	6,228	6,228	6,228	6,228	38,199	12%
Support for Immigrants	1,950	1,550	1,650	1,650	1,650	1,650	10,100	3%
Workforce Development	3,500	3,750	2,300	2,300	2,300	2,300	16,450	5%
Workforce Partnerships	6,525	6,400	7,025	7,025	7,025	7,025	41,025	13%
Program Administration Costs	4,132	3,348	3,344	3,344	3,344	3,344	20,856	6%
Total (\$000's)	52,584	52,583	52,584	52,584	52,584	52,584	315,503	100%

Alberta LMA Activity

Priority Area (\$, millions)	2008-2009 Actual	2008-2009 Actual Activities	2009-2010 Actual	2009-2010 Actual Activities	2010-2011 Actual	2010-2011 Actual Activities	2011-2012 Planned	2011-2012 Planned Activities
Employment and Training (includes Basic Skills/AU, Career Development Services; Disabilities Related Employment Services)	\$19.86 9	<ul style="list-style-type: none"> • Delivery of career information and employment supports such as resume preparation, job placement and safety training services for youth at 38 rural and urban Youth Connections sites • Increased contract/tuition-based funding for full and part-time occupational training, as well as integrated training providing <i>employability skills</i> both in the classroom and/or at the work-site • Targeted integrated training programs for persons with disabilities and mature workers. • Targeted training for women in non-traditional occupations including pre-trades and warehouse training • Career decision-making workshops for women in non-traditional occupations • Targeted job placement and job search services 	\$56.681	<ul style="list-style-type: none"> • Increased both contract-based and tuition-based funding for <i>Work Foundations</i> as well as occupational and integrated training programs. • Developed and delivered training programs to increase the supply of healthcare workers through occupational and integrated programs. • Expanded workforce adjustment activities to address Alberta's slowing economy. • Supported 47 job and career fairs. • Provided over 180 on-site Employer Connections recruitment events. • Delivered career information and employment supports at 38 Youth Connections sites. • Developed career decision making workshops and training programs to support women in non-traditional occupations 	\$41.674	<ul style="list-style-type: none"> • Increased funding and focus on integrated training programs. • Provided employment services and placement for clients with multiple barriers. • Initiated two part-time integrated training pilot projects for Income Support clients to provide personalized training. • Received designation approval for two additional Integrated Training programs: Trades Preparation and Building Services Worker. • Promoted and prepared women for careers in the trades. • Supported occupational training programs in high demand areas such as professional insurance and customer service representative, early childhood services, community/disabilities support worker, bookkeeping, security officer, and general industrial pre-trades 	\$4 5.8	<ul style="list-style-type: none"> • Respond to sector specific employment and career needs through targeted interventions • Target training and employment options for under-represented groups (Aboriginal strategies, youth strategies, disability strategies). • Provide career development services to help Albertans, including under-represented groups, find and keep employment, manage their careers and adapt to the changing labour market. • <i>Identify literacy and Essential Skills best practices</i> in consultation with stakeholders and <i>develop policy for pre- and post-testing for literacy and Essential Skills.</i> • Implement improved assessments for Albertans who require training.

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

Priority Area (\$, millions)	2008- 2009 Actual	2008-2009 Actual Activities	2009- 2010 Actual	2009-2010 Actual Activities	2010- 2011 Actual	2010-2011 Actual Activities	2011- 2012 Planned	2011-2012 Planned Activities
		<ul style="list-style-type: none"> employer worksite Development and distribution of new career planning and assessment publications at 42 labour market information centres. Development of seven new videos providing occupation-specific career information on health careers. 		<ul style="list-style-type: none"> <i>groups</i> Developed 20 online videos to support effective use of the career planning. Completed the content development and technical design specifications for an online career planning resource. 		How Volunteering Can Help You Get Employed.		
Immigration (includes EAL; Support for Immigrants)	\$2.730	<ul style="list-style-type: none"> Increased training opportunities in English as an Additional Language <i>Handbook</i> developed as a resource tool for use in the classroom for multi-barrier immigrants with <i>low literacy and learning issues</i> Increased programming for immigrant bridging training initiatives that assist immigrants with prior experience /education in a specific occupation to bridge gaps in knowledge or skills in order to gain entry into the related occupation. Conducted information sessions for international education credentials for approximately 100 representatives from 	\$14.672	<ul style="list-style-type: none"> <i>Connected the ESL literacy providers</i> and developed an online shared resource that promotes opportunities for professional development and outlines curriculum guidelines. Developed and delivered improved English language proficiency, <i>literacy skills, Essential Skills</i>, and strategic competence of young adult immigrants with interrupted formal education. Established and implemented a distance education delivery model for English as a Second Language (ESL) to rural Albertans using a videoconferencing 	\$11.563	<ul style="list-style-type: none"> Completed four language training projects assisting immigrants to integrate into the workforce for health occupations. Consulted on the Pan-Canadian Foreign Qualification Recognition (FQR) Framework and developed action plans for all eight target occupations to ensure progress and continuous improvement in FQR. Supported professional regulatory organizations to make positive and substantial improvements in their foreign qualification recognition processes. Hosted an FQR Forum for over 80 representatives from 	\$8.600	<ul style="list-style-type: none"> Support foreign qualification assessments and credentialing Increase resources/tools to support immigrant integration into the labour market. Provide information to immigrants and potential employers to improve their labour force participation. Provide immigrants with access to employment and training through Immigrant bridging programs and career services. Implement enhancements to English Language Training based on the <i>Literacy Framework</i> and ESL review.

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

Priority Area (\$, millions)	2008- 2009 Actual	2008-2009 Actual Activities	2009- 2010 Actual	2009-2010 Actual Activities	2010- 2011 Actual	2010-2011 Actual Activities	2011- 2012 Planned	2011-2012 Planned Activities
				<p>placement, and job maintenance for marginalized immigrant and refugee women to attain certificates as child development assistants.</p> <ul style="list-style-type: none"> • Developed occupational English language requirements for benchmarking methodology. • Built awareness within the construction sector regarding <i>the impacts of language learning and Essential Skills safety training</i> and created effective language learning model for safety in the workforce, including train the trainer, safety posters, <i>Essential Skills and Language Quick Tips</i> information materials. 		<p>employers, professional regulatory bodies and post-secondary institutions.</p> <ul style="list-style-type: none"> • Enhanced access to English as an Additional Language programs across the majority of the province. • Provided <i>ESL/Adult Literacy training</i> off-site at public libraries for new Canadians. • Drafted the “Adult ESL E-Learning Strategic Framework” for internal use to increase understanding about delivering ESL to adults and through E-learning. • Developed tools for instructors and administrators when making decisions on incorporating e-learning into blended ESL programming and the appropriate use of resources. • Launched <i>ESL literacy</i> and settlement /integration language resources relevant to the Alberta Adult ESL Continuum plan. • Developed phase one of a strategic framework of best practices for English 		

Priority Area (\$, millions)	2008- 2009 Actual	2008-2009 Actual Activities	2009- 2010 Actual	2009-2010 Actual Activities	2010- 2011 Actual	2010-2011 Actual Activities	2011- 2012 Planned	2011-2012 Planned Activities
						<ul style="list-style-type: none"> in the Workplace programming. Supported occupation-specific language training, with a focus on accounting. 		
Workforce Partnerships (includes workforce development)	\$3.666	<ul style="list-style-type: none"> Developed community action plans to increase workforce participation for First Nations and Métis Settlements <i>Expanded Workplace Essential Skills Training (WEST)</i> including literacy training to LMA eligible Albertans employed at various workplace settings, including construction, manufacturing, energy, non-profit, tourism and hospitality/retail sectors Held a series of industry events providing information to employers on how to respond to attraction and retention issues, including untapped labour sources Organized educational events for business and industry to facilitate success stories of businesses engaged in recruitment and retention of professional/skilled 	\$7.130	<ul style="list-style-type: none"> The Alberta Hotel and Lodging Association developed and tested a training tool to teach occupational skills and standards for hospitality industry workers. A pilot project, Welcoming Workplace, was developed to attract, integrate and retain employees in the non-profit sector. A demonstration project helped to address the organizational development of non-profit organizations through improved human resources management and practices. The Business Link provided enhanced small business development services for immigrant entrepreneurs by creating/adapting information and resources. An employment development and job 	\$4.982	<ul style="list-style-type: none"> Hosted an employer symposium focusing on building your business. Partnered with different industries to promote industry-specific career paths and career planning tools for career fairs and other events. Supported the MLA Committee on the First Nations, Métis and Inuit (FNMI) Workforce Planning Initiative. Assisted Aboriginal and First Nations people with the transition into urban centers and secure employment and training placement. Revised the Aboriginal Health Careers Strategy Committee work plan to introduce a number of online health career training programs. Implemented a variety of southern Alberta sector-specific strategies such as in the non-profit and greenhouse sectors through industry 	\$6.400	<ul style="list-style-type: none"> Work with stakeholders to increase support for workplace training and encourage employer-sponsored training. Partner with regional economic development organizations, employers and communities to build community capacity related to labour force planning and development. Investigate options and approaches to provide training that will meet priority labour force needs in industry sectors/occupations. Identify and implement enhancements to <i>workplace Essential Skills training</i>. Facilitate economic development opportunities, particularly for Aboriginal youth and Aboriginal women, and provide access to business advisory services/supports for

Priority Area (\$, millions)	2008- 2009 Actual	2008-2009 Actual Activities	2009- 2010 Actual	2009-2010 Actual Activities	2010- 2011 Actual	2010-2011 Actual Activities	2011- 2012 Planned	2011-2012 Planned Activities
		<ul style="list-style-type: none"> immigrants Facilitated business engagement sessions to discuss foreign qualification recognition and receive input into best practices, new tools and resources Developed partnerships with industry targeting sector-specific attraction/retention initiatives. 		<ul style="list-style-type: none"> maintenance consultant was recruited for an employment preparation program targeting at-risk youth. A pilot project on money management was developed targeting youth that focused on skills that focused towards assets such as education, training or tools for employment. Seven pilot project training programs <i>delivered Essential Skills training</i> to over 266 workers in their workplaces. In collaboration with The Confederacy of Treaty Six First Nations, Enbridge, Alberta Aboriginal Relations and Indian and Northern Affairs Canada, delivered business development workshops designed to provide tools needed to maximize future contracting opportunities in Alberta's oil and gas industry. 		<ul style="list-style-type: none"> partnerships. Provided Employment Standards and Health & Safety information to employers and individuals through publications, brochures, and a call-centre. Helped implement various industry workforce strategies through the Industry Contributor's Group. Workforce and productivity were also promoted to assist with industry workforce strategy implementation, resulting in the development of 19 grant projects. Supported 45 Workforce Partnership Agreements (i.e. <i>Workplace Essential Skills Training, Attraction Retention Program</i>), hosted 227 Employer Connection events, and 76 career / job / employment fairs. Developed and tested a workshop on the topic of resolving workplace conflicts. Developed a monthly Job Market Update report describing labour market activity in the 		small businesses.

Priority Area (\$, millions)	2008- 2009 Actual	2008-2009 Actual Activities	2009- 2010 Actual	2009-2010 Actual Activities	2010- 2011 Actual	2010-2011 Actual Activities	2011- 2012 Planned	2011-2012 Planned Activities
						<ul style="list-style-type: none"> South region. Developed a Work Culture DVD about oil sands work culture, cultural diversity, living away from home and making informed decisions. 		
Administration	\$4.132	<ul style="list-style-type: none"> Design and implementation of AE&I's newly introduced client service integration data system Expansion of policies and program criteria to better meet client and labour market needs Internal operating costs incurred in administering eligible LMA programs and services. 	\$12.132	<ul style="list-style-type: none"> Design and implementation of E&I's newly introduced client service integration data system. Policy and program revisions and expansions to better meet client and labour market needs. Increased staffing to respond to higher levels of activity and demands for service due to the slowing economy. Internal operating costs incurred in administering eligible LMA programs and services. 	\$10.061	<ul style="list-style-type: none"> Internal operating costs in administering eligible LMA programs and services. Increased staffing to respond to higher levels of activity and demands for service due to the slowing economy; hired Employment Placement Counselors to proactively assist Alberta Works Income Support clients gain employment. Conducted policy and program research, review and revisions to better meet client and labour market needs. The final phase of implementation of Mobius adjustments for learners. Implemented various initiatives to streamline service delivery, simplify processes and enhance practices such as the LMI electronic tool. 	\$5.500	<ul style="list-style-type: none"> Develop and/or expand policies and program criteria to better meet client and labour market needs. Supports to manage delivery of programs, services and IT needs.

Priority Area (\$, millions)	2008- 2009 Actual	2008-2009 Actual Activities	2009- 2010 Actual	2009-2010 Actual Activities	2010- 2011 Actual	2010-2011 Actual Activities	2011- 2012 Planned	2011-2012 Planned Activities
TOTAL	\$30.39 7		\$74,115		\$51.790		\$67.300	

British Columbia

Ministry responsible for literacy	Ministry of Advanced Education
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Naomi Yamamoto
Ministry responsible for the LMA	Ministry of Jobs, Tourism and Innovation
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Pat Bell
Ministry responsible for workplace literacy	Ministry of Advanced Education
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Naomi Yamamoto • Steven Rumpel Director, Essential Skills

Definition of literacy

The *Adult Opportunities Action Plan* defines literacy as Level 3 in the International Adult Literacy and Skills Survey, which generally equates to high school graduation. This is considered the “desired level” to cope with the increasing demands of the knowledge and information economy, although it is a higher level of competency than people generally associate with literacy. Anything below Level 3 is considered a low level of literacy.

Adult Literacy Policy

In 2005, the government set out a five-point plan called “Great Goals for a Golden Decade”:

1. Make B.C. the best-educated, most literate place in North America.
2. Make B.C. a model for healthy living and physical fitness.
3. Build the best system of support in Canada for persons with disabilities, special needs, children at risk, and seniors.
4. Lead the world in sustainable environmental management.
5. Lead Canada in job creation.

ReadNowBC is the comprehensive literacy strategy announced in 2007, focused on improving literacy skills by increasing:

- The number of children entering school ready to learn;
- The number of children who read successfully;
- The number of adults who have the literacy and essential skills necessary to compete in today's labour market and to function in everyday life;
- The number of Aboriginal students who read successfully.

As part of *ReadNowBC*, the Ministry of Advanced Education developed an adult literacy strategy – the *Adult Opportunities Action Plan* (2007). The plan's goals are to:

- Reduce barriers and increase participation in adult literacy programs and courses.
- Improve literacy rates for key populations, including Aboriginal people and immigrants.
- Co-ordinate quality programs that produce results.

Under the Education Guarantee, free Adult Basic Education (ABE) is now available through the virtual school LearnNow BC, at 18 postsecondary institutions and through school districts' continuing education centres. ABE leads to a high school diploma.

The "Literacy Now Communities Planning Process" builds community networks, partnerships, and relationships to support community literacy and literacy programming across British Columbia. The "Literacy Now Communities Planning Process":

- Assists communities to pool and build financial and human resources to address local literacy challenges
- Identifies a network of community leaders across the province who can support communities in their literacy work
- Provides a provincial overview of emerging issues, trends and potential solutions
- Helps communities to increase and maintain the literacy skills of individual community members
- Assists communities to pool and build financial and human resources to address literacy issues

In June 2011, Literacy Now was transferred to Decoda Literacy Solutions, an organization created through the merger of Literacy BC and the literacy department of 2010 Legacies Now.

How are literacy programs provided?

In 2012, the Ministry of Education supported 72 programs through the Community Adult Literacy Program (CALP) serving an estimated 8,000 adults. The province provided \$2.4 million to CALP in 2011-12. The programs will be delivered through partnerships between community groups and B.C.'s public post-secondary institutions. Community groups include:

- non-profit societies
- training organizations
- voluntary sector organizations
- professional associations
- educational sector organizations
- workplace organizations (sector councils, unions and business associations)
- municipalities
- community-based literacy programs
- First Nations Bands
- Aboriginal organizations

CALP programs receive up to \$40,000 each to provide instruction and support to adult learners in everything from basic literacy to high school completion. Most offer one-on-one tutoring by trained volunteers, small group classes and other types of learning tailored to adults, Aboriginal people, young parents, and people living in poverty.

CALP programs are offered in a variety of settings – schools, non-profit organizations, native friendship and community centres, mostly run by volunteers. Programs focus on the individual goals of learners such as improving their literacy skills in order to enhance the quality of their lives, improve their employment opportunities, and increase their involvement in their families and communities.

The ABE Program is provided at public post-secondary institutions – 18 colleges, universities, institutes across the province. Courses can be taken as prerequisites for other programs in the post-secondary sector or as leading to the BC Adult Graduation Diploma (BCAGD). In almost every school district, adult learners can attend local high schools to finish a course necessary to receive their high school diploma, or they may complete a reduced number of credits, opt out of provincial exams, and work toward their BCAGD. ABE is also available online through the BC's virtual school, LearnNowBC (www.LearnNowBC.ca)

Is there a focus on workplace literacy and essential skills?

RES Development Ministry of Advanced Education administers “SkillsPlus” using LMA funds. Through “SkillsPlus,” small and mid-sized businesses can enhance the [foundation skills](#) of current employees, improving productivity and [reducing costs](#). The program is designed to assist employers in providing foundation skills development for their employees by [integrating essential skills into workplace training](#). “SkillsPlus” supports the development and delivery of customized, effective curriculum and assessment tools.

First announced in April 2009, the initial “SkillsPlus” pilot projects were offered only to businesses with less than 50 employees, delivering essential skills training to about 480 participants. With completion of the pilots, “SkillsPlus” participants can include organizations of up to 500 employees.

Since 2009, \$4 million has been spent on “SkillsPlus” with about 900 employees involved. In 2011-12, the budget was \$6 million. A January 11, 2012 news release announced an additional \$1.5 million investment in essential skills training through nine “SkillsPlus” projects. These project will involve over 450 workers.

The Employment Skills Access Initiative has funded projects with an Essential Skills component. Recently, the Labour Market Consortium ((Northwestern Community College, College of New Caledonia, Northern Lights College) received \$510,452 for an “Essential Office Skills Training Program” involving communications, computer, thinking and accounting skills. Capilano University received \$172,774 for “WorkStart Essentials Training Program” an eight-week program that provides participants with workplace skills and certifications. Douglas College received funding for “Enhanced Basic Security” a three -week program for the mandatory provincial Basic Security Guard Training, as well as Essential Skills instruction and a job search component

Is there a formal role for labour?

No formal role was identified.

What is the available financial support? (For workers, for labour)

Funding may be available from “SkillsPlus.” CUPE, HEU, and Capilano College have partnered on “SkillsPlus” projects.

In 2011-12, \$81,318 was provided to a partnership between the BC Construction Industry Skills Improvement Council and the Construction, Specialized Workers' Union Local 1611, the International Union of Painters and Associated Trades District Council #38 and the International Operation Engineers Union Local 115 to deliver essential skills training to 25 union workers.

British Columbia	
Amount	\$396 million (6 years)
Date Signed:	February 20, 2008
Focus for the Unemployed	<p>For those not in the labour market and therefore not eligible for Employment Insurance (EI), as well as under-represented groups:</p> <ul style="list-style-type: none"> • Aboriginal people, immigrants, persons with disabilities, youth, women, older workers and other under-represented groups within the labour market • Individuals entering and re-entering the workforce
Focus for the Employed	Training for employed individuals who are low skilled and do not have a high school diploma or a recognized credential, or have low levels of literacy and lack essential skills.
Provincial Priorities	<ul style="list-style-type: none"> • skills training, ranging from training in basic skills to advanced skills training • on-the-job training and workplace-based skills upgrading • group interventions and job readiness assistance • financial supports and benefits such as loans, grants and living allowances • employment counselling and services • labour market connections that promote and enhance labour market efficiency <p>2011/12 Objectives</p> <ol style="list-style-type: none"> 1. Develop and deliver labour market programs and services which are flexible and accessible, applicable, and meaningful to all LMA clients. 2. Target LMA funding in the following five categories of programming: <ol style="list-style-type: none"> a. Occupational skills development programming for unemployed clients leading to formal credentialing; b. Employability skills development programming for unemployed clients; c. Labour market transition programming for unemployed clients; d. Skills development programming for employed/low-skilled clients; and, e. Innovative programs which focus on a specific labour market issue/solution or target group 3. Ensure that LMA programs complement, but not overlap or duplicate, existing employment/labour market programs. 4. Define our service delivery network for unemployed clients as a system

British Columbia	
	<p>of connections between LMA third-party service providers and other community based delivery agencies.</p> <ol style="list-style-type: none"> 5. Ensure that whenever possible, programs for unemployed participants lead to employment outcomes. 6. Ensure that geographic distribution of LMA funding is both reasonable and rational. Programs will be geographically located to ensure that as many LMA clients as possible are served in consideration of funding constraints, identified need and availability of other employment services.
Accountability Measures	<p>The LMAs contain a robust accountability framework that includes commitments related to the following:</p> <ul style="list-style-type: none"> • the development of annual plans and the engagement of stakeholders • the stewardship of financial resources provided under the agreement • the measurement of the outcomes and benefits of investments in three areas: participants, service delivery and participant impacts • regular public reporting of results achieved • regular review and evaluation of activities
Displacement	<p>Commitment to ensure that the new federal investments do not displace normal provincial expenditures within the labour market.</p>
Official Languages	<p>B.C. agrees to take into account the needs of the official language minority communities within the province and to deliver, where there is significant demand, services in either official language</p>
Administration	<p>The ministries of and Social Development and Advanced Education and Jobs, Tourism and Innovation collectively are responsible for the LMA. Services are provided through the Ministry of Advanced Education, the Minister of Jobs, Tourism and Innovation, BC's Industry Training Authority, or third-party service providers.</p>
Strategic Training and Transition Fund	<p>BC received \$51.2 million in STTF funds. Two new programs are planned using these funds. The funds were allocated \$25.6 million in 2009/10 and \$30.8 million for 2010/11.</p>
Consultations	<p>2009-10 consultation included:</p> <ul style="list-style-type: none"> • The Workforce of the Future Forum, which included over 100 industry, service and government reps in June 2008; • Series of consultations with industry leaders in November 2008, including individual follow-up meetings in February/March 2009; • Intra-government and inter-government consultations through to March 2009;

British Columbia

- A consultation meeting with the BC Small Business Roundtable;
- A Ministry of Aboriginal Relations and Reconciliation consultation of Aboriginal organizations on best practices and services gaps.
- The incorporation of stakeholder feedback is also achieved through rounds of consultation for specific programs, such as Bladerunners, Skills Connect, and the Aboriginal Employment and Training Program.

There is no specific mention of consultation with labour

2010-11 Consultations: engagement sessions were held in 11 communities involving stakeholders, employers, and others. In addition conversations were hosted with stakeholders serving most specialized communities, such as immigrants, Francophone, and people with disabilities.”

BC has posted reports of these engagement sessions online.

Literacy and Essential Skills

The SkillsPlus program targets small and medium sized businesses to provide essential skills training.

British Columbia - Original LMA

Priority Areas (\$000's)	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	Six Year Total	Notional %
Client access, communications and transitions	8,500	8,500	8,500	8,000	10,000	7,500	51,000	12%
Career Development Information	6,400	0*	0*	0*	0*	0*	6,400	2%
Employment access, counselling and services	11,600	12,100	12,100	12,100	12,100	12,100	72,100	18%
Job readiness and assessment tools	9,450	9,200	9,200	9,200	9,100	9,200	55,350	14%
Essential Skills and workplace based training	16,100	20,500	20,500	21,000	19,800	20,800	118,700	30%
Financial Supports and Benefits	12,500	14,250	14,250	14,250	13,550	14,950	83,750	21%
Program Administration	1,866	1,866	1,860	1,860	1,860	1,860	11,196	3%
Total (\$000's)	66,416	66,416	66,416	66,416	66,416	66,416	398,496	100%

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

British Columbia LMA Activity

Priority Area	2008-2009		2009-2010		2010-2011		2011-2012	
	\$ Actual	Clients # Actual	\$ Actual	Clients # Actual	\$ Planned	Clients # Planned	\$ Planned	Clients # Planned
1. Employment Services for Unemployed or Low Skilled Employed Clients	N/A	10	N/A	2,910	4,378,000	1,180	5,500,000	1,079
<ul style="list-style-type: none"> • Northeast BC Community and Industry Integrated Immigrant Training (2008-09) (2009-10) (2010-11) • Aboriginal Business and Entrepreneurial Training (BEST) (2008-09) (2009-10) (2010-11) (2011-12) • Expansion of Skills Connect for Immigrants Program (2009-10) (2010-2011) • Northeast BC Community and Industry Integrated Immigrant Training (2009-10) (2010-11) • Expansion of Employment Programming for Aboriginal Persons with Disabilities (2009-10) • Women's Mentoring Program (2009-10) (2010-11) (2011-12) • British Columbia Employment Program (2009-10) • Increase Access to Assistive Technology for Persons with Disabilities (2009-10) (2010-11) (2011-12) 								

Priority Area	2008-2009		2009-2010		2010-2011		2011-2012	
	\$ Actual	Clients # Actual	\$ Actual	Clients # Actual	\$ Planned	Clients # Planned	\$ Planned	Clients # Planned
<ul style="list-style-type: none"> Bridging Employment Program (2010-11) Specialized Community Assistance Program (2010-11) (2011-12) 								
2. Skills Development and Upgrading Interventions for Unemployed Clients	N/A	889	N/A	3,765	19,601,000	2,332	26,000,000	3,178
<ul style="list-style-type: none"> Energy Efficiency Employment Development (2008-09) (2009-10) Trades Training for Immigrants (2008-09) (2009-10) (2010-11) (2011-12) Aboriginal Apprenticeship Strategy (2008-09) (2009-10) (2010-11) (2011-12) Student Financial Assistance for Persons with Disabilities (2008-09) (2009-10) (2010-11) Empowering Women in the Trades (2008-09) (2009-10) Women in Trades Training (2010-11) (2011-12) Employment Skills Access Program (2009-10) (2010-11) (2011-12) Multiple Assessment Pathways (2009-10) (2010-11) (2011-12) Flexible Learning in the Trades (2009-10) (2010-11) (2011-12) Environmental Monitoring Assistant Program 								

Priority Area	2008-2009		2009-2010		2010-2011		2011-2012	
	\$ Actual	Clients # Actual	\$ Actual	Clients # Actual	\$ Planned	Clients # Planned	\$ Planned	Clients # Planned
(2009-10) (2010-11) <ul style="list-style-type: none"> • Petroleum Field Services Training for Entrepreneurs (2009-10) • Aboriginal Training and Employment Program (2009-10) (2010-11) (2011-12) • Commercial Driver Training for Women (2009-10) • Workforce Exploration Skills Training (2011-12) • Skills Development (2011-12) 								
3. Interventions That Offer Skills Development and/or Work Experience Components for Employed and/or Unemployed Clients	N/A	159	N/A	4,964	28,916,000	3,492	30,000,000	5,600
<ul style="list-style-type: none"> • Expansion of Bladerunners Program (2008-09) (2009-10) (2010-11) (2011-12) • Return to Work Employability Program (2008-09) (2009-10) • Industrial Transition Programs - MPB/Forestry (2008-09) (2009-10) • Small Business Skills Training Program (2009-10) (2009-10) • Expansion of the Return to Work Programs for Persons with Disabilities with a focus on developmental, cognitive and mental disabilities 								

Priority Area	2008-2009		2009-2010		2010-2011		2011-2012	
	\$ Actual	Clients # Actual	\$ Actual	Clients # Actual	\$ Planned	Clients # Planned	\$ Planned	Clients # Planned
(2009-10)								
<ul style="list-style-type: none"> • JobOptionsBC (2011-12) • Skilled Trades Employment Program (2011-12) • Individualized Employment Services - Specified Disabilities (2011-12) • Labour Market Solutions – Targeted Skills Shortage Program(2011-12) • Labour Market Solutions – Sector Based Solutions (2011-12) • Labour Market Solutions – Implementation of Labour Market Partnership Projects (2011-12) • Youth Skills BC – Workplace Pilot Program (2011-12) • Youth Skills BC- Entrepreneurship Pilot Program (2011-12) 								
4. Skill Development and Training for Low Skilled Employed Clients (Workplace Based)	N/A		N/A	459	2,238,000	350	6,000,000	500
<ul style="list-style-type: none"> • Skills Plus Initiative – Essential Skills Program (2009-10) (2010-11) (2011-12) • Essential Skills Program (TBD) (2011-12) 								
TOTALS	N/A	1,058	N/A	12,098	55,133,000	7,354	67,500,000	10,357

Note: BC's annual report contains no information on actual spending

STRATEGIC TRAINING TRANSITION FUND	2009-10		2010-11	
	\$ Planned	# Clients Actuals	\$ Planned	# Clients Planned
• Attach to the Workforce (2009-2010)	18,100,000			
• Stay Working (2009-2010)	7,500,000			
• Asia Pacific Gateway Skills Table (2010-11)		0	Approx. .600M	TBD*
• Economic Recovery Training Pilot Program (2010-11)		126	Approx. 7.5M	1,000
• BC Employment Program (existing program) (2010-11)		10,701	Approx. 10 M	10,000
• BC Technology Industry Association (BCTIA) (2010-11)		0	Approx. .190M	150
• Women's Mentorship Program (existing program) (2010-11)		127	Approx. .225M	131
• Workplace Training for Innovation Program (2010-11)		1,174	Approx. 7.5M	3,000
• Labour Market Solutions			Approx. 4.786M	TBD*
• Job Opportunities Program		201		
Total	25,600,000	12,329	Approx. 30.801M	Approx. 14, 281

Note: BC's annual report contains no information on actual spending

Manitoba

Ministry responsible for literacy	Department of Advanced Education and Literacy
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Erin Selby • Lynette Plett Executive Director, Adult Learning and Literacy
Ministry responsible for the LMA	Department of Entrepreneurship, Training and Trade
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Peter Bjornson
Ministry responsible for workplace literacy	Department of Entrepreneurship, Training and Trade
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Peter Bjornson • Sandi Howell Provincial Coordinator, Essential Skills & PLAR

Definition of literacy

The Adult Literacy Discussion paper articulates:

Literacy refers to the skill base that enables people to participate and adapt to change in the workplace, the home, and community life. It provides a foundation for further learning and includes the following:

- written communication skills; reading text, document use, writing
- numeracy
- thinking skills to learn and solve problems
- oral communication and interpersonal skills

Adult Literacy Policy

As of January 2009, Manitoba's *Adult Literacy Act* came into effect, to guide efforts to improve adult literacy levels in the province. The act is the first of its kind in Canada. The act strengthens the existing collaboration between government and community stakeholders to promote a more strategic and effective approach to literacy. It also

formalizes the governance of current adult literacy programs and refines the criteria for funding, program standards, and learning outcomes. At the same time, the government increased its funding for adult literacy programs.

An *Adult Literacy Strategy Framework* was developed for 2009-2011. The framework focuses on five key areas: adult literacy programs, adult learning centres, workforce development and employment, adult learning and literacy supports for English as an additional-language (EAL) learners, and Aboriginal education. A government adult literacy group will support coordination across departments involved in adult literacy.

How are literacy programs provided?

Manitoba's literacy programs are provided using a framework of three stages.

Stage I - Feeling Literate

The goal of Stage I literacy is to help learners *feel* like readers and writers. This is a process of developing confidence with the written language. It involves encouraging learners to make connections between oral and written language.

Stage II - Developing Literacy

The goal of Stage II literacy is to help learners become readers and writers. This is a process of consolidating skills. It involves encouraging learners to focus on the visual characteristics of print while continuing to use their world knowledge.

Stage III - Becoming Literate

The goal of Stage III literacy is to help new learners move from learning to read to reading to learn. It involves helping learners refine their skills.

Established by the *Adult Literacy Act*, the Manitoba Adult Literacy Program (MALP) is a central component of the new provincial strategy, intended to "provide support for agencies that offer literacy programs for adults seeking to improve their literacy skills." Thirty-eight part-time community-based literacy agencies provide programs. Adult literacy programs (ALPs) funded under the (MALP) offer:

- tuition free programming for adults
- beginner to advanced programming in reading, document use, writing, communication, and numeracy skills
- programming meets learners' employment, education, training and/or personal goals

Adult Learning Centres established by an act of the legislature, provide an educational program using recognized principles of adult education to enable learners, who have not completed secondary schooling or who are ineligible to pursue post-secondary studies or other recognized educational opportunities to obtain the Mature Student High School Diploma and, in some cases, Stage 3 literacy. There are 46 certified adult learning centres, including one operated by the United Food and Commercial Workers Union Local 832 Training Centre.

Is there a focus on workplace literacy and essential skills?

Workplace Education Manitoba (WEM), Entrepreneurship, Training and Trade (ETT), offers workplace-based essential skills and Recognition of Prior Learning (RPL) solutions to business, labour, and industry in partnership with the Workplace Education Manitoba Steering Committee (WEMSC) and the Workplace Prior Learning Assessment and Recognition (WPLAR) Committee. WEM provides coordination and expertise, with a focus on the development and delivery of workplace ES training, industry-based prior learning assessment projects and practitioner development, and specific training events for workplace literacy co-ordinators and instructors. The main office is in Winnipeg with six Regional Coordinators located through the province.

In 2009-10, workplace ES and RPL programs, funded by companies, unions, and the provincial government, were developed and delivered for approximately 3,907 employees. In addition, WEMSC, through Human Resources and Skills Development Canada, sponsored major projects related to sector-specific essential skills studies, promotion and awareness raising, curriculum development, and workplace instructor training.

WEM created the Workplace Essential Skills Training (WEST) Centre located in Winnipeg. WEST offers non-credentialed gap training in support of government pre-employment training and business needs including the assessment and documentation of client skills. It has also created an on-line video tutorial series "Numeracy: The Basics". It also offers training solutions for diversity needs, houses a resource library, and provides expert supports to business and labour. Since 2009, WEST centres have opened in Winkler, Flin Flon, The Pas, Swan River, and Thompson.

WEM operates "aWEST" a drop-in centre offering free training in the Essential Skills needed for the trades. "iWEST" focused on Essential Skills solutions for immigrants such as communication in the workplace and introduction to blueprint reading. . In 2011, "dWest" was launched to access training in digital technology Skills. "Awakening Dawn" provides Essential Skills training to adults in Aboriginal communities using authentic and culturally relevant documents.

WEM continues to develop and deliver the innovative “Igniting the Power Within” awareness and certification training events focusing on essential skills and RPL for Aboriginal counsellors from rural communities to enable them to assist in documenting the skills and experience of workers across Manitoba.

“My Home, My Native Land” was designed by WEM to enhance the workplace Essential Skills of a unique group of learners while working on a novel, socially connected and cutting-edge project. Learners focused on digital storytelling and the making of a video document using new media and computer-based technologies such as photo manipulation, video editing, motion graphics and web page development – as well as traditional means of visual communication such as basic design, typography usage, painting, drawing, and printmaking.

WEM has created an employment-readiness initiative, “Connecting Aboriginals to Manufacturing” (CAM) aimed at increasing the supply of skilled workers needed across Manitoba’s manufacturing sector. CAM’s program includes on-site and off-site training, mentorships, and facilitates strong partnerships between company and community from the outset.

Is there a formal role for labour?

The Workplace Education Manitoba Steering Committee (WEMSC) is the oldest workplace literacy consortium. Founded in 1990, the committee consists of two business and two labour representatives, with a provincial government employee acting as coordinator. The Manitoba Federation of Labour (MFL) appoints the two labour representatives who report to the MFL through the federation coordinator.

The WEMSC is not involved in individual programs at worksites, which are financed by the government of Manitoba. The labour representatives assist with the initial contact with the union to obtain buy-in and ensure that the principle of “joint” is understood. Occasionally, the labour representatives are called in to assist when a problem arises.

What is the available financial support? (For workers, for labour)

Support for program delivery is available from the Ministry of Entrepreneurship, Training, and Trade. Labour’s involvement is expected at the workplace level and there is an oversight role played by the WEMSC to ensure that programs meet workers’ needs.

Manitoba	
Amount	\$108 million (6 years)
Date Signed:	April 11, 2008
Focus for the Unemployed	<p>For unemployed individuals who are not eligible for training assistance under the Employment Insurance program, including groups who are under-represented in the labour market, such as:</p> <ul style="list-style-type: none"> • Aboriginal people, immigrants, persons with disabilities, youth, women, and older workers • Individuals entering and re-entering the workforce
Focus for the Employed	Training for employed individuals who are low skilled and do not have a high school diploma or a recognized credential, or have low levels of literacy and lack essential skills.
Provincial Priorities	<ul style="list-style-type: none"> • <i>Skills Development</i> - to ensure that Manitobans have the skills required to be successful in the labour market • <i>Employer Human Resources Capacity</i> - to help employers improve their capacity to effectively manage and develop their human resources • <i>Community Capacity</i> - to make certain that communities are able to support and benefit from labour market growth • <i>Labour Supply</i> - to ensure that Manitoba has an adequate supply of labour to support economic growth • <i>Skills Utilization</i> - to ensure that labour force participants are fully utilizing their skills
Accountability Measures	<p>The Labour Market Agreements contain a robust accountability framework that includes commitments related to:</p> <ul style="list-style-type: none"> • the development of annual plans and the engagement of stakeholders • the management of financial resources provided under the agreement • the measurement of the outcomes and benefits of investments in three areas: participants, service delivery and results • regular public reporting of results achieved • and regular review and evaluation of activities
Displacement	Commitment to ensure that the new federal investments do not displace normal provincial expenditures within the labour market.
Official Languages	Manitoba agrees to take into account the needs of the official language minority communities within the province, and to deliver, where there is significant demand, services in either official language.
Administration	The department of Entrepreneurship, Training and Trade administers the LMA.

Manitoba	
Strategic Training and Transition Fund	Manitoba received \$11,000,000 from the STTF. While much of this funding augmented existing programs, Manitoba did target two new areas – the training system and labour market efficiency.
Consultations	<p>Manitoba consulted with various groups and organizations on labour market matters, either through targeted labour market related consultations or during the ongoing design and administration of programming. Information collected through these processes was used to inform the development of the LMA Annual Plans. Reference is made to the 2008 Adult Literacy Strategy consultations.</p> <p>In June 2008, the Advisory Council on Workforce Development Act was passed. The Act builds on the success of Manitoba’s Sector Councils by promoting collaboration, information sharing and co-operation amongst organizations and other stakeholders. The Minister appointed the newly established Advisory Council in May 2009 which consists of government, industry, labour and education representatives, in order to provide information and advice to the Minister regarding government policies and strategies for developing Manitoba’s workforce. Over the past year, the Advisory Council has assisted in identifying workforce development issues and trends, as well as supported the development of a tool to collect current and anticipated labour market information.</p>
Literacy and Essential Skills	Manitoba has placed a priority on literacy and Essential Skills within all five priority areas. Immigrants and Aboriginal peoples are current targets for literacy and Essential Skills upgrading. Employers can receive support to deliver programs, while communities are being supported to deliver Essential Skills. Manitoba supported the provision of Essential Skills assessment services and training solutions through the Workplace Essential Skills Training (WEST) Centre

Manitoba - Original LMA

Priority Areas (\$000's)	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	Six Year Total	Notional %
Skills Development	10,800	10,800	10,800	10,800	10,800	10,800	64,800	60%
Employer HR Capacity	3,600	3,600	3,600	3,600	3,600	3,600	21,600	20%
Community Capacity	1,800	1,800	1,800	1,800	1,800	1,800	10,800	10%
Labour Supply	900	900	900	900	900	900	5,400	5%
Skills Utilization	900	900	900	900	900	900	5,400	5%
Total (\$000's)	18,000	18,000	18,000	18,000	18,000	18,000	108,000	100%

Manitoba LMA Activity

Priority Areas	2008-2009	2009-2010	2010-2011	2010-2011	2011-2012	2011-2012
	\$ Actual	\$ Actual	\$ Actual	# Clients Actual	\$ Planned	# Clients Planned
1. Skills Development: Manitobans have the skills required to be successful in the labour market.	10,800,000	N/A	N/A	1,715	10,866,000	1,700
<ul style="list-style-type: none"> • Provide direct financial supports to eligible beneficiaries to assist with their cost of participating in up to two years of labour market training (including living allowances and training related financial supports) (2008-2009) (2009-2010) (2010-2011) (2011-2012) • Project based training, including expanding existing and/or developing new arrangements with third party service providers to accommodate LMA clients where current capacity is not sufficient and/or programs are not available (2008-2009) (2009-2010). • Expand Self Employment programming to support individuals to start their own business. (2009-2010) (2010-2011) <p>Planned focus areas:</p> <ul style="list-style-type: none"> • Enhancing the skills of Employment and Income Assistance (social assistance) participants and persons with disabilities (2008-2009) (2009-2010) (2010-2011) (2011-2012) • Occupational training in areas of high demand; including trades and pre-trades/pre-apprenticeship training; (Advanced occupational specific skills e.g. health care fields, skilled trades, “green jobs” (2008-2009) (2009-2010) (2010-2011) (2011-2012) • EAL, literacy and other essential skills training for immigrants (2008-2009) (and Aboriginal peoples – 2009-2010) (2010-2011) (2011-2012) • Entrepreneurial training (2009-2010) (2010-2011) <p>2009-2010 Highlights:</p> <ul style="list-style-type: none"> • Provided direct financial supports to unemployed workers affected by the economic downturn, including support for Rebound participants, to assist with the cost of participating in labour market training and skills upgrading. Rebound is a two-year retraining and support strategy to help low-income workers hurt by the economic downturn return to work faster. Rebound will help more than 1,000 displaced workers and other low income Manitobans to develop their skills and transition to new 						

Priority Areas	2008-2009 \$ Actual	2009-2010 \$ Actual	2010-2011 \$ Actual	2010-2011 # Clients Actual	2011-2012 \$ Planned	2011-2012 # Clients Planned
<p>employment.</p> <p>Supported the delivery of project based training in high demand occupations throughout the province in response to local labour market needs and requirements. This included training projects to provide the opportunity for unemployed and low income individuals to develop employability and basic construction skills through on-the-job training in the energy efficiency upgrading / retrofitting of private and public housing units in Winnipeg and Brandon.</p> <p>2010-2011 Highlights:</p> <p>In response to the economic downturn, Manitoba supported eligible beneficiaries with direct financial supports to assist with the cost of participating in labour market training, including living allowances and training related financial supports. Overall, 20% of LMA and STTF participants participated in training, ranging from upgrading to advanced occupational specific training.</p>						
<p>2. Employer HR Capacity: Manitoba employers have the capacity to effectively manage and develop their human resources.</p>	3,600,000	N/A	N/A	4,908	3,622,000	5,000
<ul style="list-style-type: none"> Implement plans to improve current service delivery approaches for providing workplace-based human resource programs and services. (2008-2009) (2009-2010) (2010-2011) (2011-2012) Provide supports to employers to assist them in conducting workplace-based skills assessment and recognition. (2008-2009) (2009-2010) (2010-2011) Provide supports to employers to assist them in providing workplace-based training to eligible beneficiaries (new hires and existing workers) (2008-2009) (2009-2010) (2010-2011) (2011-2012) Create opportunities for advancement of existing workers and associated entry level opportunities for new entrants/re-entrants (2009-2010) (2010-2011) (2011-2012) Support for sector based workforce planning and development (2009-2010) (2010-2011) (2011-2012) <p>Planned focus areas include:</p> <ul style="list-style-type: none"> Integration of human resource services with other services for business and individuals (within Single Window for Business) (2008-2009) (2009-2010) (2010-2011) (2011-2012) 						

Priority Areas	2008-2009 \$ Actual	2009-2010 \$ Actual	2010-2011 \$ Actual	2010-2011 # Clients Actual	2011-2012 \$ Planned	2011-2012 # Clients Planned
<ul style="list-style-type: none"> • Small and medium sized businesses (SME's) (2008-2009) (2009-2010) (2010-2011) (2011-2012) • Literacy and other essential skills, including workplace specific skills for immigrants (2008-2009) (2009-2010) (2010-2011) (2011-2012) • Winnipeg and Northern Manitoba (2008-2009) (2009-2010) • Economic priority industries/sectors (2008-2009) (2009-2010) (2010-2011) (2011-2012) • Sector Councils (2009-2010) (2010-11) (2011-2012) • Recruitment of Aboriginal peoples (2009-2010) (2010-11) <p>2009-2010 Highlights:</p> <ul style="list-style-type: none"> • Provided wage subsidies to employers to assist them in providing work experience and job specific skills development to new hires. Manitoba employers were assisted to hire unemployed individuals who were not eligible for EI, including Employment and Income Assistance participants, and who were at risk of extended periods of unemployment. • Assisted Manitoba employers and industry to meet their HR needs by supporting the provision of industry and workplace based training for existing workers and new hires, including Aboriginal peoples and immigrants, apprentices, and trades qualifiers in Winnipeg, rural and northern Manitoba. Supported the provision of Essential Skills assessment services and training solutions through the Workplace Essential Skills Training (WEST) Centre, training in new technologies, and practical work experience in a number of occupations and sectors across the province. Emphasis was placed on industries that had been hard hit by the economic downturn and industries facing skilled labour shortages. <p>2010-2011 Highlights:</p> <ul style="list-style-type: none"> • Through Manitoba's seventeen sector councils and the Workplace Essential Skills Training (WEST) Centre, employers received supports to assist with conducting workplace based skills assessment and recognition and provide workplace based training opportunities for new hires and existing workers. 						
3. Community Capacity: Manitoba communities are able to support and benefit from labour market growth.	1,800,000	N/A	N/A	287	1,811,000	450
<ul style="list-style-type: none"> • Provide supports to develop and operate community based skills assessment and training programs/projects for eligible 						

Priority Areas	2008-2009 \$ Actual	2009-2010 \$ Actual	2010-2011 \$ Actual	2010-2011 # Clients Actual	2011-2012 \$ Planned	2011-2012 # Clients Planned
<p>beneficiaries. (2008-2009) (2009-2010) (2010-2011) (2011-2012)</p> <ul style="list-style-type: none"> • Provide training opportunities for staff of community organizations so that they can conduct Prior Learning Assessment and Recognition (PLAR) and provide Essential Skills training to local residents. (2008-2009) (2009-2010) (2010-2011) (2011-2012) • Deliver workshops for staff of community organizations to increase their capacity to strategically plan and fund training events/activities and engage their local workforce in labour market training opportunities. (2008-2009) (2009-2010) (2010-2011) • Leverage employment and training opportunities (including pre-employment and on the job training) in capital projects for eligible beneficiaries, particularly for northern and Aboriginal communities (2009-2010) (2010-2011) (2011-2012) Provide supports to community based training projects that provide training opportunities for hard to employ individuals through retrofitting services for private and public housing units in inner city neighbourhoods. (2011-2012) <p>Focus Areas:</p> <ul style="list-style-type: none"> • Northern, rural and remote communities; • Low income urban neighbourhoods; and <p>Resource sectors, including mining and forestry</p> <p>2009-2010 Highlights:</p> <ul style="list-style-type: none"> • Supported the delivery of projects to expand employment services and training infrastructure in northern and rural Manitoba. This included approximately \$1.1M in support for the Licensed Practical Nursing (LPN) Training Initiative in partnership with Canada and Aboriginal partners to deliver LPN training to Aboriginal participants in six rural and northern Manitoba communities, providing skilled health care professionals for Manitoba's health care system. <p>2010-2011 Highlights:</p> <p>Supported the delivery of project-based training in high demand occupations throughout the province. This included projects to provide the opportunity for unemployed and low income individuals to develop basic employability and construction skills through on the job training in the energy efficiency upgrading/retrofitting of private and public housing units in Winnipeg and Brandon.</p>						
4. Labour Supply: Manitoba has an adequate supply of labour to support economic growth.	900,000	N/A	N/A	1,728	905,500,00	1,800

Priority Areas	2008-2009 \$ Actual	2009-2010 \$ Actual	2010-2011 \$ Actual	2010-2011 # Clients Actual	2011-2012 \$ Planned	2011-2012 # Clients Planned
<ul style="list-style-type: none"> • Provide support for programs and services to help prepare individuals to access employment and/or training opportunities, including employment/training readiness assessments; employment counselling; preparation of employment/training plans, EAL/literacy and other employment readiness programming. (2008-2009) (2009-2010) (2010-2011) (2011-2012) • Provide support for project-based activities to help better position certain “high-risk” groups/individuals for participation in training and/or the labour market (e.g. youth at risk, individuals preparing to transition out of correctional facilities), (2008-2009) particularly in the skilled trades (2009-2010) (2010-2011) (2011-2012) • Provide supports for programs and services to assist individuals to remain in training, employment and/or the labour force. (2008-2009) (2009-2010) (2010-2011) (2011-2012) • Implement a one-stop comprehensive employability/training readiness assessment and referral process for unemployed low-income workers in partnership with provincial Employment and Income Assistance program. (2009-2010) (2010-2011) <p>Focus areas:</p> <ul style="list-style-type: none"> • Improvements to employment/training readiness assessment and client referral methods and processes (2009-2010) (2010-2011) (2011-2012) • Preparing Employment and Income Assistance (social assistance) participants for training/employment (2009-2010) (2010-2011) (2011-2012) • Labour market programming for older workers (2009-2010) • Labour market integration of immigrants (2009-2010) (2010-2011) (2011-2012). <p>2009-2010 Highlights:</p> <ul style="list-style-type: none"> • Provided support for project based activities to assist Employment and Income Assistance (EIA) participants, persons living with disabilities and other underrepresented groups, to prepare to attend skill training or enter the workforce. Projects delivered a broad range of pre-employment and employment re-entry programming, including the provision of career exploration and planning services, job search and maintenance supports, and employability and life skills training for Employment and Income Assistance (EIA) participants and persons with disabilities. <p>2010-2011 Highlights:</p> <ul style="list-style-type: none"> • Provided support for the Rebound Initiative, a two-year retraining and support strategy to help workers hurt by the economic 						

Priority Areas	2008-2009 \$ Actual	2009-2010 \$ Actual	2010-2011 \$ Actual	2010-2011 # Clients Actual	2011-2012 \$ Planned	2011-2012 # Clients Planned
downturn return to work faster. Individuals were assisted with career planning and financial supports to prepare for and participate in skills training and upgrading.						
5. Skills Utilization: Manitoba labour force participants are fully utilizing their skills.	900,000	N/A	N/A	154	905,500	375
<ul style="list-style-type: none"> • Support eligible beneficiaries to access programs and services to help them to apply and use their skills in the labour market, including: <ul style="list-style-type: none"> ○ skills assessment and recognition services, including foreign credential and qualifications recognition services ○ recognition of prior learning (RPL) services ○ career development /management related services and resources (2008-2009) (2009-2010) (2010-2011) (2011-2012) • Develop and implement improved skills assessment and recognition methods/processes (2008-2009) (2009-2010) (2010-2011) (2011-2012) • Assist displaced workers from targeted sectors to relocate for employment opportunities (2009-2010) (2011-2012) • Support for work experience and internships for skilled immigrants (2010-2011) <p>Planned focus areas:</p> <ul style="list-style-type: none"> • Coordination of client assessment services; (2008-2009) (2009-2010) (2010-2011) (2011-2012) • Identification of skills gaps and gap training opportunities (apprenticeship, essential skills / literacy) (2008-2009) (2009-2010) (2010-2011) (2011-2012) • Foreign credential and qualifications recognition services (2008-2009) (2009-2010) (2010-2011) (2011-2012) • Contribution to productivity agenda (within Single Window for Business) (2008-2009) (2009-2010) • Labour market integration and employment transitions of immigrants. (2009-2010) (2010-2011) (2011-2012) <p>2009-2010 Highlights:</p> <ul style="list-style-type: none"> • Supported enhancements to Manitoba’s Career Development Gateway website, which provides single window access to career development information, resources, services and programs. This resource is a key tool in assisting affected workers to plan and develop their careers during labour market transitions and support timely re-entry into the workforce. 						

Priority Areas	2008-2009 \$ Actual	2009-2010 \$ Actual	2010-2011 \$ Actual	2010-2011 # Clients Actual	2011-2012 \$ Planned	2011-2012 # Clients Planned
<ul style="list-style-type: none"> Manitoba assisted skilled and professional immigrants to eliminate the barriers of no Canadian work experience and find permanent employment in their field of expertise through support for the delivery of gap training and internship opportunities. <p>2010-2011 Highlights:</p> <ul style="list-style-type: none"> Manitoba provided support to third party service providers to assist skilled immigrants to find permanent employment in their field of expertise through the delivery of gap training, development of learning plans, and the provision of work experience opportunities related to their individual skills and competencies developed outside of Canada. Eligible beneficiaries were provided with living allowances and other support costs while gaining Canadian work experience. 						
	2008-2009 \$ Actual	2009-2010 \$ Actual	2010-2011 \$Actual	2011-2012 \$ Planned		
TOTAL	9,806,000	14,835,000	20,318,000			

Additional Priorities for the Strategic Training and Transition Fund (STTF)

Priority Areas	2009-2010 STTF \$ Actual	2010-2011 STTF \$ Actual
PRIORITY AREA 1: TRAINING SYSTEM: Manitoba's training system is meeting labour market needs.		
<ul style="list-style-type: none"> • Support for curriculum components and program structures that will enable Aboriginal and Immigrant adult students in post-secondary institutions to make more effective and successful transitions to further education, employment, and training • Implement a model for labour market-driven bridge programming within the post-secondary sector, including support for pilot offerings of bridge programs and a program evaluation system that promotes promising practice • Support for implementation of Apprenticeship Futures Commission recommendations, including support for TQ prep courses, the development of curriculum for on line learning, and coordination of Senior Years Apprenticeship Option. <p>2009-2010 Highlights:</p> <ul style="list-style-type: none"> • Supported Manitoba's efforts to strengthen the workforce and meet the demand for skilled labour, particularly in the trades. Investments were made in 2009/10 in Manitoba's apprenticeship system, including the development of Apprenticeship Trades Qualifications Supports for the top 5 trades accessed by international and domestic trades qualifiers and the design and delivery of a series of pilot projects to explore new possibilities of distributed learning for technical training under the e-Apprenticeship Delivery Development Initiative. <p>2010-11 Highlights:</p> <ul style="list-style-type: none"> • Supported the implementation of a number of recommendations from the Apprenticeship Futures Commission (AFC) report, including the development and delivery of trade specific upgrading for specific Red Seal and Certified Trades; the design, conduct and evaluation of pilot projects to explore new possibilities for distributed learning (e-learning) for technical training; and support for the High School Apprenticeship Program (HSAP). 		
PRIORITY AREA 2: LABOUR MARKET EFFICIENCY		
<ul style="list-style-type: none"> • Support the development of labour market information such as skills and services inventories • Invest in effective marketing and communication strategies targeted at individuals and employers • Development of a single point of access to all government employment and business programs, services and activities <p>2009-2010 Highlights:</p>		

Priority Areas	2009-2010 STTF \$ Actual	2010-2011 STTF \$ Actual
<ul style="list-style-type: none"> Supported the development of a new Labour Market Information Retrieval Initiative in partnership with the Alliance of Manitoba Sector Councils (AMSC) and the Advisory Council on Workforce Development (ACWD). The focus of the initiative is to develop a new tool to obtain accurate and current labour market information from industry and build capacity to collect and process the information in a timely manner. This will result in more effective and efficient use of provincial and federal training dollars through identification of needs and emerging trends. <p>2010-11 Highlights:</p> <ul style="list-style-type: none"> Developed and launched the Labour Market Information Retrieval Initiative in the form of a pilot survey in partnership with the Alliance of Manitoba Sector Councils members, the Minister's Advisory Council on Workforce Development, and the Manitoba Bureau of Statistics. The focus was to develop a process to obtain accurate and current labour market information from industry and build capacity to collect and disseminate the information in a timely manner. 		

	2009-2010 Actual	2010-2011 Actual
TOTAL	\$5,688,000	\$5,651,000

New Brunswick

Ministry responsible for literacy	Department of Post-Secondary Education, Training and Labour
<ul style="list-style-type: none">• Minister's name• Key Staff	<ul style="list-style-type: none">• Hon. Martine Coulombe• Guy Lamarche Community Adult Learning Services Branch
Ministry responsible for the LMA	Department of Post-Secondary Education, Training and Labour
<ul style="list-style-type: none">• Minister's name• Key Staff	<ul style="list-style-type: none">• Hon. Martine Coulombe
Ministry responsible for Workplace Literacy	Department of Post-Secondary Education, Training and Labour
<ul style="list-style-type: none">• Minister's name• Key Staff	<ul style="list-style-type: none">• Hon. Martine Coulombe• Allen Bard Manager, Workplace Essential Skills Unit

Definition of literacy

The 2009 *Adult Literacy Strategy* defines literacy as:

The ability to understand and use printed information in daily activities at home, at work and in the community, and to achieve one's goals and develop one's knowledge and potential. In recognition of the strong employment-related needs in the province, our definition of literacy also references essential skills – skills that help people perform the tasks required by their occupation (or desired occupation), provide a foundation for learning other skills, and enhance people's ability to innovate and adapt to workplace change. These skills include reading, document use, writing, numeracy, oral communication, working with others, thinking, computer use, and continuous learning.

Adult Literacy Policy:

In 2009, the province released *Working Together for Adult Literacy: An Adult Literacy Strategy for New Brunswick*. The vision for the strategy was described as:

All New Brunswickers have the literacy skills they need to participate fully at home, at work and in their communities.

Working Together for Adult Literacy focuses on four strategic priorities to support that vision:

1. Reduce barriers and increase participation
2. Increase the number and range of effective adult literacy learning opportunities;
3. Ensure the quality and effectiveness of adult literacy programs
4. Strengthen partnerships to develop a robust and effective adult literacy system

The strategy laid out a short-term plan. The Community Adult Learning Network (CALNet) provides literacy training to IALSS level 2. Support would be provided to Laubach Literacy New Brunswick to help it build its one-on-one literacy tutoring capacity and to *Fédération d'alphabétisation du Nouveau-Brunswick* (FANB) to explore the development of a one-on-one tutoring service. The Workplace Essential Skills (WES) program was launched funded through the Labour Market Agreement (LMA). Clear learning pathways were to be outlined to link CALNet's academic and e-learning programs, the WES program, and other related programs. The department initiated a process to develop quality service and assurance standards. Academic upgrading was provided free of charge in the province's college system beginning in 2009. The public library system created an Adult Literacy Collection and a province-wide bookmobile service a new Books-by-Mail service were launched.

During 2010-11, the province finalized the *Quality Framework for Adult Literacy and Essential Skills Service Delivery*. The framework is intended to apply to all adult literacy and essential skills service delivery undertaken by, on behalf of, or funded through the Community Adult Learning Services Branch in order to ensure that 1 - service delivery is focused on the needs of adult learners, 2 - adult literacy and essential skills programs in New Brunswick are of consistently high quality, 3 - everyone involved in service delivery is committed to quality standards, and 4 - a collaborative culture of continuous improvement exists across and within organizations in this sector.

The province also began developing a new Digital Literacy vision for the provision of basic computer skills training. The vision proposes a shift from "bricks and mortar" (current E-Learning centre facilities) to a mobile provision of digital literacy services where warranted.

New Brunswick, along with the three other Atlantic provinces, has launched "Literacy: It means more than you think," a four year awareness campaign. Phase One of the campaign, delivered through four French and four English TV ads, will inform Atlantic Canadians regarding the importance of strong literacy and essential skills. Phase Two of the campaign will mobilize partnerships with stakeholders and employers, and encourage adult learners to participate in adult learning programs.

How are literacy programs provided?

The Department of Post-Secondary Education, Training and Labour (PETL), Adult Literacy Services Branch coordinates the delivery of community-based adult literacy services. This is done by providing a range of free adult literacy training opportunities in both official languages in partnership with the private sector, communities, and the non-profit organization, Literacy New Brunswick Inc. Nine regional literacy coordinators assist regional literacy committees to set up Community Adult Learning Programs and provide andragogical and professional support for these programs.

The Community Adult Learning Network/CALNet – an “integrated network focus[ing] on quality of adult learning services, including computer training, literacy training and workplace training” provides the province with a local full-service “one-stop-shop” with 200 Community Adult Learning Centres (CALCs) in more than 100 communities. These centres deliver both academic and e-learning programs. CALNet provides literacy training to individuals to IALSS Level 2; GED preparation, both in class and online; and e-learning programs that offer computer training and other lifelong learning opportunities. The program has two objectives:

- Provide adults with low literacy skills and/or formal credentials deficits access to appropriate training and educational opportunities
- Increase the employability of adults who have low literacy skills and/or lack formal credentials.

The program features an individualized, learner-centred, androgogical approach. Standard assessment, curriculum, and testing services are available. Learners may begin training at any time during the program year as an opening is available and as their schedule permits. Hours of training per week can vary depending on individual needs and circumstances.

CALC e learning programs offer computer training and other lifelong learning opportunities. These programs are open to the public. Services include public access to computers and the Internet, assisted access to government online services, and business related services to small and medium sized enterprises.

The Canadian GED Online program is available to adults wishing to prepare for writing the GED tests. It assesses learners’ academic skills, creates a customized learning plan based upon learners’ current knowledge, and affords learners the opportunity to study at their own pace from home or at a location within their community when their schedule permits.

In 2010-2011, 3,300 adult learners were engaged in 174 academic programs for IALSS levels 1 and 2 and in GED preparation courses (both in class and on-line).

In 2010-11, New Brunswick spent \$2,837,173 on Workplace Essential Skills and \$3,500,000 on Community Adult Learning Services.

Is there a focus on workplace literacy and essential skills?

The province's target is an increase to the literacy level of 45,000 adults from literacy levels 1 and 2 to level 3 within 9 years or 4,500 per year, primarily through workplace training.

The *2009 Adult Literacy Strategy* announced a new Workplace Essential Skills (WES) model would provide an accelerated process for adults, both employed and unemployed, to gain needed knowledge and skills. It is delivered at the community level and in the private sector in partnership with business and labour. This initiative is funded through the LMA.

The initiative involves both workplace programs and two centres of excellence (one in each official language) to serve the province by providing expertise in the areas of learning content, tools, prior-learning assessment, measurement and evaluation, and related services.

Training is customized to respond to the specific needs of the work environment and the current or future needs of employees. Newly learned skills can be applied immediately with visible results. On-site training is customized to identify labour force gaps and assist with workforce recruitment, retention, and adaptation. WES training is available for, but not limited to private, public, and not-for-profit employers; municipalities; band/tribal councils; employer/employee associations; and industry associations.

WES provides service to employers to assess workplace needs, develop customized training that reflects the distinct needs of current or future employees; provide resources for quality training; offer continued support throughout training; and measure the achievement of training objectives.

In 2010-11, more than 557 learners benefited from the Workplace Essential Skills (WES) program with 88 active initiatives coordinated by seven regional WES teams.

New Brunswick's LMA funding supports a range of literacy and Essential Skills activity including:

- Training and Skills Development funds training or education programs that allow return to work and includes literacy upgrading

- Community Adult Literacy Training
- WES training
- Community Adult Digital Literacy training

Is there a formal role for labour?

New Brunswick does not seem to have a dedicated LMA consultation process. Labour is not specifically mentioned as a partner in the consultations.

What is the available financial support? (For workers, for labour)

It is not clear if labour is eligible for funding from the WES program.

New Brunswick	
Amount	\$68.4 million (6 years)
Date Signed:	February 29, 2008
Focus for the Unemployed	<p>For unemployed individuals who are not eligible for training assistance under the EI program, including groups who are under-represented in the labour market, such as:</p> <ul style="list-style-type: none"> • Aboriginal people, immigrants, persons with disabilities, youth, women, and older workers • Individuals entering and re-entering the workforce
Focus for the Employed	Training for employed individuals who are low skilled and do not have a high school diploma or a recognized credential, or have low levels of literacy and lack essential skills.
Provincial Priorities	<p>Unemployed individuals who are not eligible for Employment Insurance, including: social assistance recipients; immigrants; persons with disabilities; older workers; youth; Aboriginal peoples; new entrants and re-entrants to the labour market; and unemployed individuals previously self-employed</p> <p>Employed individuals who are low skilled, in particular, employed individuals who do not have a high school diploma or a recognized certification or who have low levels of literacy and essential skills.</p>
Accountability Measures	<p>The Labour Market Agreements contain a robust accountability framework that includes commitments related to:</p> <ul style="list-style-type: none"> • the development of annual plans and the engagement of stakeholders • the stewardship of financial resources provided under the agreement • the measurement of the outcomes and benefits of investments in three areas-participants, service delivery and participant impacts • regular public reporting of results achieved • and regular review and evaluation of activities
Displacement	Commitment to ensure that the new federal investments do not displace normal provincial expenditures within the labour market.
Official Languages	
Administration	The Department of Post-Secondary Education, Training and Labour is responsible for the LMA.
Strategic Transitions and	STTF funding of \$14m was available to both EI and non-EI eligible

New Brunswick	
Training Fund	clients. The province used the funding to augment its existing programs and to enhance its capacity for career counselling and job coaching
Consultations	No specific consultations were held but a variety of events and documents were used for input in LMA plan development. No specific mention of labour.
Literacy and Essential Skills	NB has committed over \$8m (about one-third of its budget) for literacy training including a new workplace Essential Skills service. In addition, direct support for individuals pursuing literacy and upgrading is provided.

New Brunswick - Original LMA

Priority Areas (\$000's)	2008-09*	2009-10	2010-11	2011-12	2012-13	2013-14	Six Year Total	Notional %
Employed	5,650	8,000	8,000	8,000	8,000	8,000	48,000	70%
Unemployed	5,760	3,400	3,400	3,400	3,400	3,400	20,400	30%
Total (\$000's)	11,400	11,400	11,400	11,400	11,400	11,400	68,400	100%

*2008-2009 figures have been adjusted from original LMA based on 2008-2009 annual plan

New Brunswick LMA Activity

Priority Area	2008-2009 LMA \$ Actual	2008- 2009 # Clients Actual	2009-2010 LMA \$ Actuals (includes STTF)	2009-2010 # Clients Actual	2010-2011 LMA \$ Actuals (includes STTF)	2010-2011 # Clients Actual	2010-2011 LMA \$ Planned	2010-2011 # Clients Planned
Employment Programs							\$5,991,721	
Workforce Expansion (enhanced wage subsidy)	\$273,408	2,310	\$5,384,610	2,810	\$2,422,497	1,981	\$1,600,000	416
SEED Co-op (summer work exposure and public sector placements)	\$215,763	2,358	\$520,063	1,709	\$328,424	1,610	\$600,000	89
Aboriginal Work Exposure and Training Support		50						
Work Ability (work exposure and case management)	\$130,323	704	\$1,304,762	837	\$499,173	634	\$400,000	115
Training and Skills Development Program -	\$227,735	8,614	\$2,594,103	10,230	\$3,455,708	10,934	\$1,953,500	377

Priority Area	2008-2009 LMA \$ Actual	2008- 2009 # Clients Actual	2009-2010 LMA \$ Actuals (includes STTF)	2009-2010 # Clients Actual	2010-2011 LMA \$ Actuals (includes STTF)	2010-2011 # Clients Actual	2010-2011 LMA \$ Planned	2010-2011 # Clients Planned
(literacy upgrading and support for training interventions includes tuition, day care, transportation, books)								
Employment Services - Adjustment Services	\$1,215,201 (all Employment Services)	5,773	\$5,472,111 (all Employment Services)	N/A	\$3,898,768 (all Employment Services)	5,492 (all Employment Services)		
Employment Services - Labour Market Research and Analysis (sectoral approaches to LMI)				N/A	\$1,166,500	N/A	\$938,221	N/A
Employment Services - Employment Assistance Services				N/A	\$2,117,544	N/A		

Priority Area	2008-2009 LMA \$ Actual	2008- 2009 # Clients Actual	2009-2010 LMA \$ Actuals (includes STTF)	2009-2010 # Clients Actual	2010-2011 LMA \$ Actuals (includes STTF)	2010-2011 # Clients Actual	2010-2011 LMA \$ Planned	2010-2011 # Clients Planned
Administration	\$26,939		\$1,327,374	N/A	\$1,584,201	N/A		
Literacy Training							\$7,640,878	
Workplace Literacy and Essential Skills Training (new program)(addi tional 500 employees/40 employers)	\$683,276	N/A	\$4,011,260	285	\$2,837,173	557	\$3,114,378	800
Community Adult Literacy Training (500 employable non-EI eligible clients plus case management)		2,413		3,298	\$3,500,000	3,298	\$3,400,000	1060
Community Adult Digital Literacy Training							\$300,000	1,000
Skill Development Support - NB Public Libraries				N/A		N/A	\$100,000	

Priority Area	2008-2009 LMA \$ Actual	2008- 2009 # Clients Actual	2009-2010 LMA \$ Actuals (includes STTF)	2009-2010 # Clients Actual	2010-2011 LMA \$ Actuals (includes STTF)	2010-2011 # Clients Actual	2010-2011 LMA \$ Planned	2010-2011 # Clients Planned
Services (Literacy Collection & Be Welcome @ Your Library)								
Totals	\$2,772,645	22,222	\$20,614,283	19,169	\$18,742,738	24,506	\$13,630,000	2,857

Newfoundland and Labrador

Ministry responsible for literacy	Department of Advanced Education and Skills ⁴
<ul style="list-style-type: none">• Minister's name• Key Staff	<ul style="list-style-type: none">• Hon. Joan Burke• Candice Ennis-Williams Director, Adult Learning & Literacy
Ministry responsible for the LMA	Department of Advanced Education and Skills
<ul style="list-style-type: none">• Minister's name• Key Staff	<ul style="list-style-type: none">• Hon. Joan Burke
Ministry responsible for workplace literacy	
<ul style="list-style-type: none">• Minister's name• Key Staff	

Definition of literacy

The 2000 *Strategic Literacy Plan* stated:

Literacy is defined as the ability to understand and use the printed word in daily activities at home, at work and in the community. To become literate, an individual must go beyond knowing how to read and write to use this knowledge for personal, social, economic, or other purposes. The level of literacy necessary depends on the user and the context in which it is used. For example, as a result of the groundfish moratorium, a large number of people who had worked successfully in the fishing industry required additional literacy skills before they could participate in new career training or job opportunities. Today's society, with its emphasis on information technology and communications skills, requires an even more sophisticated level of literacy than was sufficient to function a decade or two ago.

Adult Literacy Policy

In 2000, the government released a *Strategic Literacy Plan* for the province. The plan covers literacy for all ages and outlines strategic directions for literacy initiatives including adult education and workplace literacy. One of the plan's objectives is to

⁴ October 2011 departmental restructuring saw Human Resources Labour and Employment (HRLE) become Advanced Education and Skills with the adult literacy section of the Department of Education moving to AES.

support workplace literacy programming by sharing best practices with employers and unions and by “encouraging” workplace literacy initiatives.

In June 2008, the province initiated a consultation process to update the provincial *Strategic Adult Literacy Plan*. A discussion paper was developed, focusing on major adult literacy topics, including program delivery and access, workplace literacy, public awareness and recruitment, funding for literacy programs, evaluation and assessment, professional development, and support for an intergenerational context.

In March 2010, the Minister of Finance announced the implementation of a new *Strategic Adult Literacy Plan* with an allocation of \$2.3 million under the Labour Market Agreement. However, the plan itself has never been made public. In January 2012, Literacy Newfoundland and Labrador called upon the province to state why it had not released the adult literacy plan.

Newfoundland and Labrador, along with the three other Atlantic provinces, has launched “Literacy: It means more than you think,” a four year awareness campaign. Phase One of the campaign, delivered through four French and four English TV ads, will inform Atlantic Canadians regarding the importance of strong literacy and essential skills. Phase Two of the campaign will mobilize partnerships with stakeholders and employers, and encourage adult learners to participate in adult learning programs.

How are literacy programs provided?

The Adult Literacy and Learning Branch, Department of Advanced Education and Skills (AES), coordinates planning and advancement of adult literacy through the provincial Adult Literacy Grants program, the provincial Adult Basic Education (ABE) program, and the implementation of the *Strategic Adult Literacy Plan*.

ABE is a provincial program for adult learners and is made up of three levels: Level I refers to basic literacy and roughly equates to K-6; Level II is considered equivalent to grades 7-9; Level III corresponds to grades 10-12 and requires the completion of a minimum of 36 credits in order to graduate.

The Department of Advanced Education and Skills contracts a number of non-profit community-based centers to offer the ABE Level I program. Level I is also offered through a limited number of College of the North Atlantic sites and some private training institutions. Some community groups offer volunteer one-to-one literacy tutoring services.

During 2003, revisions were made to the ABE Level I program including an updated curriculum, new assessment tools, and delivery standards. A new pilot program for the online delivery of Level I of the provincial ABE program was initiated in fall 2009.

Individuals on income support wishing to attend ABE are eligible to receive a placement support allowance that may include a start-up allowance, monthly stipend, transportation and subsidized child care.

AES provides support to community organizations under “Community Partnerships.” These funds may be used for basic skills training, such as literacy and numeracy, and skills training or on-the-job training and workplace-based skills upgrading.

There has been a focus on literacy under *the Poverty Reduction Strategy*. The 2007 strategy recommended increased access to literacy programs and funding for non-government organizations in support of literacy delivery. Initiatives under the Strategy include AES’ expansion of Adult Basic Education and Academic Upgrading programs at campuses of the College of the North Atlantic and Innovation, Business and Rural Development’s support of “Bridging the Gap: From Education to Employment Project” that provides participants with essential, practical, workplace, and personal development skill sets to work with partnering private businesses.

Is there a focus on workplace literacy and essential skills?

The 2010-11 LMA Annual Plan allocated \$300,000 for an “Adult Workplace Literacy and Essential Skills” initiative designed to support delivery of training and upgrading in the workplace. No further information on this initiative was found.

The “Job Skills/Essential Workplace Skills” program assisted 73 employers to develop and deliver on-the job training for 267 individuals. The 2010-11 LMA Annual Plan allocated \$800,000 to this initiative.

In 2009, the Department of Innovation, Business and Rural Development initiated the “Workplace Skills Enhancement Program” funded from the LMA and the Strategic Training and Transitions Fund. The program supports skills development initiatives that focus on occupational- and workplace-specific training, industry-recognized certification, and other essential skills needed to remain competitive and promote new growth. It additionally includes a wage subsidy component that enables employers to target new highly skilled positions or those vacancies that are difficult to fill. At the end of March 2011, \$3,093,075 had been invested in this program. In 2010-11, there were 94 clients of which 42 clients used the wage subsidy component.

In the 2009-2010 LMA plan, the province signalled its intention to work with partners in business and labour to identify and assess requirements for consistent, comprehensive

approaches to workplace-directed skills assessment and training to help direct future investments in this area. This work will also include development of a web-based workplace essential skills assessment tool that can be utilized by training instructors, employment delivery professionals, and educational institutions in the delivery of labour market and training supports and services.

Is there a formal role for labour?

The Strategic Partnership (formerly called the Strategic Partnership Initiative – SPI) was formed in 2002 to provide a forum for open dialogue among government, labour and business (represented by the Government of Newfoundland and Labrador, the Newfoundland and Labrador Federation of Labour, and the Newfoundland and Labrador Business Coalition). It is a dynamic partnership, unique to North America, modeled after several European examples which had delivered significant economic and social development benefits to their jurisdictions, most notably Ireland. The Strategic Partnership is consulted during the development of the LMA Annual Plan.

What is the available financial support? (For workers, for labour)

The workplace activities appear to have employers as the main client. There is no information about the workplace literacy and essential skills initiative. Workers would be eligible for support to attend ABE classes, based on need.

Newfoundland and Labrador	
Amount	\$46 million (6 years)
Date Signed	September 5, 2008
Focus for the Unemployed	<p>The new investments will focus on supporting skills development for unemployed who are not eligible for training assistance under the Employment Insurance (EI) program, including groups who are under-represented in the labour market, such as</p> <ul style="list-style-type: none"> • Aboriginal people, immigrants, persons with disabilities, youth, women, and older workers; and • individuals entering and re-entering the work force
Focus for the Employed	<p>The new investments will focus on supporting skills development for low skilled employed individuals who are not eligible for training assistance under the Employment Insurance (EI) program, including groups who are under-represented in the labour market, such as</p> <ul style="list-style-type: none"> • Aboriginal people, immigrants, persons with disabilities, youth, women, and older workers; and • individuals entering and re-entering the work force
Provincial Priorities	<ul style="list-style-type: none"> • provide a variety of supports to individuals and employers by assisting skills training tailored to specific occupations leading to higher skill levels; • increase industry investment relating to human resource planning to train employees, improve competitiveness, and support economic growth and job creation; and • improve access to literacy and essential skills training providing an essential linkage to the labour market and additional education
Accountability Measures	<p>The Labour Market Agreements contain commitments to:</p> <ul style="list-style-type: none"> • develop annual plans and engage stakeholders; • manage financial resources provided under the agreement; • measure the outcomes and benefits of investments in three areas-participants, service delivery and results; • regular public reporting of results; • review and evaluate activities regularly.
Displacement	<p>These new arrangements also contain a commitment to ensure that federal investments do not displace normal provincial expenditures within the labour market.</p>

Newfoundland and Labrador	
Official Languages	In developing and delivering its eligible programs and services, the Province will take into account the needs of the official language minority communities within the province, and to deliver, where there is significant demand, services in either official language.
Administration	The Department of Advanced Education and Skills is responsible for the LMA
Strategic Transitions and Training Fund	Newfoundland and Labrador received \$17,800 in STTF funding which was applied to existing LMA programs
Consultations	<p>The Government of Newfoundland and Labrador regularly consults with a broad array of industry, employer, community, special interest, the general public and client groups to inform policy and budget priorities and to ensure programs and services are effective and relevant, and will continue to do so throughout the six-year period of the CA-NL Labour Market Agreement.</p> <p>One example includes the Labour Market Committee of the Strategic Partnership Council is a tripartite forum involving business, labour, and government to identify and respond to the province's human resource requirements and labour market challenges and opportunities. The LMC is an active participant in ongoing LMA and labour market policy discussions.</p>
Literacy and Essential Skills	<p>The Adult Basic Education program was expanded in terms of numbers of learners; additional funding was provided for adult learners support allowances. Individuals on income support wishing to attend ABE are eligible to receive placement support allowance which may include a start-up allowance, monthly stipend, transportation and subsidized child care.</p> <p>Provision is made in the most recent annual plan for a Workplace Literacy and Essential Skills program.</p>

Newfoundland and Labrador - Original LMA

Priority Areas (\$000's)	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	Six Year Total	Notional %
Increasing Participation and Labour Market Attachment	407	3,163	3,194	3,165	3,165	3,146	16,242	35%
Enhancing Recruitment, Retention and Development of a Skilled Workforce to Improve Competitiveness	722	3,427	3,377	3,440	3,444	3,454	17,868	39%
Strengthen Human Resource Development and Planning Capacity Among Employers and Partners	93	703	730	745	745	768	3,783	8%
Increasing Access to Comprehensive, Integrated and Effective Labour Market and Training	481	1,142	1,460	1,675	1,675	0	6,435	14%
Administration	148	351	365	279	279	307	17,304	4%
Total (\$000's)	1,851	8,787	9,127	9,309	9,309	7,675	46,058	100%

Newfoundland and Labrador LMA Activity

Priority Area (\$, millions)	2008- 2009 Planned ⁵	2008-2009 Planned Activities	2009- 2010 Planned ⁶ (includes STTF)	2009-2010 Actual Activities	2010- 2011 Planned (includes STTF)	2010-2011 Planned Activities
Increasing participation and labour force attachment among unemployed and low-skilled employed individuals	\$0.407	This may include programs, services and financial supports for individuals such as apprentices, persons with disabilities, displaced workers, Aboriginal people, immigrants, older workers, and under-represented groups in the labour market, for: i. employability and <i>Essential workplace skills development</i> ; ii. <i>adult basic education and literacy</i> ; iii. technical skills development and upgrading that could include occupation-specific training, especially those related to skilled trades,	\$10.749	Strategic Training and Skills Development Program: Funding was provided to expand access to medium term training programs (3 weeks to a year) for eligible participants. Training courses were supported based on occupational demand from strategic growth sectors or regions under pressure. Targeted Wage Subsidy Program for Persons with Disabilities Funding was provided to expand the number of participants able to be served under the current Targeted Wage Subsidy for	\$11.262	Strategic Training and Outreach <ul style="list-style-type: none"> Expand access to outreach programs designed to provide participants with a supportive environment in which to return to school to explore career options and improve their learning skills. Provide funding for skills development course offerings and/or training allowances and supports to eligible clients Targeted Wage Subsidy Program for Persons with

⁵ A report on 2008 – 09 LMA activities could not be located.

⁶ The 2009 – 10 Annual Report did not provide information on actual spending. The data provided in this table comes from the 2009 – 10 Annual Plan.

Priority Area (\$, millions)	2008-2009 Planned ⁵	2008-2009 Planned Activities	2009-2010 Planned ⁶ (includes STTF)	2009-2010 Actual Activities	2010-2011 Planned (includes STTF)	2010-2011 Planned Activities
		<p>supports to gain recognized credentials and skill-specific supports such as English as a Second Language (ESL); and</p> <p>iv. job readiness, employment, and career planning.</p>		<p>Persons with Disabilities.</p> <p>Successful Transition to Training (ABE) Scholarships Funding was provided to double the number of scholarships available to eligible individuals who <i>graduate from ABE</i> and go on to pursue postsecondary education.</p> <p>Targeted Supports for Apprentices Programming aims to reduce barriers to participation in the apprenticeship system experienced by employers and potential apprentices. Program components include:</p> <ul style="list-style-type: none"> • Expansion of the Graduate Employment Program to assist unemployed, non-EI eligible apprenticeship graduates gain the work experience 		<p>Disabilities Expand targeted wage subsidies to assist unemployed, EI eligible and non-EI eligible persons with disabilities to integrate into the labour market.</p> <p>Literacy Supports and Services (\$1,923,000)</p> <ul style="list-style-type: none"> • Expand and enhance access to <i>adult literacy and Essential Skills programming</i>, this includes support for unemployed, non-EI eligible individuals and low skilled workers to access support allowances while participating in Adult Basic Education Level I courses. • Expand the Incentive program – Successful Transition to Training Scholarships - for eligible individuals

Priority Area (\$, millions)	2008-2009 Planned ⁵	2008-2009 Planned Activities	2009-2010 Planned ⁶ (includes STTF)	2009-2010 Actual Activities	2010-2011 Planned (includes STTF)	2010-2011 Planned Activities
				<p>required to move toward journey person certification</p> <ul style="list-style-type: none"> Introduction of new supports to assist individuals associated with the skilled trades occupations acquire training and occupational certification to continue employment or qualify as a certified journey person. <p>Adult Workplace Literacy and Essential Skills Program (\$100,000) LMA funding was provided to expand access to employment development services and benefits for participants not previously eligible (e.g., non-income support participants). Individuals may access a variety of supports to help with participation in</p>		<p>who <i>graduate from ABE</i> and go on to pursue postsecondary education.</p> <ul style="list-style-type: none"> Fund implementation of initiatives under the <i>Newfoundland and Labrador Strategic Literacy Plan</i>. <p>Employment Development Supports and Services Expand access to employment development programming to provide eligible unemployed individuals with a range of supports and services to assist them prepare for, find and maintain employment.</p> <p>Youth Connect Bridge funding to continue the Youth Connect pilot to the end of fiscal year 2010-11. Youth Connect is an alternate</p>

Priority Area (\$, millions)	2008-2009 Planned ⁵	2008-2009 Planned Activities	2009-2010 Planned ⁶ (includes STTF)	2009-2010 Actual Activities	2010-2011 Planned (includes STTF)	2010-2011 Planned Activities
				<p>employment preparation, training, or work.</p> <p>Employment Development Supports and Services LMA funding was provided to expand access to employment development services and benefits for to access a variety of supports to help with participation in employment preparation, training, or work.</p> <p>Labour Market Integration of Immigrants Funding was provided to enhance and expand access to employment supports and opportunities for immigrants. Program components include:</p> <ul style="list-style-type: none"> ANC Immigrant Internship - funding for up to 20 internships with NL employers in sectors experiencing 		<p>support model that combines intensive counseling services with interventions to address the employability, education and labour market attachment of youth in order to reduce participants IS use and dependency.</p> <p>Labour Market Integration of Immigrants</p> <ul style="list-style-type: none"> Expand access to labour market integration supports and services for immigrants. Operate an internship initiative providing work placements with local employers.

Priority Area (\$, millions)	2008-2009 Planned ⁵	2008-2009 Planned Activities	2009-2010 Planned ⁶ (includes STTF)	2009-2010 Actual Activities	2010-2011 Planned (includes STTF)	2010-2011 Planned Activities
				<p>skills gaps.</p> <ul style="list-style-type: none"> • Settlement Services – expansion of services to two new locations. Focus is on coordinating access to labour market services for newcomers and their families. • Promotion and Awareness – with employers, potential immigrants and other target groups to: promote opportunities, support workforce / workplace diversity, and assist employers attract and retain immigrant workers, particularly in occupations under pressure. 		
Enhancing recruitment, retention and development of a	\$0.722	This may include workplace-base programs, services and financial supports for:	\$3.122	Workplace-Directed Skills Development Program Support to the <i>Canadian Homebuilders Association - Eastern Newfoundland and</i>	\$7.288	Workplace Skills Enhancement Program Provide an enhanced wage subsidy, as well as workforce development

Priority Area (\$, millions)	2008-2009 Planned ⁵	2008-2009 Planned Activities	2009-2010 Planned ⁶ (includes STTF)	2009-2010 Actual Activities	2010-2011 Planned (includes STTF)	2010-2011 Planned Activities
skilled workforce to improve competitiveness		<p>i. the development of human resource and workplace skills assessment tools to support workplace based training of low skilled workers by employers;</p> <p>ii. work experience (e.g. wage subsidy) and employment supports to encourage employers to hire unemployed individuals and to provide unemployed individuals with short-term supports or training that they may require to accept a job; and</p> <p>iii. workplace skills enhancement programs to help employers enhance the skills of their existing low-skilled employees or acquire and train new employees, especially in strategic growth sectors of the economy or where skill gaps and shortages exist.</p>		<p><i>Labrador</i> to implement a new, employer-directed mentoring pilot program to help attract unemployed and under-employed individuals, particularly youth, to occupations in the Residential Construction sector.</p> <p>Job Skills This new initiative provides financial assistance to employers to develop and deliver recognized on-the-job training for existing and potential future employees. It provides up to \$5,000, with an employer contribution, of the approved training costs for each trainee.</p> <p>Recruitments and Retention Toolkit The development and launch of an online recruitment and retention toolkit for small and</p>		<p>supports and services to assist small and medium-sized business improve the skills of their workforce, attract and retain employees, and become more competitive</p> <p>Job Skills Support employed low-skilled individuals to access training and certification necessary to maintain or advance their employment.</p> <p>Adult Workplace Literacy and Essential Skills (\$300,000) Develop and implement a <i>workplace-directed Adult Literacy and Essential Skills program</i> to support delivery of literacy training and upgrading in the workplace</p> <p>Targeted Support for Apprentices</p>

Priority Area (\$, millions)	2008-2009 Planned ⁵	2008-2009 Planned Activities	2009-2010 Planned ⁶ (includes STTF)	2009-2010 Actual Activities	2010-2011 Planned (includes STTF)	2010-2011 Planned Activities
		Training programs could focus on foundation skills (e.g. <i>employability and Essential workplace skills and workplace literacy</i>), technical skills and other workplace specific-skill needs.		medium-sized employers. The toolkit provides web-based resources to employers to assist with recruitment, retention and workforce planning activities in the workplace.		<ul style="list-style-type: none"> • Support individuals in skilled trades occupations acquire training and occupational certification to continue employment or qualify as a certified journey person. • Pilot a mentorship incentive and mentorship development initiative with participating employers. • Implement an awards and recognition program. • Pilot a three year enhanced and expanded wage subsidy program, targeting placements of apprentices with employers.
Entrepreneurial						

Priority Area (\$, millions)	2008- 2009 Planned ⁵	2008-2009 Planned Activities	2009- 2010 Planned ⁶ (includes STTF)	2009-2010 Actual Activities	2010- 2011 Planned (includes STTF)	2010-2011 Planned Activities
						<p>Coordinating Services for New Immigrants Promote entrepreneurship as an option for employment among newcomers, including access to advice and support throughout the establishment process.</p> <p>Recruitment and Retention Toolkit Funding to complete phase II development as well as promote awareness and understanding of the recruitment and retention resources with small and medium-sized employers, and among provincial government staff responsible for supporting business growth and development.</p>
Strengthening human resource development and planning capacity	\$0.093	This may include programs and services to: i. support research, innovation studies and	\$2.980	Community Employment Partnerships Funding was provided to expand the Community	\$3.989	Community Employment Partnerships Funding to support community partnership

Priority Area (\$, millions)	2008-2009 Planned ⁵	2008-2009 Planned Activities	2009-2010 Planned ⁶ (includes STTF)	2009-2010 Actual Activities	2010-2011 Planned (includes STTF)	2010-2011 Planned Activities
among employers and partners		service-delivery pilots in areas such human resources, skills development and recruitment and retention; and ii. deliver regional labour market and human resource workshops and information sessions; and iii. facilitate initiatives with local, regional and provincial partnerships among business, labour, post-secondary institutions, community agencies and government.		Employment Partnerships Program. Proposals promote workforce development through strategic alliances between Community Agencies, industry, and other stakeholders to address gaps in current services and respond to labour market adjustment needs. Transition Supports and Services (No information presented on this area)		activities, including initiatives for older workers and community-based employment projects in regions experiencing effects of the economic downturn. Transition Supports and Services and Reserve Funding to support pilot initiatives, respond with rapid and flexible responses to downward industry adjustments and to provide a reserve for unanticipated needs.
Increasing access to a comprehensive, integrated, and effective suite of labour market and training programs	\$481	This may include programs and services to: i. increase access to reliable career and labour market information; ii. increase awareness of available programs and services through marketing and communications; iii. improve performance through the establishment	\$932	<ul style="list-style-type: none"> • Program and Service Promotion and Awareness • Community Service Provider Training • IT System Integration • Labour Market Information • LMA Implementation 	\$ 3.158	<ul style="list-style-type: none"> • Program and Service Promotion and Awareness • IT System Integration • LMA Implementation, including monitoring & evaluation

Priority Area (\$, millions)	2008- 2009 Planned ⁵	2008-2009 Planned Activities	2009- 2010 Planned ⁶ (includes STTF)	2009-2010 Actual Activities	2010- 2011 Planned (includes STTF)	2010-2011 Planned Activities
		and maintenance of program monitoring and evaluation processes; iv. develop or enhance information management systems to support program delivery and administration.				
Administration	.148					
TOTAL	\$1.851		\$17.784		\$25.677	

Northwest Territories

Ministry responsible for literacy	Department of Education, Culture and Employment
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Jackson Lafferty • Karen Willy Coordinator, Adult Basic Education, Adult and Post-Secondary Education
Ministry responsible for the LMA	Department of Education, Culture and Employment
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Jackson Lafferty
Ministry responsible for workplace literacy	Department of Education, Culture and Employment
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Jackson Lafferty

Definition of literacy

The NWT Literacy Strategy definition of literacy:

Literacy is the lifelong development of a broad range of skills in one or more of the NWT official languages for the purpose of expanding an individual's potential for optimal health, personal success, and positive participation in community wellness and development.

Adult Literacy Policy

The NWT Adult Literacy and Basic Education (ALBE) Directive (2000) underscores the importance of learner centred literacy instruction:

Learner-centred Adult Literacy and Basic Education programs and services make the needs, interests, abilities, and goals of students a priority. The service providers recognize different learning styles and preferences and respond with relevant and appropriate assessment, instruction, and evaluation. The learners are partners in the planning and decision-making. Learner-centred Adult Literacy and Basic Education programs also recognize and value learners' prior knowledge and experience, and support the personal growth of learners.

In 2000, the NWT Literacy Council commissioned *Making a Case for Literacy: The State of Adult Literacy and Adult Basic Education*. In response to the report, in July 2000, the NWT Legislative Assembly passed Motion 6-14(3), recommending the development of an NWT Literacy Strategy. The NWT Literacy Strategy document, *Towards Literacy: A Strategy Framework – 2001-2005*, was subsequently prepared. In January 2001, Cabinet approved the NWT Literacy Strategy, along with the allocation of \$2.4 million of annual funding for literacy initiatives.

In 2007, the NWT Literacy Strategy Summative Evaluation evaluated the first five years of Literacy Strategy programming. It identified key successes and challenges of the 2000 Literacy Strategy.

Towards Literacy: A Strategy Framework – 2008-2018 is a renewed NWT Literacy Strategy that builds upon the accomplishments of *Towards Literacy: A Strategy Framework – 2001-2005*. The vision of the strategy is for the Northwest Territories is of a society where:

- all people can read and write
- all people can actively participate fully as citizens
- literacy is valued as a lifelong learning process necessary for personal, social, political and economic development
- people value literacy in all official languages of the NWT

The *NWT Literacy Strategy* includes the following four goals:

Goal 1: Increase the literacy levels of people of all ages in the NWT

Goal 2: Support literacy in the official languages of the NWT

Goal 3: Build integrated partnerships across the NWT to address literacy priorities

Goal 4: Build community capacity to meet local literacy needs

How are literacy programs provided?

The Department of Education, Culture, and Employment (ECE) delegates authority for ALBE program delivery to Aurora College and community-based organizations through contribution agreements. Program funding for adult basic education (Basic Literacy, Academic Development, and Employment Readiness) are the first priority.

Aurora College maintains 23 Community Learning Centres, each with at least one community adult educator. Aurora College ALBE enrolment numbers for full-time and

part-time students for the past decade indicate that the delivery of ALBE programming accounts for a significant percentage of Aurora College's overall enrolment.

ECE partners with community-based, non-governmental organizations (including Community Education Councils, Bands, Friendship Centres and local women's groups), through a series of contribution agreements, to support the delivery of programs and services across the NWT.

The "Community Literacy Development Fund" provides financial assistance to community organizations to develop and deliver local programs that will increase literacy skills and raise awareness of the importance of literacy. The "Community Literacy Development Fund" supports literacy development in all of the eleven NWT official languages, with an emphasis on Aboriginal languages as identified in the *NWT Literacy Strategy*. Intergenerational family literacy programs, which include adults, and community literacy awareness programs are funded. Special priority is given to youth and adults developing emergent literacy skills and to Income Support clients. This fund incorporates four former programs: NWT Workplace Education; Community Skills for Work; Community Literacy Programs; and Literacy Programs and Support for Seniors.

Classroom-based literacy instruction must be linked to other community activities or initiatives in order to be eligible for funding: e.g., community literacy awareness, job-specific skills training, life skills training, and community wellness activities.

Is there a focus on workplace literacy and essential skills?

The *NWT Literacy Strategy* references workplace literacy and essential skills. The Strategy calls for increased awareness of and support for workplace literacy and essential skills programs through the following activities:

1. Explore the nature and feasibility of workplace essential skills curricula based on industry needs
2. Establish a recognizable workplace essential skills credential
3. Promote and support the delivery of workplace literacy programs
4. Collaborate with stakeholders to identify incentives for work release and on-the-job training programs

Is there a formal role for labour?

The *NWT Literacy Strategy* articulates the following role for labour:

Labour organizations can support literacy by advocating for skills development opportunities in the workplace. They can encourage workers to engage in professional development. Labour organizations can also promote lifelong learning in their communications, support community literacy initiatives, and participate in literacy partnerships.

Labour was not represented on the NWT Literacy Strategy Advisory Committee.

What is the available financial support? (For workers, for labour)

Funding is available under the “Community Literacy Development Fund” for workplace literacy programs.

Aurora College offers “Ready to Work North” designed to help the student prepare for the workplace. The course includes a wide range of subjects such as developing a positive attitude, workplace numerate skills, teamwork, Safety Awareness, guidelines for handling hazardous materials, First Aid with CPR, WHMIS, security, resume writing and job search skills.

“Building Essential Skills” provides short-term training or education opportunities that help unemployed individuals return to work quickly. These programs are all supported through the LMA and the Strategic Training and Transition Fund.

Northwest Territories	
Amount	\$3,900 million (5 years – however funds will all be spent between 2011-12 and 2013-14)
Date Signed	July 8, 2009 – this was an amendment to the existing LMDA and includes the STTF
Focus for the Unemployed	unemployed individuals who are not EI clients, including but not limited to social assistance recipients; Aboriginal peoples; persons with disabilities; older workers; youth; women; new entrants and re-entrants to the labour market; unemployed individuals previously self-employed; and immigrants
Focus for the Employed	employed individuals who are low-skilled, in particular, employed individuals who do not have a high school diploma or a recognized certification or who have low levels of literacy and essential skills
Territorial Priorities	<ol style="list-style-type: none"> 1. Career Development Services ECE will provide support to help clients make knowledgeable career choices. 2. Training and Skill Development ECE will provide short-term training or education to participants to obtain upgrading and essential skills, such as Ready To Work North; Adult Literacy and Basic Education; Essential Skills; Pre-employment. 3. Individual Client Supports Educational/work expenses, including mobility assistance; and Student Allowances 4. Employment Assistance Services ECE will provide support to help clients find and keep jobs. 5. Wage subsidies ECE will provide a wage subsidy to assist employers to provide on-the-job skill development training. 6. Mentoring/Job Coaching ECE will provide assistance to employers to provide mentoring/job coaching to those who were unemployed and got a job. Through administration, the NWT will also focus on building capacity through targeted projects that support territorial wide programming. Projects will focus on Promotional Campaign focusing on importance of education and work; Curriculum Development; Occupational Certification; Prior Learning Assessment and Recognition; Monitoring and Tracking Clients
Accountability Measures	An accountability framework includes planning, financial reporting,

Northwest Territories	
	performance measurement, public reporting, and evaluation.
Displacement	There is an agreement that these funds will not displace existing funding. In addition, while Aboriginal people are eligible clients, Canada reserves the right to continue to deliver its own labour market programs for Aboriginal people. There is an agreement to coordinate these activities through the LMA management committee.
Official Languages	In developing and delivering its eligible programs, NWT agrees to take into account the needs of the French language minority communities in the NWT. It will also ensure that, where there is a significant demand for services or assistance, services and/or assistance will be offered in French.
Administration	NWT has agreed to deliver its programs through an integrated and client-centred service delivery system. The Ministry of Education, Culture and Employment administers the funding for the LMA.
Strategic Training and Transition Fund	The NWT received \$2,934,000 in STTF funds. It was used for unemployed individuals affected by the economic downturn, and employed individuals in sectors, occupations or communities affected by the downturn. Programs included helping clients start their own business or become self-employed, supporting job creation projects, providing mobility and relocation assistance, supporting skills upgrading and training; and supporting employers and community in developing and implementing plans or strategies for dealing with labour force adjustments.
Consultations	<p>NWT agreed to consult with stakeholders, including business and labour representatives; community organizations; representatives of the official language minority community; Aboriginal Governments; Aboriginal Human Resource Development Agreement Holders; Municipal Governments; other GNWT departments; non-government Organizations; Employers; Industry; College/Schools/Service Deliverers; Human Resources and Skills Development Canada; Aboriginal Skills and Employment Partnership Groups; Mine Training Society. There is no specific mention of labour.</p> <p>The LMA Plan references monthly meetings among various government agencies to discuss advanced education and careers issues. As many of the regional offices have regional training committees, there is a sense that regional issues will be brought forward to the monthly meetings.</p>
Literacy and Essential Skills	Literacy and Essential Skills are a priority for the NWT. The NWT Literacy Council created an interactive, online tool and facilitator manual to support essential skills development. The Skills Development program supports essential employability training.
Other	The agreement requires the NWT to publicly acknowledge the federal government's contribution.

NWT - Original LMA

Priority Areas (\$000's)	2011-12 LMA	2012-13 LMA	2013-14 LMA	Five Year Total LMA	Notional %	2009-10 STTF	2010-11 STTF
Regional Programming Priorities	930	930	930	2,790	72%	1,097	1,097
Training Building Capacity – NWT wide projects	220	220	220	660	17%	220	220
Administration	150	150	150	450	12%	250	250
Total (\$000's)	1,300	1,300	1,300	3,900	100%	1,467	1,467

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

NWT LMA Activity

Priority Area (\$, millions)	2009- 2010 Actual ⁷	2009-2010 Actual Activities STTF	2010- 2011 Actual ⁸	2010-2011 Actual Activities STTF	2011- 2010 Planned	2011-2012 Planned Activities LMA
Regional Programming Priorities		<p>Skills Development Skills development supports eligible clients so that they are able to develop <i>essential employability skills</i>, participate in training programs at accredited institutions, and upgrade their skills and knowledge to meet the demands of an ever-changing labour market. Supports to individuals include things such as course and tuition costs, books costs, travel and living allowances, special equipment and supports, childcare, license or certificate fees, and client assessment. Eligible skill development programs include but are not limited to <i>Building</i></p>		<p>Skills Development Skills development supports eligible clients so that they are able to develop <i>essential employability skills</i>, participate in training programs at accredited institutions, and upgrade their skills and knowledge to meet the demands of an ever-changing labour market. Supports to individuals include course and tuition costs, book costs, travel and living allowances, special equipment and supports, childcare, license or certificate fees, and client assessment.</p> <p>Self-Employment Self-Employment supports</p>		<p>Skills Development The NWT will support eligible clients to develop <i>essential employability skills</i>, participate in training programs at accredited institutions, and upgrade their skills and knowledge to the demands of an ever-changing labour market. Supports to individuals may include course and tuition costs, books, travel and living allowances, special equipment and supports, childcare, license or certificate fees, and client assessment. Eligible skill development programs include but are not limited to <i>Building Essential Skills</i>, Ready to Work North, <i>Adult Literacy and</i></p>

⁷ Calculated based on future year spending estimates

⁸ Calculated based on future year spending estimates

Essential Skills, Ready to Work North, Adult Literacy and Basic Education, Pre-employment, Community Skills for Work.

Self-Employment

Self-Employment supports eligible clients in the pursuit and establishment of their own businesses as a career choice. Supports include travel and living allowances, course costs, childcare, and special equipment and supports. This program will also pay for business mentoring expenses by a qualified business expert.

Work Experience

The Work Experience program links employers with eligible clients to provide work and learning opportunities, ultimately producing an effective workforce. Training on-the-job and work experience projects support youth, unemployed and

eligible clients in the pursuit and establishment of their own businesses as a career choice. Supports include travel and living allowances, course costs, childcare, and special equipment and supports. This program will also pay for business mentoring expenses by a qualified business expert.

Work Experience

The Work Experience program links employers with eligible clients to provide work and learning opportunities, ultimately producing an effective workforce. Training on-the-job and work experience projects support youth, unemployed and underemployed persons when entering/transitioning into the labour market. Supports to employers include wage subsidies, course costs, special equipment and supports, job coaching and

Basic Education, Pre-employment, Community Skills for Work.

Self-Employment

The NWT will support eligible clients in pursuing self-employment as a career choice and in starting their own business. Supports to individuals may include travel and living allowances, course costs, childcare, and special equipment and supports. The NWT will also pay for business mentoring expenses by a qualified business expert.

Work Experience

The NWT will engage employers in developing a productive workforce and providing work and learning opportunities for eligible clients. Training on the job and work experience projects will support youth, unemployed and underemployed in entering or transitioning in

underemployed persons when entering/transitioning into the labour market. Supports to employers include wage subsidies, course costs, special equipment and supports, job coaching and mentoring.

Community Initiatives
Working with partners, the NWT is able to support community and regionally focussed activities aimed at engaging underrepresented groups in the labour market. Examples of community initiatives include purchasing training programs, *supporting workplace education programs*, community projects such as Construction Boot Camp and Trades Awareness programs. Labour market partnerships help to identify, develop, and implement human resource strategies to improve capacity. Also

mentoring.

Community Initiatives
Working with partners, the Labour Market Agreement is able to support community and regionally focussed activities aimed at engaging underrepresented groups in the labour market. Examples of community initiatives include purchasing training programs, *supporting workplace education programs*, community projects such as Construction Boot Camp and Trades Awareness programs. Labour market partnerships help to identify, develop, and implement human resource strategies to improve capacity. Also included are employment assistance services such as job coaching, counselling, and the provision of labour market information.

the labour market. Supports to employers may include wage subsidies, course costs, special equipment and supports, job coaching and mentoring.

Community Initiatives
Working with partners, the NWT will be able to support community and regionally focussed activities aimed at engaging underrepresented groups in the labour market. Examples of community initiatives include: course purchase of training programs, *supporting workplace education programs*, community projects such as Construction Boot Camp and Trades Awareness programs and labour market partnerships to identify, develop and implement labour force adjustment and human resource strategies to improve capacity. It also includes and employment

	included are employment assistance services such as job coaching, counselling, and the provision of labour market information.			assistance services such as job coaching, counselling, labour market information
Training Building Capacity – NWT wide projects	<p>Building Capacity Initiatives The NWT will also focus on building capacity through targeted projects that support territorial wide programming. This may include research and curriculum development.</p> <p>ECE Helps You Go Place Campaign “ECE Helps You ‘GO’ Places” was developed to promote NWT ECE Service Centres and programs. Testimonial advertisements were also developed to include quotes from clients who had benefited from the various programs and services.</p> <p>On-line Essential Skills <i>The Essential Skills (LES) and Literacy Online Tool</i> helps learners have a better understanding of what</p>	\$.300	<p>Building Capacity The NWT will also focus on building capacity through targeted projects that support territorial wide programming. This may include research and curriculum development. A few notable ones include: Essential Skills and Literacy Online Tool In December 2009, the NWT Literacy Council received \$50,000 from the ECE through the Labour Market Agreement to develop an interactive, online tool and facilitator manual to support Essential Skills development in the North. The online tool explains what the nine Essential Skills are for today’s workplace. It also profiles the Essential Skills needed for six occupations that can be found in smaller</p>	<p>Building Capacity The NWT will continue to provide support to organizations involved in building capacity through targeted projects that support territorial wide programming. This may include research and curriculum development. During the 2011-12, ECE will continue with the promotional campaign highlighting the importance of education and work.</p>

literacy and Essential Skills are and why they are important. Learners have access to information for specific occupations, are able to determine what Essential Skills they already have, identify gaps in their Essential Skills and plan ways in which to improve these areas.

northern communities: community health representative, heavy equipment operator, early childhood educator, underground miner, environmental monitor and trapper, along with the kind of training that people in these occupations need to have. The manual includes a variety of teaching and learning materials related to the Essential Skills. The Literacy Council tested the tool and parts of the manual in three adult education centres. ECE conducted training for Career Development Officers and adult educators to make them aware of the tool and how to use it. Information about the online tool, as well as copies of the manual have been distributed to all community learning centres, all campuses, and all Career Development Officers throughout the NWT.

ECE Helps You Go Place Campaign

“ECE Helps You „GO“ Places” was developed to promote ECE Service Centres and programs.

Testimonial

advertisements were also developed to include quotes from clients who had benefited from the various programs and services.

Smart Focusing/Career Focusing Training™

ECE hosted “Smart Focusing” and “Career Focusing” professional development workshops for Career Development Officers. “Smart Focusing” introduces clients to the foundations of career decision-making. “Career Focusing” provides clients with the tools to make informed career choices. These innovative programs were initially developed for school counselors, but have been re-designed for

career development practitioners. Practitioners learn how to use concrete, structured tools that can be implemented both on an individual and group basis. During the 2010-11 fiscal year, two participants completed the Smart Focusing/Career Focusing Training™.

Adult Recognition Model Conference

The Aurora College in-service, March 7-11, 2011 in Inuvik focused on providing both Aurora College and non-government organization adult educators and instructors, information about the Adult Recognition Model (ARM) and Portfolio Development. Educators had the opportunity to gain valuable information about the model and the portfolio development process from experts within ECE and from around the country. Information and practical

hands-on workshops were provided specifically on ARM, Prior Learning Assessment and Recognition (PLAR) Portfolio Development Course, and the process of assessing prior knowledge using the K-12 Career and Technical Studies course objectives.

TOTAL

\$1.432

1.505

\$1.292

Nova Scotia

Ministry responsible for literacy	Department of Labour and Advanced Education
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Marilyn More • Karen Gatien Director, Adult Education Division
Ministry responsible for the LMA	Department of Labour and Advanced Education
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Marilyn More
Ministry responsible for workplace literacy	Department of Labour and Advanced Education
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Marilyn More • Joe Brown Program Manager, Workplace Education

Definition of literacy

Nova Scotia uses the IALSS definitions and levels when speaking of literacy.

Adult Literacy Policy:

On December 10, 2010, the province passed *An Act Respecting the Nova Scotia School for Adult Learning and Other Designated Components of Adult Learning in Nova Scotia*.

The Act identifies general principles related to adult learning including :

- A government commitment to develop Nova Scotia as a learning province where every place is a learning place and everyone a learner.
- Participation in lifelong learning through formal, non-formal and informal learning opportunities at all stages of life has intrinsic value, enhancing the confidence, skills and abilities of Nova Scotia residents with respect to family life, social and civic engagement, workforce participation, productivity and success, and health and well-being, including the development of mind, body and spirit and participation in community and cultural life;
- Lifelong learning opportunities reflect a learning continuum ranging from participation in families, schools, post-secondary education, community and other adult-learning organizations, workplace education and training,

community and cultural experiences, sports and recreation activities, and volunteer organizations;

- Adult learning is recognized as a shared responsibility amongst learners and their families, educators, employers and employees, communities, and government. Participation in adult learning is enhanced when individuals have the necessary literacy and essential skills required to maximize their learning opportunities;

The Act sets out the purpose of the Nova Scotia School for Adult Learning (NSSAL) as providing support for learning organizations to offer tuition-free adult learning programs in English or French. It proceeds to outline requirements for those receiving funding under the NSSAL.

The Act also commits the Minister to regularly consult with the adult learning community including adult learners, practitioners, and organizations to continue the strategic development, implementation, and evaluation of adult learning in the province.

How are literacy programs provided?

The Adult Education division of the Skills and Learning Branch, Department of Labour and Advanced Education (LAE) is responsible for adult literacy and basic education. It is also responsible for high school completion for adults through the Nova Scotia High School Graduation Diploma for Adult and for the GED certificate.

The NSSAL provides the “Adult Learning Program” to adults over 19, free of charge, at more than 150 sites across the province. Adults enrolled in the program work toward a number of personal goals, which may include the following:

- improving literacy, math, problem-solving, critical-thinking and teamwork skills
- acquiring the Nova Scotia High School Graduation Diploma for Adults/NSHSGDA (created in 2001, French equivalent is the *Diplôme de fin d'études secondaires pour adultes de la Nouvelle-Écosse/DFESANÉ*)
- preparing to write the GED test to further employment opportunities
- entering the workforce
- preparing to enter a post-secondary institution.

The ALP's four levels of courses range from basic literacy to high school graduation. Levels I and II have been designed for adults who need to develop a broad range of literacy skills. Level III has been designed for adults who need to improve a variety of skills before entering into Level IV and/or who need to improve their literacy and essential skills to assist in their life/work transitions. Level IV consists of courses that can be used toward the Nova Scotia High School Graduation Diploma for Adults.

Learners can enrol in ALP classes at:

1. **Community Learning Networks/CLNs** – community-based organizations provide learning opportunities (30 in operation in 2008-9) at Levels I (=Skill Set Grade 6) and Levels II (=Skill Set Grade 8) and III (=Skill Set Grade 10).
2. **Nova Scotia Community College** (at 13 campuses) offers Level III and Level IV (=Skill Set Grade 11-12); Africentric ALP (through the African Canadian Transition Program); and full- or part-time classes. Level IV courses may be counted as credits towards the Nova Scotia High School Graduation Diploma for Adults.

To graduate with the Nova Scotia High School Graduation Diploma for Adults, a learner must complete 12 credits from either the public school program Grades 11 or 12, or the ALP Level IV.

In fiscal year 2009-2010, through NSSAL, 503 people completed their adult high school diploma. An additional 531 people successfully completed their General Education Diploma.

Recent efforts have developed and piloted programs that combine the ALP with employment-related curriculum, job search skills, and work experience.

Nova Scotia, along with the three other Atlantic provinces, has launched "Literacy: It means more than you think," a four year awareness campaign. Phase One of the campaign, delivered through four French and four English TV ads, will inform Atlantic Canadians regarding the importance of strong literacy and essential skills. Phase Two of the campaign will mobilize partnerships with stakeholders and employers, and encourage adult learners to participate in adult learning programs.

Is there a focus on workplace literacy and essential skills?

The Workplace Education Initiative (WEI) works through business, industry, and labour organizations to administer a suite of customized learning programs and services, foster a learning culture in the workplace and create public awareness around the value of learning at work. Through the WEI model, LAE has developed relationships with

many organizations throughout Nova Scotia including unions, individual employers, and sector/economic development organizations such as chambers of commerce, industry associations, and Regional Development Authorities to provide non-traditional educational opportunities to individuals within participating organizations.

A Skill Development Coordinator works with business to:

- assess the organization's learning needs
- recommend programming that will benefit the workers
- help the company apply for funding to cover the cost of an instructor
- help select the right instructor for the programs
- offer support while the program is ongoing

Each Workplace Education program brings together representatives from management, union, and employees to form a Project Team to initiate, coordinate, and monitor the program.

Project Team members share the costs, which may include:

- time release so employees can attend programs during the work day
- the provision of program space, materials/resources, study supplies, child care/transportation allowances
- contributions to the cost of instruction

In fiscal year 2009-2010, 1,767 people participated in 158 Workplace Education programs at 87 workplaces across the province.

Nova Scotia's LMA plans place an emphasis on literacy and essential skills. Some examples of these investments are:

- Literacy and essential skills and career development interventions in the area of the skilled trades to assist clients in accessing the existing apprenticeship system; literacy and essential skills interventions, job readiness training and work experience for older workers to assist them in re-entering the workforce; increase the number of adults in priority groups participating in existing adult learning and computer skills training programs.
- Increasing the number of adults accessing the existing Nova Scotia School for Adult Learning Program and the One Journey Work and Learn Initiative.

- Building on the Nova Scotia School for Adult Learning Program, provide integrated literacy and certificate programs with work experience components that lead to high school completion, post-secondary certificates, and employment for priority groups.
- Workplace essential skills programs to low skilled workers already in the workforce.

The November 2011 *Workforce Strategy* released by the provincial government announced increased funding to the Workplace Education initiative including mobile computer labs and the inclusion of non-profit and voluntary sector employers.

Is there a formal role for labour?

Nova Scotia Partners for Workplace Education is a multi-stakeholder committee that advises LAE on its workplace education program, including approving funding for workplace programs. The committee is co-chaired by business and labour, and includes equal numbers of business, labour, and government representatives. Recently, workplace education instructors have been added to the committee. There are presently four labour representatives. The Nova Scotia Federation of Labour now makes labour appointments.

Literacy Nova Scotia, the provincial coalition, has reserved positions on its board for labour and business.

What is the available financial support? (For workers, for labour)

Workplace Education services and programs are available to businesses and labour organizations across Nova Scotia.

Supports are also available to apprentices without work experience in some of the more essential skills of their trade. These include:

- The Learning Plan Development Process is available to apprentices to determine training needs. This leads to the development of an individualized learning plan.
- Informal Assessment Tools are used to measure the essential skills needs of apprentices based on the trade they have chosen.

- Access to Learning Supports makes essential skills training available free of charge.
- The Math Refresher and Document Use Refresher courses are free of charge for apprentices and offered on a part time basis at NSCC campuses.
- An Additional Review course allows apprentices to combine the theories they have learned and prepare a study plan for their certification exam.

Nova Scotia	
Amount	\$84.6 million (6 years)
Date Signed:	June 13, 2008
Focus for the Unemployed	<p>For unemployed individuals who are not eligible for training assistance under the Employment Insurance (EI) program, including groups who are under-represented in the labour market, such as</p> <ul style="list-style-type: none"> • Aboriginal people, immigrants, persons with disabilities, youth, women, and older workers; and • Individuals entering and re-entering the work force.
Focus for the Employed	<p>For low-skilled employed individuals who are not eligible for training assistance under the Employment Insurance (EI) program, including groups who are under-represented in the labour market, such as</p> <ul style="list-style-type: none"> • Aboriginal people, immigrants, persons with disabilities, youth, women, and older workers
Provincial Priorities	<ul style="list-style-type: none"> • to increase the participation of Nova Scotians in the work force to meet current and future labour requirements; • to enhance the quality of skills development; and • to facilitate work force mobility and provide clients with the information necessary to make informed labour market choices.
Accountability Measures	<p>The Labour Market Agreements contain a robust accountability framework that includes commitments related to</p> <ul style="list-style-type: none"> • the development of annual plans and the engagement of stakeholders; • the management of financial resources provided under the agreement; • the measurement of the outcomes and benefits of investments in three areas. participants, service delivery and results; • regular public reporting of results achieved; and • regular review and evaluation of activities.
Displacement	<p>These new arrangements also contain a commitment to ensure that the new federal investments do not displace normal provincial expenditures within the labour market.</p>
Official Languages	<p>In developing and delivering its eligible programs and services, Nova Scotia agrees to take into account the needs of the official language minority communities within the province, and to deliver, where there is significant demand, services in either official language.</p>

Nova Scotia	
Strategic Training and Transition Fund	NS has invested its \$16,000,000 STTF funding into three areas: Workforce Response Strategy; Workforce Stabilization; Labour Market Growth and Development
Consultations	The province does not have a specific consultation process for the LMA.
Literacy and Essential Skills	The Bridging to Apprenticeship and Age Advantage Plus programs have a focus on literacy and Essential Skills. Funds were also provided to Adult Learning Initiatives – the province’s adult literacy program; the Nova Scotia School for Adult Learning Program; the One Journey Work and Learn Initiative (for adults on social assistance); Workplace Education (literacy and Essential Skills) and English in the Workplace.

Nova Scotia - Original LMA

Priority Areas (\$000's)	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	Six Year Total	Notional %
Client access and service provision	600	6 00	300	300	200	200	22,000	26%
Labour Market Skills Development	4,100	4,100	5,100	5,100	5,100	5,100	28,600	14%
Workforce attachment and retention	200	200	300	300	400	400	18,000	21%
Workforce Development	200	200	300	300	300	300	16,000	19%
Administration	.066	.066	.066	.066	.066	.066	400	.47%
Total (\$000's)	14,100	14,100	14,100	14,100	14,100	14,100	84,600	100%

Nova Scotia LMA Activity

Priority Area (\$, millions)	2008- 2009 Actual	2008-2009 Actual Activities	2009- 2010 Actual ⁹	2009-2010 Actual Activities	2010- 2011 Actual	2010-2011 Actual Activities	2011- 2012 Planned	2011-2012 Planned Activities
Client access and service provision	\$.171	<p>Objective(s):</p> <ul style="list-style-type: none"> To improve equity of access to clients regardless of income attachment To address system and program shortfalls associated with high-demand areas To ensure integration of new programs and ability to support and measure client outcomes 		<ul style="list-style-type: none"> Assisted immigrant women in increasing their employment and self-employment capabilities through the acquisition of various certifications, English language training, and business counseling services. Assisted diverse, unemployed women prepare for, obtain, and maintain employment in the fields of trades and technology through the provision of specialized workshops in a supportive woman-centred atmosphere. Provided older workers (aged 55-64) with the skills and tools they needed to successfully re-integrate into the workforce through the provision of 		<ul style="list-style-type: none"> Assisted multi-barriered Aboriginal adult learners develop a learning plan to move forward in their career development through employability, <i>literacy and essential skills</i> training. Provided employability and self-esteem training to youth for entry into the workforce or continuing in adult education opportunities. Facilitated integration of Francophone immigrants into the labour market by supporting a job fair and entrepreneurship consulting services. 	\$5.9322	<p>Labour Market Planning Collaboration with stakeholders to strengthen quality of LMI quality and coordinate investments for priority groups</p> <p>Business Development & Entrepreneurship counseling Supports to provision of counseling for client groups considering self-employment as a labour market attachment option.</p> <p>Employability programs Programs to increase ease of labour market participation for priority groups</p>

⁹ Data on actual spending found in the 2009-10 Labour and Workforce Development Accountability Report.

			<p>employment assistance services, <i>essential skills training</i>, and work experience.</p> <ul style="list-style-type: none"> • Increased access to <i>literacy and essential skills programs</i> for hundreds of unemployed Nova Scotians. 			
<p>Labour Market Skills Development</p>	\$1.998	<p>Objective(s):</p> <ul style="list-style-type: none"> • To increase the <i>essential and occupational skills capacities</i> of individuals and the system to support better transition readiness for clients. 	<p>Examples of activities:</p> <ul style="list-style-type: none"> • Supported a construction training and job readiness program for unemployed African Canadians in the trades sector. The program equips aspiring tradespeople from the Black community with enhanced skills, certifications, and workplace-based competencies to establish a stronger presence in Nova Scotia's construction sector. • Supported over 200 clients in more than 9 communities through the Adult Learning Program (ALP-GAP), which increases participant's employment potential from both a practical and academic standpoint by teaching 	<ul style="list-style-type: none"> • Supported over 220 clients in more than nine communities through the Adult Learning Program (ALP-GAP), which increases participants' employment potential from both a practical and academic standpoint by teaching life skills, adult learning and work experience to integrate participants back into the workforce. • Supported recent immigrants in accessing software that focused on career, workplace and <i>essential skills</i> training in order to increase employability skills. • Supported a construction training and job readiness program for unemployed African Nova Scotians in the 	\$6.161	<p>Skills Up! A program is for eligible African Nova Scotians who require skills training to get a good job. Skills Up! provides financial assistance to individuals, which can include tuition, living allowance, transportation, and other costs associated with the training.</p> <p>Works For You Supports projects across the province which will increase the job readiness of LMA clients, and aid in attaching participants to the workforce. The goal of the projects should be integrating or reintegrating clients into sustainable, insurable employment.</p> <p>Job Readiness</p> <p>Skills Training</p> <p>Language Training</p>

		<p>life skills, <i>adult learning (ALP curricula II and III)</i> and work experience to integrate participants back into the work force.</p> <ul style="list-style-type: none"> Supported an initiative to encourage and support the participation of Aboriginal People in careers relevant or used within oil and gas exploration, development, production or industry. 	<p>trades sector by providing enhanced skills, certifications and workplace-based competencies.</p> <ul style="list-style-type: none"> Over \$ 2.5 million in investments in adult learning programs where adults gain <i>literacy and essential skills</i> to help them transition to employment. Invested \$1.5 million to fund a pilot program to provide supports to enable African Nova Scotians to participate in upgrading and skills training that will result in labour market attachment. Invested \$1,224,516 in labour market development programs and services for Aboriginal Nova Scotians. 	<p>Supports</p> <p>Adult Learning Initiatives</p> <p>Activities</p> <ul style="list-style-type: none"> Supports to career development interventions and skills upgrades for job readiness Language training, computer skills training and <i>literacy & essential skills training</i> to improve access to, and retention of, meaningful employment 	
Workforce attachment and retention	\$1.502	<p>Objective(s):</p> <ul style="list-style-type: none"> To actively facilitate the attachment and retention of that attachment for labour market participants to workforce activity through employer associated engagement programs. <p>Project Example: A labour market</p>	<p>Supported the provision of employment and vocational crisis supports (counseling, troubleshooting, technical aids, etc.) to over 150 persons with disabilities across Nova Scotia to enable them to remain attached to the labour market.</p> <p>Funded a pilot project to</p>	<p>Assisted in developing the capacity of employers in Nova Scotia to meet current and future labour market requirements in trades and technology through the training, recruitment and retention of skilled, diverse women.</p> <ul style="list-style-type: none"> Supported the delivery of business 	<p>\$4.7 11</p> <p>Transferable work skills</p> <p>Employer awareness initiatives to promote hiring of priority groups</p> <p>Integrated certification & work experience</p> <p>Employer-partnered skill development programs for priority client groups (such as immigrants) including adult learning, on-the-job training,</p>

		<p>attachment model that matches unemployed individuals with employers experiencing a skills shortage through the provision of a <i>customized essential skills training</i> program. The employer is involved in the design of the training model and selection of participants. The provision of practical training opportunities results in a direct link to viable employment with the employer upon successful completion of the program</p>	<p>offer and deliver Prior Learning Assessment and Recognition (PLAR) services and the necessary program modules, as per the provincial Continuing Care Assistant curriculum. This initiative was designed to meet the needs of frontline care providers who seek to enhance their existing knowledge or work towards their Continuing Care Assistant certification.</p>	<p>development counseling and planning to entrepreneurs from targeted groups of all ages.</p> <ul style="list-style-type: none"> • Invested \$405,000 to support the Link Continuing Care Assistant Program, Nova Scotia School of Adult Learning. Over the last two years, there has been a 96% employment rate with over 100 CCAs certified and working. • Over \$2 million in funding to help persons with disabilities improve their employment prospects through programs including job maintenance, job coaching, post-employment support as well as <i>literacy and essential skills</i> training programs 	<p>mentorship and work placements</p> <p>Workplace adjustment Vocational crisis supports for displaced workers including skills enhancement, job coaching and mentorship</p>
Workforce Development	\$.786	<p>Objective(s)</p> <ul style="list-style-type: none"> • To develop the skills of low-skilled workers already in the workforce and the capacity of the workforce community to support those workers. 	<p>Supported English in the Workplace training to assist newcomers who are employed or are self-employed in developing language skills in the workplace such as customer service language, pronunciation, presentation skills, writing e-mails, reports</p>	<ul style="list-style-type: none"> • Assisted unemployed and employed low-skilled immigrant women increase their self-employment capabilities by acquiring certifications, business counseling and language training. • Over \$2.27 million in funding to support 	<p>\$3.211</p> <p>Workplace essential skills Provide <i>workplace essential skills</i> programs</p> <p>English in the workplace Improve English skills for employed and self-employed</p> <p>Employer adaptation</p>

		and letters.		newcomers and immigrants in increasing their employability through enhanced and occupation-specific language training, employment and business development supports, and bridging programs for internationally educated professionals.	<p>programs</p> <ul style="list-style-type: none"> • Engage employers through awareness to promote: workforce learning initiatives to increase productivity • Effective HR practices for healthier workplaces
Administration	\$.078				
TOTAL	\$4.536	\$16.300	\$15.400	\$20.015	

STTF Investment Plan by Priority Area

Priority Area (\$, millions)	2009- 2010 Actual	2009-2010 Actual Activities	2010-2011 Actual	2010-2011 Actual Activities
Workforce Response Strategy		<p>Objective: Support individuals, employers, and communities affected by workforce adjustments, lay-offs, and closures.</p> <p>Highlights:</p> <ul style="list-style-type: none"> Funded re-training and transition supports for individuals who were displaced by industry decline in Nova Scotia. Services included the provision of employment counseling, workshops, upgrading and training programs to workers in the manufacturing, aerospace, agricultural, tourism, and contact industry sectors. Supported the initiation of labour market development plans for the African Nova Scotian, Aboriginal, Acadian/Francophone, and persons with disabilities communities. 		<p>Highlights:</p> <ul style="list-style-type: none"> Funded re-training and transition supports for individuals who were displaced by industry decline in Nova Scotia. Services included the provision of employment counseling, workshops, upgrading and training programs. Supported an initiative to align the fish harvesting sector with DFO initiatives in the areas of eco-labeling, sustainability and certification.
Workforce Stabilization and Development		<p>Objective: Facilitate the continued attachment of individuals to the labour market through workplace-based training.</p> <p>Highlights:</p> <ul style="list-style-type: none"> Supported the delivery of workshops by industry trained boat builder professionals to improve the skills of the existing workforce in new manufacturing processes, estimating, researching the market, marketing, and business management. 		<p>Highlights:</p> <ul style="list-style-type: none"> Supported the development and delivery of financial management training to small business owners in rural Nova Scotia. Supported the provision of <i>essential skills</i> and occupation-specific training with a guaranteed job upon completion to over 150 Nova Scotians. The Health care, Tourism and trucking sectors were supported via this initiative.

- Supported the provision of *essential skills and occupation-specific training with a guaranteed job upon completion* to over 160 Nova Scotians who were affected by the downturn in the economy. The Health Care, Tourism and Trucking sectors were supported via this One Journey Work and Learn Initiative.
- Funded on-the-job and industry-specific training to new employees to enable efficient and effective transition into full-time employment with Nova Scotia businesses.
- Expanded the Nova Scotia Workplace Education Initiative to provide *literacy and essential skills* to workers in Nova Scotian companies.

**Labour
Market
Growth and
Development**

Objective: Implement innovative workforce development initiatives to respond to emerging business growth areas.

Highlights:

- Supported the development of *practical apprenticeship exams to assist individuals experiencing difficulties on written exams* in receiving their trade certifications through physical demonstrations of their skills and abilities.
- Funded a transition program to help internationally trained nurses bridge into employment, including assistance in successfully receiving their nursing designation.
- Provided wage subsidies to companies that were expanding and creating new jobs to

Highlights:

- Provided wage subsidies to companies that were expanding and creating new jobs to support workplace growth.

		support workplace growth.	
TOTAL	\$8.212		\$7.400

Nunavut

Ministry responsible for literacy	Department of Education
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Eva Aariak (Acting) Director, Adult Learning and Post-Secondary Education Services Divisions
Ministry responsible for the LMA	Department of Education
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Eva Aariak
Ministry responsible for workplace literacy	
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Eva Aariak

Definition of literacy

The *Nunavut Adult Learning Strategy* definition:

Literacy means more than learning how to read, write, and calculate. It involves understanding and being able to use the information required to function effectively in one's own context and society. In Nunavut, this means being connected to language and culture. Literacy is how people understand and use information at home, at work and in their community. Literacy is about being able to function in the world around us. Literacy also includes having the critical understanding and decision-making abilities an individual needs in their community or surroundings. Students who have the reading, writing and numeracy skills needed to go on to college or university are considered "literate." Within his own context, a hunter is also "literate" if he knows the land, can repair his snow machine, or set nets under the ice. Both the student and the hunter are contributing members of our society in Nunavut. In the context of this Strategy, literacy means literacy in Inuktitut, Inuinnaqtun, and English at an equal level.

Adult Literacy Policy

In November 2004, the government of Nunavut and the Nunavut Tunngavik Inc (NTI) – an incorporated organization representing Inuit under the Nunavut Land Claims Agreement – announced that they would work together to produce an *Adult Learning*

Strategy. A draft Adult Learning Strategy was released between November 2005 to March 2006 for public consultation and input. The final draft of the Strategy incorporates the input and feedback that was received during the consultation period.

The strategy's vision was articulated as:

We envision a territory where learning and training build Nunavut-based capacity, providing Nunavummiut with opportunities to effectively engage in the cultural, social, and economic development of our territory. Nunavut will become a place in which our common goals are achieved through collaboration, cooperation, and investment in our human resources.

The strategy's key goals are:

- Engage the Adult Learner
- Ensure Inuit languages become the foundation for adult learning in Nunavut.
- Promote Adult Learner Success
- Ensure communities are equal partners in the identification and development of adult education programs and services.
- Increase Accessibility for all Nunavummiut
- Ensure Quality in Learning Opportunities
- Increase Coordination of Learning and Support
- Ensure Appropriate Resource Allocation
- Identify and Measure Accountability

How are literacy programs provided?

Adult Basic Education includes six levels of study ranging from basic literacy to course work at the Grade twelve level. Courses in this program enable participants to learn or relearn skills needed to meet employment, personal or educational goals.

Participants often enrol in the program as a first step to entering a certificate or diploma program. Students may take Adult Basic Education courses on a full-time or part-time basis.

The Department of Education maintains a number of partnerships to promote literacy. The Adult Learning and Post-Secondary Services division assists in the development of literacy and adult education initiatives, and in partnership with other agencies provides support for programs that improve adult literacy rates across Nunavut. This division also coordinates the development of policy for adult basic education and literacy; develops strategies for program delivery; monitors and evaluates the impact of literacy rates; determines standards for literacy programs; and promotes public awareness and serves as a link to national funding agencies that support literacy initiatives

Nunavut Arctic College offers adult basic education and literacy programs in 23 of Nunavut's 26 communities through its network of Community Learning Centres. Each Community Learning Centre has an Adult Educator who is the senior College staff person who is responsible for planning, organizing, delivering and evaluating all educational programming for adults in the community through Nunavut Arctic College.

In addition to ABE and literacy programs, Nunavut Arctic College offers a Pre-Employment course designed to enhance the employability of individuals. Training hours are divided equally between academic upgrading, job skills training, personal life skills, and job experience.

Is there a focus on workplace literacy and essential skills?

The Nunavut *Adult Learning Strategy* specified the following actions related to the workplace:

- Raise awareness about the importance of literacy among employers and employees, and provide employers with financial incentives and programming support for implementing workplace literacy programs.
- Encourage the implementation of literacy-enhancing activities in the workplace.

Literacy and Essential Skills are a priority for Nunavut. The Community Literacy Fund includes funding for workplace literacy projects. In partnership with Nunavut Arctic College, a successful pre-employment training program was offered in five pilot communities within the Qikiqtani region in 2009-10. The program will be enhanced with a modified curriculum which will include safety training and workplace essential skills based resources. For employed clients efforts will be made to increase workplace literacy levels through the establishment of workplace essential skills programs.

The 2011-2012 LMA plan focuses on workplace literacy and essential skills:

- Implement workplace based training and literacy programs through an expansion of Nunavut Arctic College's pre-employment course and the addition of better essential skills curricular resources
- Increased level of foundation skills and essential skills to increase opportunities for employment
- Provide life skills training
- Search our partnerships to establish project based work experience programs (group receives training while completing a community project)

Is there a formal role for labour?

Labour was not a member of the team that created the *Adult Learning Strategy*. There does not appear to be a formal role.

What is the available financial support? (For workers, for labour)

The Community Literacy Fund provides financial assistance to community organizations to develop and deliver local projects that will help people increase their reading and writing skills and raise awareness of the importance of literacy in all official languages of Nunavut. Eligible projects can include community awareness, community, workplace and/or family literacy activities, development of learning materials, resources and books, literacy research, new and innovative approaches to literacy projects.

The Building Essential Skills program funds skills training for unemployed workers to enhance their ability to find employment. Program participants may be able to receive funding to help cover tuition, books, special equipment, living allowance, transportation, and childcare while on an approved training program.

Nunavut	
Amount	\$3,082 million (5 years – however funds will all be spent between 2011-12 and 2013-14)
Date Signed	July 16, 2009
Focus for the Unemployed	Unemployed individuals who are not EI clients, including but not limited to social assistance recipients; Aboriginal peoples; persons with disabilities; older workers; youth; women; new entrants and re-entrants to the labour market; unemployed individuals previously self-employed; and immigrants. Priorities include establish /enhance labour force attachment of unemployed, non EI eligible workers; enhance the skills of Nunavummiut to allow them to become gainfully employed and self-sufficient; establish/enhance programs to support career development by all Nunavut citizens
Focus for the Employed	Employed individuals who are low skilled, in particular, employed individuals who do not have a high school diploma or a recognized certification or who have low levels of literacy and essential skills. . Priorities include increase skill levels/ employability of existing members of Nunavut’s workforce, many of whom are low skilled; increase workplace literacy levels; and collaborate with workers and employers to help them meet their workforce training needs
Territorial Priorities	<ol style="list-style-type: none"> 1. Training, Literacy and Skills Development 2. Implement work place based training and literacy programs through an expansion of NAC’s pre-employment course and the addition of better essential skills curricular resources 3. Increased level of foundation skills and essential skills to increase opportunities for employment 4. Provide life skills training 5. Project based work experience programs (group receives training while completing a community project) 6. Career Development and Exploration <ul style="list-style-type: none"> o Counselling and career related information targeted to various groups o Referral service for potential clients o Community development workshops o Job coaching, mentoring programs o Post-program supports – transitional assistance for those going from public school into the workforce,

Nunavut

training programs to work placement, etc.

7. Labour Market Information

- Develop relevant labour market information specific to industry, community, occupation, etc.
- Complete a Nunavut Labour Market/ Career Development Strategy

8. Community Engagement

- Utilize community consultations amongst key stakeholders: (Hamlet Councils, Employers, Government and non-government agencies etc.) to:
 - Support informed planning and workforce development
 - Participate in labour market growth initiatives and training needs assessments leading to linkages that promote and enhance labour market efficiency
 - Strengthen capacity to attract, educate and train individuals in areas relevant to the community's and territory's labour demands

Accountability Measures

An accountability framework includes planning, financial reporting, performance measurement, public reporting, and evaluation.

Displacement

There is an agreement that these funds will not displace existing funding. In addition, while Aboriginal people are eligible clients, Canada reserves the right to continue to deliver its own labour market programs for Aboriginal people. There is an agreement to coordinate these activities through the LMA management committee.

Official Languages

In developing and delivering its eligible programs, Nunavut agrees to take into account the needs of the French language minority communities in Nunavut. It will also ensure that, where there is a significant demand for services or assistance, services and/or assistance will be offered in French.

Administration

Nunavut has agreed to deliver its programs through an integrated and client-centred service delivery system.

Strategic Training and Transition Fund

Nunavut received \$3,208,000 in STTF funds. It will be used for unemployed individuals affected by the economic downturn, and employed individuals in sectors, occupations or communities affected by the downturn. Programs can include helping clients start their own business or become self-employed, supporting job creation projects, providing mobility and relocation assistance,

Nunavut	
	supporting skills upgrading and training; and supporting employers and community in developing and implementing plans or strategies for dealing with labour force adjustments.
Consultations	<p>2010-11 Annual Plan states “the creation of this plan has resulted through a reflection upon the previous LMDA plan, the multi-year STTF/LMA plan and discussions held with:</p> <ul style="list-style-type: none"> • EDU field staff • EDU Apprenticeship division • Nunavut Arctic College personnel, • Nunavut Apprenticeship Board • Service Canada /HRSDC and • ARHDA/ASSET holders meeting • First Air/ Canadian North Airlines • Peregrine Diamonds / Boart Longyear • Workers Compensation and Safety Commission”
Literacy and Essential Skills	<p>Literacy and Essential Skills are a priority for Nunavut. In partnership with Nunavut Arctic College, a successful pre-employment training program was offered in five pilot communities within the Qikiqtani region in 2009/10. The program will be enhanced with modified curriculum which will include safety training and workplace essential skills based resources. For employed clients efforts will be made to increase workplace literacy levels through the establishment of workplace essential skills programs.</p>
Other	<p>The agreement requires Nunavut to publicly acknowledge the federal government’s contribution.</p>

Nunavut - Original LMA

Priority Areas	2011-12 LMA	2012-13 LMA	2013-14 LMA	Five Year Total LMA	Notional %	2009-10 STTF	2010-11 STTF
Training, Literacy and Skills Development	641,600	641,600	641,600	1,924,800	53%	641,600	641,600
Career Development and Exploration	188,800	188,800	188,800	566,400	16%	320,800	320,800
Labour Market Information	94,400	94,400	94,400	283,200	8%	160,400	160,400
Community Engagement	141,600	141,600	141,600	424,800	12%	240,600	240,600
Administration	141,600	141,600	141,600	424,800	12%	240,600	240,600
Total (\$000's)	1,208,000	1,208,000	1,208,000	3,624,000	100%	1,604,000	1,604,000

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

NOTE: the chart in the original LMA indicated a total of \$944,000 for 2011-12 to 2013-14. However, the individual items add up to \$1,208,000. This latter total is used in the above chart.

Nunavut LMA Activity

Priority Area (\$, millions)	2009-2010 Actual \$ ¹⁰	2009-2010 Actual Activities STTF	2010-2011 Actual \$	2010-2011 Actual Activities STTF	2011-2012 Planned \$	2011-2012 Planned Activities
Training, Literacy and Skills Development		<ul style="list-style-type: none"> Increased level of <i>foundation skills and essential skills</i> to increase opportunities for employment Provide life skills training Project based work experience programs <p>Sample Program Initiatives</p> <p>Qulliq Energy Corporation ‘Apprenticeship Bootcamp’: This project provided 42 individuals (both LMA and LMDA) with a short-term training and evaluation experience with the territorial power utilities company. The candidates were provided with industry standard safety training and job exploration experience</p>	.525	<p>Current LMA Programs:</p> <ul style="list-style-type: none"> Increase level of foundation skills and <i>essential skills</i> to increase opportunities for employment Provide life skills training Establish project based work experience programs The LMA program was ‘oversubscribed’ and the client sponsorship program funds were over expended early into the fiscal year; this reflects the fact that many of Nunavut’s clients unfortunately cannot utilize LMDA programming as they don’t have the necessary labour force attachment. Furthermore, there were high levels of success in partnership with programs offered at the 	.708	<ul style="list-style-type: none"> Implement work place based training and literacy programs through an expansion of NAC’s pre-employment course and the addition of better <i>essential skills</i> curricular resources Increased level of <i>foundation skills and essential skills</i> to increase opportunities for employment Provide life skills training Search our partnerships to establish project based work experience programs (group receives training while completing a community project) Counseling and career related information targeted to various groups Referral service for

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

Priority Area (\$, millions)	2009- 2010 Actual \$ ¹⁰	2009-2010 Actual Activities STTF	2010- 2011 Actual \$	2010-2011 Actual Activities STTF	2011- 2012 Planned \$	2011-2012 Planned Activities
		<p>covering three apprenticeable trades. QEC (Qulliq Energy Corporation) evaluated the candidates and offered full-time positions to 12 of the participants. It is hoped that this pilot project can be replicated with other labour sectors.</p> <p>Training for employment in the Mining sector Individuals have been sponsored to take training at OETIO (Operating Engineers Training Institute of Ontario) for specific careers with Agnico-Eagle's Meadowbank gold mine currently in production near Baker Lake. Through this partnership, individuals are receiving direct labour related training (Ex. Heavy Equipment Operators and Haul truck drivers) and then being immediately employed at the mine. Similar training partnerships are underway with other mining</p>		<p>Nunavut Arctic College – Nunavut Trades Training Centre in Rankin Inlet as well as the pre-employment program offered in many communities.</p> <ul style="list-style-type: none"> Partnerships with the Kivalliq Mine Training Society and Aboriginal Skill and Employment Training strategy (ASET) holders such as the Kakivak Association, Kivalliq Partners in Development and the Kitikmeot Economic Development Corporation also resulted in a higher number of clients served; in many cases programs were offered through one agency's funding while another provided the necessary client sponsorship. 		<p>potential clients</p> <ul style="list-style-type: none"> Community development workshops Job coaching, mentoring programs Post-program supports – transitional assistance for those going from public school into the workforce, training programs to work placement, etc. <p><i>Sample Program Initiatives</i></p> <ul style="list-style-type: none"> Training for employment in the Mining sector. Currently the Department has a very successful partnership in which unemployed individuals are being sponsored to take training at OETIO (Operating Engineers Training Institute of Ontario) for specific careers with Agnico-Eagle's Meadowbank gold mine currently coming into production in Baker Lake. Through this partnership individuals are receiving direct labour related

Priority Area (\$, millions)	2009- 2010 Actual \$ ¹⁰	2009-2010 Actual Activities STTF	2010- 2011 Actual \$	2010-2011 Actual Activities STTF	2011- 2012 Planned \$	2011-2012 Planned Activities
		<p>companies.</p> <p>Pre-Employability Training Nunavut Arctic College has created a modular pre-employment training program consisting of 8 three-week modules aimed at giving candidates success in returning to school and entering the job market; these pilot programs were offered in five different communities in the 2009-10 academic year.</p>				<p>training (Ex. Heavy Equipment Operators and Haul truck drivers) and then being immediately employed at the mine. This will continue with other employers such as Qikiqtaaluk Logistics and their DEW line site cleanup. A number of clients have recently completed Diamond Driller helpers training which also makes them very much in demand; further training course such as these (Haileybury School of Mines and Boart Longyear)</p> <ul style="list-style-type: none"> • Pre-Employability Training. Nunavut Arctic College has created a modular pre-employment training program consisting of 8 three week modules aimed at giving candidates success in returning to school and entering the job market; this program was successful, and the intent is

Priority Area (\$, millions)	2009-2010 Actual \$ ¹⁰	2009-2010 Actual Activities STTF	2010-2011 Actual \$	2010-2011 Actual Activities STTF	2011-2012 Planned \$	2011-2012 Planned Activities
						<p>to expand it to other communities and in different modalities in the future</p> <ul style="list-style-type: none"> • Training for employment in the Airline/Hospitality sector. Currently the Department has started discussing possible training partnerships with the two major airlines - Canadian North and First Air The Department participated in a career fair held in late October 2010 in Iqaluit to introduce youth to the all aspects of the airline industry. First Air intends to begin a training initiative in the summer of 2011 It is hoped to also reach out to the hospitality industry to a greater degree this year.
Career Development and Exploration		<ul style="list-style-type: none"> • Counseling and career related information targeted to various groups • Referral service for potential clients 	.300	<p>Current LMA Programs:</p> <ul style="list-style-type: none"> • Provide counseling and career related information targeted to various groups • Provide referral service for potential clients 		[merged with Training, Literacy and Skills Development]

Priority Area (\$, millions)	2009- 2010 Actual \$ ¹⁰	2009-2010 Actual Activities STTF	2010- 2011 Actual \$	2010-2011 Actual Activities STTF	2011- 2012 Planned \$	2011-2012 Planned Activities
		<ul style="list-style-type: none"> Community development workshops Job coaching, mentoring programs Post-program supports – transitional assistance for those going from public school into the workforce, training programs to work placement, etc. 		<ul style="list-style-type: none"> Present community development workshops Provide job coaching, mentoring programs Continuing post-program supports – transitional assistance for those going from public school into the workforce, training programs to work placement, etc. Explore with other labour sectors such as the airline industry to engage in projects such as the QEC Apprenticeship Bootcamp in order to establish more career exploration programs in Nunavut; a project with First Air was quite successful in this regard. 		
Labour Market Information			.015	<ul style="list-style-type: none"> Work continued on the Nunavut Career Development Services Framework; this will continue in 2011/12 	0	<ul style="list-style-type: none"> Complete the Nunavut Career Development Services Strategy
Community Engagement		<ul style="list-style-type: none"> Utilize consultations amongst key 		<ul style="list-style-type: none"> Conduct community engagement workshops 	.094	Utilize community consultations amongst key

Priority Area (\$, millions)	2009-2010 Actual \$ ¹⁰	2009-2010 Actual Activities STTF	2010-2011 Actual \$	2010-2011 Actual Activities STTF	2011-2012 Planned \$	2011-2012 Planned Activities
		<p>stakeholders (Hamlet Councils, Employers, Government and non-government agencies etc.) to:</p> <ul style="list-style-type: none"> o Support informed planning and workforce development o Participate in labour market growth initiatives and training needs assessments leading to linkages that promote and enhance labour market efficiency o Strengthen capacity to attract, educate and train individuals in areas relevant to the community's and territory's labour demands 		<p>through 'community' and regional tours by staff teams and possibly with additional resources such as facilitators and participation with other stakeholder groups; there were some successes in this initiative however due to staff capacity issues it was not fully implemented; current staff will received training on community capacity building in November 2011; each region is developing their capacity and plans towards this ongoing engagement.</p> <ul style="list-style-type: none"> • Modify existing programs and possibly implement new programs through staff operational training and a public communications campaign; The Training on the Job and Self Employment Option programs were modified to include LMA clients and the benefits available under these programs were 		<p>stakeholders: (Hamlet Councils, Employers, Government and non-government agencies etc.) to:</p> <ul style="list-style-type: none"> o Support informed planning and workforce development o Participate in labour market growth initiatives and training needs assessments leading to linkages that promote and enhance labour market efficiency o Strengthen capacity to attract, educate and train individuals in areas relevant to the community's and territory's labour demands

Priority Area (\$, millions)	2009- 2010 Actual \$ ¹⁰	2009-2010 Actual Activities STTF	2010- 2011 Actual \$	2010-2011 Actual Activities STTF	2011- 2012 Planned \$	2011-2012 Planned Activities
Administration			.375	<ul style="list-style-type: none"> extended. Continue to build staff capacity through ongoing training and establishing appropriate staff supports; most of the Career Development Staff continued to participate in the Career Development Practitioner certificate program offered by Nunavut Arctic College; all staff continued to receive operational training; a number of colleagues from within the department also participated in these professional development opportunities as did members from other stakeholder groups such as staff from the ASET program sponsoring organization. Continue the enhancement of the current client case management system (CDCS) in order to better serve clients and provide appropriate reports; this 	.156	<ul style="list-style-type: none"> Continue to build staff capacity through ongoing training and establishing appropriate staff supports Complete the enhancement of the current client case management system (CDCS) in order to better serve clients and provide appropriate reports; this will include identifying appropriate indicators of client success and utilize client satisfaction surveys Conduct community engagement workshops through 'community' and regional tours by staff teams and possibly with additional resources such as facilitators and participation with other stakeholder groups Prepare a comprehensive communications campaign to raise awareness about 'career development' and program opportunities for all stakeholders

Priority Area (\$, millions)	2009- 2010 Actual \$ ¹⁰	2009-2010 Actual Activities STTF	2010- 2011 Actual \$	2010-2011 Actual Activities STTF	2011- 2012 Planned \$	2011-2012 Planned Activities
				<p>will include identifying appropriate indicators of client success and utilize client satisfaction surveys; much of the re-design work for the CDCS system has been completed and more is planned through consultation with HRSDC. This case management system has also been shared with other stakeholder groups and is becoming the standard for labour market program career development services client case management for a number of organizations. Further work is intended into 2012 in order to best support the LMA formal evaluation work and ever changing reporting requests.</p> <ul style="list-style-type: none"> • Research appropriate programming options through examining best practices from other jurisdictions <ul style="list-style-type: none"> o Staff capacity made this initiative difficult to fulfill. 		

Priority Area (\$, millions)	2009- 2010 Actual \$ ¹⁰	2009-2010 Actual Activities STTF	2010- 2011 Actual \$	2010-2011 Actual Activities STTF	2011- 2012 Planned \$	2011-2012 Planned Activities
				However, the SEO (Self Employment Option) program was modified as a result of consultations.		
TOTAL	\$.966		\$1.502		.959	

Note 1: Research will be conducted towards enhancing current LMI in Nunavut; this may also include an examination of how NCSIS (Nunavut Community Skills Information System) may be used in this area. The Advisory Panel on Labour Market Information's Final Report indicated this application may be an invaluable part of the strategic planning process within Nunavut when it is fully deployed. It is hoped that in the near future, with adequate resources, NCSIS will reach its full potential.

Note 2: The administration budget will be utilized to cover costs affiliated with enhancing the Nunavut Client Case Management System to provide appropriate reporting on the LMA ; associated staff costs to resources the delivery of LMA programs.

Ontario

Ministry responsible for literacy	Ministry of Training, Colleges and Universities
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Glen Murray
Ministry responsible for the LMA	Ministry of Training, Colleges and Universities
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Glen Murray
Ministry responsible for workplace literacy	Ministry of Training, Colleges and Universities
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Glen Murray

Definition of literacy

The Ministry of Training, Colleges and Universities (MTCU) definition:

Literacy skills are needed every day – at work, at home, at school, and in the community. These skills help people to take part in further education and training, as well as to find and keep jobs. They form the essential foundation upon which people can build additional skills, and they help people become more independent.

Adult Literacy Policy

The *Adult Education Review* was launched in 2004 at the request of MTCU and the Ministry of Education to propose a policy framework for adult education and recommend actions supporting and improving adult learning in Ontario. The Review focussed on the specific programs that help adults gain access to further education and training, gain or keep employment, or participate more fully in the life of their communities.

The Review centred on consultations with a broad array of stakeholders, the substance of which was published in the *2005 Report: Ontario Learns* around eight themes:

1. adult education as a key component of Ontario's education system

2. learner pathways
3. integration of programs
4. partnerships
5. accountability, outcomes, and funding
6. access to adult education
7. information and communications technology in adult education
8. innovation and excellence in teaching and learning

The Report's recommendations "establish a direction for action that will enable the government to put in place [a] proposed policy framework." The policy framework proposes action on six key elements:

1. investment in skills development
2. learner pathways
3. accessibility and inclusion
4. innovation and excellence in teaching and learning
5. funding and accountability
6. research

How are literacy programs provided?

The Literacy and Basic Skills (LBS) provides funding for literacy training and academic upgrading. The Literacy and Basic Skills program helps adults whose skills fall below the Grade 9 level. The Academic Upgrading program helps people prepare for college or technical training. It serves adults who do not have a high school diploma but whose skills are above the Grade 9 level.

The objectives of LBS are to:

- help the population move towards a seamless adult education system supporting lifelong
- learning

- support literacy agencies in providing quality services meeting learners' needs
- design literacy services for adults most in need
- ensure accountability to government, to the public, and to learners
- foster closer links between literacy training and employment

The LBS program has two functions: the first is to deliver LBS services and the second is to aid in the development of LBS services. LBS services include literacy assessment, information and referral assistance, training plan development, and training and program follow-up. Developing LBS services includes monetary support to assist literacy agencies to improve their delivery of LBS to learners and to conduct some research and development initiatives.

There are 268 agencies funded to deliver the LBS program. These agencies fall under one of 3 sector categories – college, community-based and school board, and 4 stream categories – Anglophone, Deaf, Francophone, and Native.

The LBS program is in a transition period. What were three transition pathways – independence, training and education – have become five – independence, secondary credit, postsecondary credit and apprenticeship. The five LBS levels are being replaced by three levels reflecting the essential skills levels. A common curriculum has been developed to respond to each of the transition pathways, using task based activities to master a set of six competencies.

Is there a focus on workplace literacy and essential skills?

The 2009 Ontario Budget announced an investment of \$90 million over two years (2009-10 and 2010-11) to expand literacy and basic skills training as a key component of Ontario's economic strategy. The funds were part of the federal government's stimulus package (Strategic Training and Transition Fund).

In September 2009, a Call for Proposals (CFP) was issued for workplace and community workforce literacy and essential skills projects to assist adults with literacy needs who were affected by the economic downturn. \$13.6 million was allocated to 35 workplace and community workforce literacy and essential skills projects to assist adults to access more training and higher skilled jobs.

A second CFP stemming from the 2009 Ontario Budget was focussed specifically on pilot projects delivering literacy and essential skills services in the workplace.

The funding ended March 31, 2011; no new funds were announced.

Is there a formal role for labour?

There is no formal role for labour.

What is the available financial support? (For workers, for labour)

The Ontario Literacy Coalition has partnered with several labour organizations including the Ontario Federation of Labour, the CAW, Canadian Union of Public Employees, and UNITE HERE to run pilot workplace literacy and essential skills projects.

Second Career provides laid-off workers with skills training to help them find jobs in high-demand occupations in Ontario and financial support.

The Targeted Initiative for Older Workers (TIOW) is a joint federal-provincial initiative intended to provide unemployed older workers in vulnerable communities with programming aimed at increasing their employability, reintegrating them into employment, and ensuring they remain active and productive labour market participants while their communities undergo adjustment. Literacy training is one of the possible program offerings available.

Ontario	
Amount	\$1.2 billion (6 years)
Date Signed:	February 21, 2008
Focus for the Unemployed	<p>For unemployed individuals who are not eligible for training assistance under the Employment Insurance (EI) program, including groups who are under-represented in the labour market:</p> <ul style="list-style-type: none"> • Aboriginal peoples, immigrants, persons with disabilities, youth, women, older workers and other under-represented groups • Individuals entering and re-entering into the workforce
Focus for the Employed	<p>Training for employed individuals who are low skilled, in particular, those who do not have a high school diploma or a credential recognized in Ontario, or have low levels of literacy and essential skills.</p>
Provincial Priorities	<p><i>Technical skills training</i> - occupationally specific training that supports labour market attachment, bridges skills gaps, addresses cost as a barrier to skills training for non-EI eligible, and helps meet the demand for skilled tradespersons</p> <p><i>Labour market integration of immigrants</i> – focused bridge training projects, financial support, and credential assessment, and increase opportunities to obtain Canadian work experience through mentoring, coaching and other supports for work experience</p> <p><i>Foundation skills training and supports</i> – Improve access to literacy and essential skills training, ensure availability of foundation skills training tailored to specific trades and occupations, and create new opportunities for foundation skills training in the workplace</p> <p><i>Labour market supports for persons with disabilities</i> - Remove barriers to participation in training and employment services, by providing sign language interpreters, alternate formats, and attendant care, and increase availability of employer incentives to train on the job, including accommodations and enhancements in the workplace.</p>
Accountability Measures	<p>Both governments are committed to a focus on results and strong accountability measures. Specific elements include the following:</p>

Ontario	
	<ul style="list-style-type: none"> • development of annual plans and the engagement of stakeholders • stewardship of financial resources provided under the agreement • measuring the outcomes and benefits of investments • regular public reporting of results achieved • regular review and evaluation of activities
Displacement	Ensuring that new federal resources are additional to normal provincial spending
Official Languages	Ontario agrees to continue taking into account the needs of the official language minority communities within the province and to deliver, where there is significant demand, services in either official language.
Administration	The Ministry of Training Colleges and Universities administers the LMA. Its Employment Ontario is the service delivery provider (including overseeing third party delivery contracts)
Strategic Transitions and Training Fund	ON received \$206m under the STTF, which it applied to its existing program offerings.
Consultations	Consultations before and after the 2009 budget were undertaken with the Service Delivery Advisory Group (SDAG), literacy organizations, employer groups and francophone organizations. Labour is mentioned as a key stakeholder but no specific consultations are cited.
Literacy and Essential Skills	Additional funds were provided to the Literacy and Basic Skills Program and Academic Upgrading. There is a focus on Ontario Works and Ontario Disability Support clients and those requiring literacy upgrading through Second Career. In addition, Ontario Works activities include the Screening Questionnaire, Assessment and Training and Adult Basic Education and Language Training

Ontario - Original LMA

Priority Areas (\$000's)	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	Six Year Total	Notional %
Technical Skills Training	138,000	138,000	138,000	138,000	138,000	138,000	828,000	69%
Labour Market Integration of Immigrants	16,000	16,000	16,000	16,000	16,000	16,000	96,000	8%
Foundation Skills Training and Support	34,000	34,000	34,000	34,000	34,000	34,000	204,000	17%
Labour Market Supports for Persons with disabilities	6,000	6,000	6,000	6,000	6,000	6,000	36,000	3%
Administration *	6,000	6,000	6,000	6,000	6,000	6,000	36,000	3%
Total (\$000's)	200,000	200,000	200,000	200,000	200,000	200,000	1,200,000	100%

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

Ontario LMA Activity

Priority Area (\$, millions)	2008- 2009 Actual	2008-2009 Actual Activities	2009- 2010 Actual	2009-2010 Actual Activities	2010- 2011 Planned	2010-2011 Planned Activities
Technical Skills Training	\$63.1	<p>The following Ontario programs spent additional funds under the LMA to provide more people with the skills required to gain and maintain employment in an economy undergoing major restructuring</p> <p>Job Connect</p> <p>Apprenticeship Programs:</p> <ul style="list-style-type: none"> Registered Apprenticeship Program Pre-Apprenticeship Program Ontario Youth Apprenticeship Program Co-op Apprenticeship Program Apprenticeship Expansion Apprenticeship Training Tax Credit (ATTC) Apprenticeship Enhancement Fund <p>Second Career</p> <p>Strategic Skills Training</p>	\$128.5	<p>LMA and STTF funding was allocated across a suite of programs that provide individuals with the skills required to gain and maintain employment in an economy undergoing major restructuring</p> <p>Job Connect</p> <p>Equipped more individuals to obtain sustainable employment by bridging the gap between individuals seeking employment and employers seeking human resources to meet their business needs</p> <p>Apprenticeship Programs, including:</p> <ul style="list-style-type: none"> Registered Apprenticeship Pre-Apprenticeship Training Ontario Youth Apprenticeship Co-op Apprenticeship 	\$51.3	<p>Apprenticeship Programs</p> <p>Programs include:</p> <ul style="list-style-type: none"> Registered Apprenticeship Program Pre-Apprenticeship Program Ontario Youth Apprenticeship Program Co-op Apprenticeship Program <p>Apprenticeship Training Tax Credit (ATTC)</p> <p>Co-operative Education Tax Credit (CETC)</p> <p>Second Career</p> <p>The objective of Second Career is to support laid off, unemployed individuals who require skills training to assist them to find employment in occupations with demonstrated labour market prospects.</p> <p>Activities include:</p>

Ontario Skills Training Enhancement Program

Second Career

- Improved access into professions and trades for internationally trained individuals who are under employed / unemployed
- Further increased access to training for individuals lacking credentials
- Increased skills and employability of unemployed workers, especially those laid off from declining industries who required skills in areas of growing demand

Apprenticeship Training Tax Credit

Co-operative Education Tax Credit

Capital Investments:

- Apprenticeship Enhancement Fund (AEF)
- Strategic Skills Training (SST)
- Ontario Skills Training Enhancement Program (OSTEP)

- Continue funding for skills training under Employment Ontario (EO).
- Provide greater support for individuals with lower skills and in sectors hardest hit by the downturn including vulnerable groups.
- An additional 30,000 spaces in Second Career over 2 years.
- Up to one year of *academic upgrading*, required to support skills training can be considered for these individuals. The maximum duration of skills training cannot exceed two years, excluding a maximum of one year for *academic upgrading* or language training.
- Laid off workers are expected to make a contribution to the cost of their training plan and the ministry contributes up to \$28,000 towards the cost of tuition, books, transportation and basic living allowance

based on demonstrated individual need. Additional support may be available for disability accommodation, dependent care, living away from home and academic upgrading.

Capital Investments to facilitate and support technical skills and training.

Investments include:

- **Apprenticeship Enhancement Fund**
- **Strategic Skills Training**
- **Ontario Skills Training Enhancement Program (OSTEP)**

<p>Labour Market Integration of Immigrants</p>	<p>\$25.9</p>	<p>The following Ontario programs spent additional funds under the LMA to help skilled newcomers improve their employability and attachment to the labour market</p> <ul style="list-style-type: none"> • Bridge Training • Language Training / ESL • OPS Internship Program for Internationally-Trained 	<p>\$39.7</p>	<p>LMA funding was allocated across a suite of Ontario programs that help skilled newcomers improve their employability and attachment to the labour market</p> <p>Bridge Training Programs for Immigrants</p> <ul style="list-style-type: none"> • Increased access to bridging programs for skilled newcomers to 	<p>\$37.9</p> <p>To help skilled newcomers improve their employability and attachment to the labour market including:</p> <p>Bridge Training and Language Training:</p> <ul style="list-style-type: none"> • Ensure coordinated approaches with existing Ontario employment services, as well as settlement services, bridge
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- International Medical Graduate Training

- increase employability
- More skilled newcomers had their foreign qualifications assessed and verified in a timely manner

- training and language training
- Create opportunities for internationally trained individuals to quickly meet requirements for licensure and employment in their profession in Ontario.

Language Training (ESL/FSL)

- Increased access to language training programs for adults whose first language is neither English nor French

OPS Internship Program for Internationally-Trained:

- Increase opportunities for internationally trained individuals to obtain Canadian work experience through internships that offer mentoring and other training supports.

OPS Internship Program for Internationally Trained Individuals

- More internationally trained individuals gained Canadian experience to improve employability

International Medical Graduate Training

International Medical Graduate Training:

- Provide postgraduate training and assessment positions for International Medical Graduates to enable them to obtain the additional qualifications and registration required to be eligible to

Ontario Bridging Participant Assistance Program

Colleges Integrating Immigrants to Employment

- More internationally training immigrants

			gained access to programs and services on Ontario college campuses that support these individuals in obtaining employment more quickly and efficiently		practice medicine in Ontario. Ontario Bridging Participant Assistance Program: <ul style="list-style-type: none"> • Ontario Bridging Participant Assistance Program provides bursaries of up to \$5,000 to cover direct education costs. Colleges Integrating Immigrants to Employment: <ul style="list-style-type: none"> • Provides internationally trained immigrants (ITIs) with access to programs and services, including advisement and referral services, on all 24 college campuses. 	
Foundation Skills Training and Support and Labour Market Supports for Persons with disabilities	\$52.1	The following Ontario programs spent additional funds under the LMA to help more people gain the foundation skills necessary to access more advanced skills training or to gain or maintain employment with upgraded skills <i>Literacy and Basic Skills</i>	\$87.6	LMA funding was allocated across a suite of Ontario programs that help more people gain the foundational skills necessary to access more advanced skills training or to gain or maintain employment with upgraded skills	\$104.1	Literacy and Basic Skills To expand support for adults needing to acquire higher levels of literacy and basic skills before entering (or moving up in) employment or training. Focus on Ontario Works and Ontario Disability Support clients and those

Training including Academic upgrading

- Expanded support for adults needing to acquire higher levels of ***literacy and basic skills*** before entering or moving up in employment or training

Innovative Community projects

Distance learning/ e-channel for the Deaf

- Improved ***access to literacy training*** for people with barriers to in-person delivery, including those in rural and remote communities especially through community-focussed solutions

Workplace literacy

- Enabled more individuals to obtain sustainable employment by bridging the gap between individuals seeking employment and employers seeking human resources to meet their business needs

Summer Jobs for Youth

Literacy and Basic Skills

- Equipped more individuals with the skills necessary to continue with higher-level education and skills training, and/or to progress toward sustainable employment
- ***Improved access to literacy training*** for people with barriers to in-person delivery, including those in rural and remote communities

Summer Jobs for Youth

- Provided more students with the financial means to attend further education and skills training, through earnings from summer employment

Ontario Works

- Employment Assistance
- Employment and Participation Benefits
- Increased retention in pre-employment and training
- Increased training

needing literacy upgrading prior to receiving skills training through Second Career.

Examples of Ontario activities:

- ***Expand Literacy and Basic Skills Training, including Academic upgrading***
- ***Distance learning/ e-channel for the Deaf***
- ***Workplace literacy***

Ontario Summer Jobs Strategy

To expand summer jobs and self-employment opportunities and programming especially for youth in high needs neighbourhoods and those operating student-led summer businesses

Vulnerable Groups Strategy

Strategy to provide supports to vulnerable people have a marginal attachment to the workforce and are among the most negatively impacted in tough economic times. Projects to help Aboriginal people access culturally aware

- Expanded summer jobs and self-employment opportunities and programming especially for youth in high-needs neighbourhoods and those operating student-led summer businesses

**Ontario Works
Employment Assistance
activities and Employment
and Participation Benefits**

- Provided employment assistance activities are designed to assist participants in obtaining skills that support progress towards sustainable employment

**Ontario Disabilities
Support Program (ODSP)
Employment Benefits**

- Provided benefits to encourage recipients in becoming employed, moving toward financial independence or cover basic costs of starting employment or employment activities

participation and completion

**Ontario Disabilities
Support Program**

- Increased engagement of persons with developmental disabilities in the decision-making about the supports they receive and the help they require
- Increased opportunity for persons with disabilities to participate in local community activities (e.g. employment and/or volunteer activities)

**Developmental Services
- Person Directed
Planning**

- Increased planning supports available to facilitate the transition across life stages

**Ontario Works-
Enhanced Employment
Services for Vulnerable
Persons**

- Enhanced service capacity to support enrolment of vulnerable persons in

training and employment services in the emerging sectors of energy, mining, and the green economy, including:

- Job related skills training in specific occupations
- Placement into employment and on the job training during or after upgrading and/or job related skills training
- Coaching and mentoring during the training and placement and up to 6 months after starting employment
- *Academic upgrading* if / as required to meet occupationally specific or on the job training requirements

**Ontario Works:
Employment Assistance**

Employment assistance activities may include:

- *Literacy Screening Questionnaire, Assessment and Training*
- *Adult Basic Education and Language Training*
- Supports to Self-

		<p>employment services that maintain employment outcomes</p> <ul style="list-style-type: none"> • Increased awareness among social assistance recipients and other vulnerable groups of available programming and resources and how to get the help needed 	<p>Employment</p> <ul style="list-style-type: none"> • Job-Specific Skills Training • Learning, Earning and Parenting (LEAP) program • Employment Placements • Employment Placements with Incentives (EPI) • Community Placements <p>Ontario Works: Employment & Participation Benefits</p> <p>Ontario Disability Support Program (ODSP)</p> <p>Developmental Services - Person Directed Planning (PDP)</p> <p>Ontario Works Enhanced Employment Services for Vulnerable Persons (EES) EES includes intensive case management, services and supports for social assistance clients.</p>
TOTAL	\$141.1	255.8	\$193.7

STTF Activity

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

Prince Edward Island

Ministry responsible for literacy	Department of Innovation and Advanced Learning
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Allen F. Roach • Barbara Macnutt Manager, Literacy Initiatives Secretariat
Ministry responsible for the LMA	Department of Innovation and Advanced Learning
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Allen F. Roach • Birt MacKinnon Director, Skills PEI
Ministry responsible for workplace literacy	Department of Innovation and Advanced Learning
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Allen F. Roach • Barbara Macnutt Manager, Literacy Initiatives Secretariat • Workplace Learning PEI is the partnership organization

Definition of literacy

The 1996 *Literacy and Adult Education Strategy* defined literacy as:

Skills needed to read and respond to printed material commonly found at work, at home and in the community. (Basic literacy is grades 1 to 6; functional literacy is grades 7 to 12).

Adult Literacy Policy

In 1996, the province released a literacy strategy entitled, *Tough Challenges, Great Rewards: A Literacy and Adult Education Strategy*. The overarching mission statement of the strategy was: "Equal access to adult education is a basic right of all adult learners." The report committed the department of Education to developing an integrated adult literacy system with a funding model to support it. Programs were to be developed respecting a series of guiding principles including connecting literacy to lifelong learning, the province's economic and social development, and strong partnership development. While the report referred to the challenges faced by workers and employers, it did not make a specific recommendation regarding workplace education.

There does not appear to be a policy statement since 1996.

PEI, along with the three other Atlantic provinces, has launched “Literacy: It means more than you think,” a four year awareness campaign. Phase One of the campaign, delivered through the four French and four English TV ads, will inform Atlantic Canadians regarding the importance of strong literacy and essential skills. Phase Two of the campaign will mobilize partnerships with stakeholders and employers, and encourage adult learners to participate in adult learning programs.

How are literacy programs provided?

In PEI, the Literacy Initiatives Secretariat is responsible for all literacy projects, including the Literacy/ Adult Basic Education Initiative, Family Literacy, the management of Workplace Learning PEI, the development of policy and standards for adult literacy, and the certification process for adult educators.

Adults who are 18 years of age and out of school for at least a year may attend literacy and adult basic education programs. Holland College (13 campuses) – offers the tuition-free Literacy/ Adult Education Program at 13 campuses and six Community Learning Centres (CLCs) Learners in the program have the opportunity to complete the requirements for the PEI High School Graduation Certificate for Mature Students, enrol in GED preparation programs, or participate in literacy/ numeracy classes to strengthen their skills. Seven Family Resource Centres and the Société éducative de l’Île-du-Prince-Édouard also offer basic literacy, second language training and skills upgrading.

Is there a focus on workplace literacy and essential skills?

Workplace Learning PEI was developed in 1997 to help workplaces keep pace with the rapid changes in today’s economy. A demanding and diverse workplace requires both employees and employers to engage in lifelong learning activities. Workplace Learning PEI Inc. was awarded the Canadian Council on Learning’s Share the Flame Award which recognizes innovative approaches in learning.

In 2009, Workplace Learning PEI served approximately 1025 clients across all the services offered. These include:

- Essential Skills Assessments
- Reading Assessments
- Organizational Needs Assessments

- Essential Skills Training
- Essential Skills Information Sessions
- Workplace Learning Information Sessions
- Developing Learning Plans
- GED Testing
- Professional Development for Adult Educators
- Computers for Communities Program
- Literacy/Essential Skills Consultation Services

A Workplace Learning PEI field officer visits the worksite and assesses the workplace learning needs at no cost to the organization. A field officer will recommend programs and work with an on-site project team to set up custom designed programs, not limited to, but including:

- Preparation for Certification
- Preparation for Grade 12 Equivalency (GED)
- Writing for Work
- Workplace Communications
- Skills for Supervisors
- Basic Computer Skills
- Other custom-designed programs

The field officer will help workplaces find funding to assist with instructional costs. The employer and/or the union may cover the cost of the instructor, materials and supplies. The workplace may provide classroom space and other in-kind services, and may provide release time for employees to attend classes.

PEI's LMA Plan includes a focus on workplace literacy and essential skills. Funds are being used to support:

- Workplace Training: Essential Skills and job specific skills
- Training PEI: assistance to individuals to obtain training (includes basic skills)

- Aboriginal people (overcome barriers including essential skills)

Is there a formal role for labour?

There was no information available on the role of labour.

What is the available financial support? (For workers, for labour)

Through Workplace Learning PEI, support is available for workplace-based programs.

Prince Edward Island	
Amount	\$12.6 million (6 years)
Date Signed	September 5, 2008
Focus for the Unemployed	<p>For unemployed individuals who are not eligible for training assistance under the Employment Insurance (EI) program, including groups who are under-represented in the labour market, such as</p> <ul style="list-style-type: none"> • Aboriginal people, immigrants, persons with disabilities, youth, women and older workers, and • individuals entering and re-entering the workforce
Focus for the Employed	<p>For low skilled employed individuals who are not eligible for training assistance under the Employment Insurance (EI) program, including groups who are under-represented in the labour market, such as</p> <ul style="list-style-type: none"> • Aboriginal people, immigrants, persons with disabilities, youth, women and older workers, and • individuals entering and re-entering the workforce
Provincial Priorities	<ul style="list-style-type: none"> • Provide a variety of supports to individuals and employers by assisting skills training tailored to specific occupations leading to higher skill levels; • Increase industry investment relating to human resource planning to train employees, improve competitiveness, and support economic growth and job creation; and • Improve access to literacy and essential skills training providing an essential linkage to the labour market and additional education.
Accountability Measures	<p>The Labour Market Agreement contains commitments to:</p> <ul style="list-style-type: none"> • develop annual plans and engage stakeholders • manage financial resources provided under the agreement • measure the outcomes and benefits of investments in three areas-participants, service delivery and results • regular public reporting of results • review and evaluate activities regularly
Displacement	<p>These new arrangements also contain a commitment to ensure that federal investments do not displace normal provincial expenditures within the labour market.</p>

Prince Edward Island	
Official Languages	In developing and delivering its eligible programs and services, the Province will take into account the needs of the official language minority communities within the province, and to deliver, where there is significant demand, services in either official language.
Administration	SkillsPEI is a division of the Department of Innovation and Advanced Learning. It was established to manage the delivery of skills and training development programming funded by the Canada-Prince Edward Island Labour Market Development Agreement (LMDA) and Labour Market Agreement (LMA).
Strategic Training and Transition Fund	PEI received \$6m to assist those impacted by the recent economic downturn. Funds were distributed among the existing programs.
Consultations	To assist in the development of the LMA - STTF Annual Plan, consultation sessions were held at several locations across Prince Edward Island to gather feedback about labour market issues and seek guidance on current and future programs. Overall, Skills PEI has received input from federal and provincial partners, private sector employers, current organizations managing program delivery, community organizations dealing with priority groups and sectors, post-secondary educational institutions and industry. For this process, consideration has been extended to and includes input from submitted proposals, working documents and reports from those stakeholders that are working to improve work force components in Prince Edward Island. There is no mention however of labour.
Literacy and Essential Skills	The Workplace Training Program and Training PEI specifically include Essential Skills and Basic Skills. The Workforce Re-Entry Assistance and the Community Engagement Programs are aimed at supporting adult learners through advice and case management. The new Aboriginals initiative specifically targets Essential Skills. Funding is also earmarked for Workplace Learning PEI.

Prince Edward Island - Original LMA

Priority Areas	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	Six Year Total	Notional %
Workplace Training Programs and Services	700	700	700	700	700	700	4,200	33%
Technical & Foundation Skills Training	500	500	500	500	500	500	3,000	24%
Career Development Information	300	300	300	300	300	300	1,800	14%
Community Engagement	200	200	200	200	200	200	1,200	10%
Client Access, Administration & IT	400	400	400	400	400	400	2,400	19%
Total (\$000's)	2,100	2,100	2,100	2,100	2,100	2,100	12,600	100%

PEI LMA Activity

Priority Area (\$, millions)	2008- 2009 Planned	2008-2009 Actual Activities	2009-2010 Planned	2009-2010 Planned Activities ¹¹	2010-2011 Planned	2010-2011 Planned Activities	2011-2012 Planned	2011-2012 Planned Activities
Skills Development		Co-op Program Provides post-secondary students with employment exposure through 12 - 16 weeks paid placements.		Training PEI Provides financial assistance to obtain skills training. Assistance can include tuition costs and basic living costs to those engaged in post-secondary education and training. Co-op Experience (\$700,000) Provides post-secondary students with employment exposure through 12 - 16 weeks paid placements. Public Internship Program Provides post-secondary graduates with employment experience within the PEI government		Training PEI (\$470,286) Program to assist individuals obtain the skills necessary for employment, ranging from <i>basic to advanced skills</i> through direct assistance to individuals and, where applicable, contribution to provincially funded training institution to cover tuition. Public Internship Program (\$3,100,000) Provides post-secondary graduates with work experience related to their skills and education. The Public Internship Program will serve to assist in bridging graduates into the workforce. Co-op Program (\$200,000) Provides assistance for students to complete work term in the private		Training PEI (\$633,384) Training PEI is a program which provides financial assistance to eligible individuals to help them develop the skills they require to obtain long-term meaningful employment. Public Internship Program (\$200,000) Provides post-secondary graduates with work experience related to their skills and education. The Public Internship Program will serve to assist in bridging graduates into the workforce. Co-op Experience (\$100,000) Provides assistance for students to complete work term in the private sector during their third and fourth year of study.

¹¹ The 2009-10 Department of Innovation and Advanced Learning's Annual Report does not provide information on which activities were funded by the LMA and STTF.

<p>Mentorship</p>	<p>Employment Support - Social Assistance Clients (\$250,000) Provides funding to support more intensive case management for Social Assistance clients who require more support to avail themselves of opportunities to participate in the labour market. The program will link to such services as career exploration, language training, <i>literacy training</i>, skill development, secondary and post-secondary training opportunities.</p>	<p>sector.</p> <p>Enhanced Case Management (\$129,000) Provide funding to support a more intensive case management function for Social Assistance clients who require more support to avail themselves of opportunities to participate in the labour market. This targeted client base has multiple barriers in an increasing competitive climate where highly educated and skilled workers are in demand.</p> <p>Business / Career Mentoring Program (\$200,000) The objective is to help new entrepreneurs improve their operations by developing a network of established business leaders willing to share knowledge and expertise. Additionally, this program will manage youth placements within communities throughout the Island to encourage the transfer of expertise from experienced career personnel.</p>	<p>Employment support services (\$35,000) Through a third party service delivery provider, funding is provided to support a more intensive case management function for Social Assistance clients who require support to transition to the labour market. This targeted client base has multiple barriers in an increasing competitive climate where highly educated and skilled workers are in demand.</p> <p>Youth Connect (\$300,000) This program will provide youth with workshops to address participant life and employability skills, followed by an integrated exposure to employment.</p>
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**Long-term
Job
Placement**

Employ PEI
Program encourages employers to hire eligible individuals and provide them with on-the job work experience to enhance their skills and employability.

Immigrant Work Experience PEI (\$200,000)
Provides one-time short-term work experience to immigrants.

Self-Employ PEI
Assists recent graduates, members of LMA priority groups and individuals who may be experiencing the effects of the economic downturn to establish a business by providing a weekly allowance for 52 weeks.

Employ PEI (\$220,050):
Program to assist individuals who may be experiencing difficulty obtaining employment by providing a wage subsidy to an employer to offset a portion of the wages during the initial period of employment. Higher levels of financial support will be considered for priority groups.

Immigrant Work Experience (\$207,667)
An initiative that provides recent immigrants with a one - time work experience in order to assist immigrants in accessing long term employment. Employers receive a wage subsidy to offset the cost of hiring an immigrant.

Self-Employ PEI (\$261,200)
Providing individuals with financial and entrepreneurial supports to assist in establishing a business.

Employ PEI (\$286,615)
Program to assist individuals who may be experiencing difficulty obtaining employment by providing a wage subsidy to an employer to offset a portion of the wages during the initial period of employment.

Employ PEI – Persons with Disabilities:
SkillsPEI will partner with Service Canada and other provincial departments/agencies to collaborate in the development and implementation of labour market programming that will assist in bridging the transition to work.

Immigrant Work Experience_(\$205,220)
An initiative that provides recent immigrants with a one - time work experience in order to assist immigrants in accessing long term employment. Employers receive a wage subsidy to offset the cost of hiring an immigrant.

Self-Employ PEI (\$240,000)
Providing individuals with financial and

				entrepreneurial supports to assist in establishing a business. Self-Employ PEI - Immigrant Providing immigrant entrepreneurs with mentoring and support to establish a business. Program will assist in addressing barriers that are unique to an immigrant in the start-up phase of a business enterprise.
Labour Force Development	<p>Workplace Training (\$250,000) Employers often require assistance in training their employees with respect to <i>Essential Skills</i> or job specific skills. This initiative will provide financial support to employers in priority areas with fewer than 100 employees to assist in the development and provision of job-specific training. This program will support training initiatives by funding a portion of the salaries of employees while on training and other related training costs.</p> <p>Community Engagement (\$100,000)</p> <ul style="list-style-type: none"> The UPEI Centre for 	<p>Workplace Training Employers often require assistance in training their employees with respect to <i>Essential Skills</i> or job specific skills. This initiative will provide financial support to employers to assist in the development and provision of job-specific training. This program will support training initiatives by funding a portion of the salaries of employees while on training and other related training costs.</p> <p>Centre for Life Long Learning (125,000) Provides support to adult learners aged 25 or older interested in pursuing studies at UPEI.</p>	<p>Workplace Training (\$556,597) Employers often require assistance in training their employees with respect to <i>Essential Skills</i> or job specific skills. This initiative will provide financial support to employers to assist in the development and provision of job-specific training. This program will support training initiatives by funding a portion of the salaries of employees while on training and other related training costs.</p> <p>UPEI Centre of Life-Long Learning (\$100,000) Will deliver learning opportunities for adults</p>	<p>Workplace Training (\$501,061) Employers often require assistance in training their employees with respect to <i>Essential Skills</i> or job specific skills. This initiative will provide financial support to employers to assist in the development and provision of job-specific training. This program will support training initiatives by funding a portion of the salaries of employees while on training and other related training costs.</p> <p>Early Childhood Development (\$440,000) This program is designed to assists eligible employees, working in</p>

	<p>Life Long Learning will respond to issues related to adult learners by recruiting an advisor, establishing supportive policies, simplify the PLAR process, explore alternative models for adult learners, provide academic readiness, and offer career/life planning support for adult learners.</p> <ul style="list-style-type: none"> Establishment of a Labour Market Research Chair at UPEI. 	<p>Centre on Workforce Strategies (\$200,000) A project to create capacity to conduct labour market research.</p> <p>Workforce Re-entry Assistance (\$311,000) Provides <i>adult learners</i> with access to professionals who are trained in appropriate strategies to assist in an adult learning environment.</p>	<p>to increase education levels and also work with priority sectors to increase continuing education for adult learners.</p> <p>Workforce Re-Entry Assistance (\$145,000) To support adults enrolled in <i>adult education programs</i> who are experiencing difficulties that affect their learning and their future employment success, with professional counseling from Leadership Development Associates Inc.</p>	<p>the early childhood sector; obtain the mandatory entry-level requirements required of their profession.</p>
Community Engagement	<p>PEI Works (\$250,000) Core initiatives designed to improve career awareness and career planning.</p>	<p>P.E.I Works (\$125,000) Delivers career-related activities to members of LMA priority groups and students. Initiatives are designed to improve career awareness and career planning.</p>		
Economic Development Programs	<p>Wage Subsidy Program (\$76,800) Subsidies provided to business with priority given to specific sectors in order to hire clients including immigrant and recent graduates.</p>	<p>Wage Subsidies - Recent Graduates (\$350,000) Subsidies provided to business with priority given to specific sectors in order to hire recent graduates.</p>		
Priority Sector Development			<p>Innovative Sectors Fund (\$150,000) A training program established to acquire specialized skills to</p>	<p>Innovation Sectors Fund (\$69,614) A training program established to assist non E.I. eligible clients acquire</p>

		develop priority sectors.	specialized skills to develop priority sectors, specific to information technology.
Priority Group Development	<p>Womens' Unlimited (\$220,000) Assists unemployed women to explore, prepare for, and maintain employment in the trades and technology fields.</p>	<p>Trade Herizons (Women Unlimited) (\$246,000) A training program which will include skills upgrading, career exploration and employability skills for work in the trades and technology careers. Participants then select and enroll in a college trades program. Following graduation, participants will be given support to find and maintain work in the trade/technology workplace.</p> <p>Seniors Initiative (\$115,000) The initiative is a tri-economy collaboration that will focus on community engagement, capacity building, research, communication, training, relationship building, and accountability to enhance the effectiveness of services to the Older Worker population.</p> <p>Aboriginals (\$200,000) A project for Island Aboriginals facing</p>	<p>Trade Herizons (\$216,796) A training program which will include skills upgrading, career exploration and employability skills for work in the trades and technology careers. Participants then select and enroll in a college trades program. Following graduation, participants will be given support to find and maintain work in the trade/technology workplace.</p> <p>Seniors Initiative (\$123,530) A community engagement initiative involving private, public and social sectors working together to study, propose and prioritize solutions for the productivity and wellness of older workers.</p> <p>Aboriginals (\$100,000) A project for Island Aboriginals facing multiple employment barriers rooted in the lack of appropriate life/</p>

			multiple employment barriers rooted in the lack of appropriate life/ <i>Essential Skills</i> , career knowledge, hands on experience and transition to education and employment.	<i>Essential Skills</i> , career knowledge, hands on experience and transition to education and employment
Advocacy and Awareness			<p>Social Media Campaign (\$200,000) A social media campaign designed to interact with Island youth about career choices.</p> <p>Public Advertising (\$100,000) Radio and TV advertising.</p> <p>Skills PEI Staff Mentors (\$400,000) Four direct one-to one mentoring for service providers and clients.</p>	<p>Social Media Campaign (\$200,000) A social media campaign designed to interact with Island youth about career choices</p> <p>Skills PEI Administration (\$444,495) The budget covers the cost of staffing as well as costs associated with the 3 & 12 Month Client Follow-up Survey as a requirement of the Labour Market Agreement (LMA).</p>
Other	Apprenticeship Program (\$37,800) Provides tuition costs for block release training and a modest living, travel and child care allowance.			
TOTAL	\$.866	\$2.859	\$3.315	\$4.096

Québec

Ministry responsible for literacy	<i>Ministère de l'Éducation, du Loisir et du Sport</i>
<ul style="list-style-type: none">• Minister's name• Key Staff	<ul style="list-style-type: none">• Hon. Line Beauchamp <p>Direction de l'éducation des adultes et de l'action communautaire</p>
Ministry responsible for the LMA	<i>Ministère de l'Emploi et Solidarité sociale</i>
<ul style="list-style-type: none">• Minister's name• Key Staff	<ul style="list-style-type: none">• Hon. Julie Boulet
Ministry responsible for workplace literacy	<i>Ministère de l'Emploi et Solidarité sociale</i>
<ul style="list-style-type: none">• Minister's name• Key Staff	<ul style="list-style-type: none">• Hon. Julie Boulet

Definitions of literacy

The 2002 policy, *Government Policy on Adult Education and Continuing Education and Training*, defines literacy to account for the current context of a knowledge-based society, globalizations technological change, and the increased complexity of social and working life. Basic education should enable people to:

- understand and use written information in a range of contexts to meet their goals and broaden their knowledge and abilities
- communicate effectively with varied audiences
- use information and communications technologies for many purposes
- participate actively filling their roles as citizens

Adult Literacy Policy

In 2002, Québec published the *Government Policy on Adult Education and Continuing Education and Training*, which aimed to foster lifelong learning. The policy places a priority on four areas for action:

- to provide basic education for adults
- to maintain and continually upgrade adults' competencies

- to acknowledge prior learning and competencies through official recognition
- to remove obstacles to access and retention

How are literacy programs provided?

The *Ministère de l'Éducation, du Loisir et du Sport* (MELS) (Ministry of Education, Recreation and Sport) supports basic general education given in 200 adult education centres run by the school boards, the continuing education services of Cégep's, and the business services of secondary school/college networks.

In addition to support to school boards, MELS provides grants under a grassroots community-action program ("*Programme d'action communautaire sur le terrain*") to 131 community-based, independent, adult literacy action groups.

MELS has specified the responsibilities of independent community action groups and school boards in terms of literacy, in accordance with the following parameters:

- Both systems will offer literacy services
- The school boards will, however, retain ultimate responsibility for the recognition of schooling and other learning, summative evaluation, and certification
- The community-based literacy groups will focus primarily on adults who have decided not to return to school, who wish to pursue their education without necessarily obtaining official certification from MELS (diploma, attestation, certificate, etc.), or who are not yet ready, for any number of personal or psychosocial reasons, to enter or re-enter the school system

MELS funds the "*Programme de la formation de base commune*" (Common Core Basic Education) that covers the first eight years of schooling. Literacy covers the first two stages of the current literacy training courses; Pre-secondary covers the third and fourth stages of the current literacy training courses as well as the current pre-secondary courses; and Secondary Cycle One corresponds to the first two years of secondary school. The target group is adult with less than 8 years of education.

The goal of literacy services is to enable adults to guide their own development in an independent manner by using everyday situations as opportunities for learning. Literacy services are aimed at getting adults to function effectively and satisfactorily in a variety of everyday situations. In order to do this, they must develop the ability to listen, speak, read, write, and count. A customized training process is used in literacy services. Newly developed content for adult literacy curricula, designed using a

competency-based approach and adaptable to different life spheres, is available for optional implementation by school boards. The development of curricula for basic training takes into account common adult-education principles that place the adult at the center of the formation and influence the quality of its interaction with teachers.

Québec's research indicates that most international training activities involved more educated adults who already have a job, a good level of competence and are high-income earners. That is why the Government policy for adult education and training pays special attention to certain groups with particular difficulties in accessing education: men and women under 30 without qualifications, people with disabilities, immigrants not proficient in the French language, and members of indigenous nations, and people aged 45 and over who are on the job market or seeking employment.

Is there a focus on workplace literacy and essential skills?

The *Government Policy on Adult Education and Continuing Education and Training* states, "the implementation of the *Act to foster the development of manpower training* is one of the most notable advances in the development of a culture of lifelong learning in Québec."

Work-related adult learning and training in Québec has been led since 1995 by the *Act to foster the development of manpower training*. This Act requires employers to invest 1% of their total payroll in the provision of education and training for their staff.

Companies that do not report such investments must pay the same amount to the Department of Revenue. The moneys contributed by firms that have not invested the minimum required amount in adult learning and training are deposited in a special fund, the "*Fonds national de formation de la main-d'œuvre*" (FNFMO) (National Labour Force Training Fund), which is co-managed by government and labour market stakeholders under the aegis of the *Commission des partenaires du marché du travail* (CPMT). These moneys are used to fund innovations or initiatives in firms and sectoral committees, as well as a research program, all based on proposals made by members of the CPMT. Firms, sectoral committees, and researchers can submit requests for grants.

An amendment in January of 2004 exempted all businesses with a total payroll of under \$1 million from this obligation.

Is there a formal role for labour?

In Québec, the CPMT is involved in support to workplace literacy, although not exclusively. The *Fédération des travailleurs/euses de Québec* (FTQ) works through the commission to ensure that workers have access to training. The FNFMO is the source of the Commission's funds. Each project is evaluated and is eligible for up to \$250,000 in

funding, with payment for instructors of up to \$20.00 per hour. The FTQ's approach is to make use of the community organizations' network for delivering literacy training.

What is the available financial support? (For workers, for labour)

In Québec, funding for in-house workplace training includes the FNFMO, various qualification and apprenticeship schemes, a range of measures funded through and the "*Fonds de développement du marché du travail*" managed by Emploi Québec.

The program, "*Alphabétisation, formation de base et francisation*", provides funding for training designed to teach people to read, count and communicate in French up until a level that corresponds with a secondary school diploma or a qualification recognized by Emploi Québec. Employees targeted by *francisation* training are those born outside Québec and who do not speak French.

Emploi-Québec delivers the "*Apprentissage en ligne*" (On-line Learning), a project-based program to sector councils, training business/labour associations, businesses, and groups of business. Funds are available to develop and to deliver on-line learning activities. Priority is given to projects involving literacy and basic skills, the development of professional competences for the low skilled, training for the regulated trades and training that leads to a certification.

"*Programme de développement des compétences en entreprise*" (Development of skills for businesses) is a sub-program of the "*Fonds de développement et de reconnaissance des compétences de la main-d'œuvre*" (FDRCMO) (Development and Recognition of Workplace Skills Fund) managed by the CPMT. This program provides funds for the development and recognition of the literacy, basic skills, and *francisation* skills of workers in small and medium sized enterprises, as well as for training the trainers.

"*Programme de l'intervention régionale*" (Regional Intervention Program) is a sub-program of FDRCMO facilitated by the regional labour market partners councils. This program is aimed at the regional levels to support efforts of small and medium sized enterprises to recognize and develop their workforce's competences. Support is provided for literacy, basic skills and *francisation*, recognition of skills, and training in management training for managers.

"*Programme de l'intervention sectorielle*" (Sectoral Intervention) is a sub-program of the FDRCMO managed by the CPMT. This program supports sector councils in their effort to have the small and medium sized enterprises in their sectors better structure and adapt their investment in the development and recognition of the competencies of their workforce. The program supports 30 sector councils, two *comités d'intégration de maintien en emploi* (integration and maintaining of employment committees) for persons

with disabilities and immigrants, and four advisory committees for women, youth, workers 45 years and older, and offenders. Support is also provided for literacy, basic skills and *francisation* training and training the trainers.

Quebec	
Amount	\$700 million (6 years)
Date Signed:	April 30, 2009
Focus for the Unemployed	<p>The new investments will focus on supporting skills development for individuals who do not qualify for training assistance under the Employment Insurance program, among them members of under-represented groups within the labour market, including:</p> <ul style="list-style-type: none"> • Immigrants, people with disabilities, youth and older workers; • Individuals entering or re-entering the workforce.
Focus for the Employed	<p>Under these arrangements, the new resources will also help provide training for employed individuals who have low skills or who do not have a high school diploma or recognized credentials.</p>
Provincial Priorities	<p>Quebec's objectives in relation to its employment and training measures and services are as follows:</p> <ul style="list-style-type: none"> • Support individuals in their efforts to achieve long-term labour market entry through the use of a variety of methods adapted to their needs; • Increase the labour market participation of the Quebec population; • Ensure that Quebec's labour force is educated, skilled, mobile and adaptable; • Provide quality employment and training measures and services that are accessible to both unemployed and employed individuals; • Strike a quantitative and qualitative balance between labour supply and demand, in particular in sectors experiencing labour shortages; • Improve the employability of unemployed individuals and support their job entry and retention efforts; • Promote the acquisition and mastery of skills that will encourage job entry and retention, and promote recognition of labour force knowledge and skills; • Manage employment and training measures and services by focussing on regional and local involvement and on the achievement of results; • Encourage employers to become more involved in

Quebec

developing a skilled labour force and encourage employed and unemployed individuals to develop the skills needed to achieve long-term labour market entry.

2. Employment and training measures

2.1. Quebec's employment and training measures and services are designed to facilitate access to the labour market and to employment for as many Quebec residents as possible. They are also designed to increase the skill level of the labour force, thereby promoting an increase in the employment rate, in productivity, and in the ability of businesses to adapt to change.

2.2. The employment and training measures and services offered include financial assistance, counselling, and support.

2.3 The employment and training measures and services offered are varied and can be carried out in different locations. They are based on the criteria of accessibility, effectiveness, fairness, and adaptability to the needs of individuals and groups, with the goal being to increase labour force skills and improve business productivity. These measures and services are designed to achieve the following:

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

Accountability Measures

Quebec is currently has a multi-year plan. The last strategic plan for 2008-2011 implements actions and measures, including those of *Pacte pour l'emploi*. The next strategic plan for 2011-2014 will include the amount from Canada's financial contribution under the LMA relative to the total of investments in Quebec for its employment programs and services. Quebec will share

Quebec	
	information with Canada regarding its strategic plan for the three-year period 2011-2014.
Displacement	
Official Languages	
Administration	<i>Emploi-Quebec</i> manages the programs and services
Strategic Training and Transition Fund	Almost \$128 million from the Strategic Training and Transition Fund will be paid out during the same period to ensure that everyone has access to training or any other form of assistance they require, whether or not they are eligible for Employment Insurance benefits. These investments will also support the <i>Pacte pour l'emploi</i> and the <i>Pacte pour l'emploi Plus</i> implemented by the Government of Quebec, which aim to improve workers' skills, to integrate pools of available labour, to make participation in the workforce more attractive and better paying and to meet the labour needs of growing Quebec businesses in the coming years.
Consultations	<p>The <i>Loi sur le ministère de l'Emploi et de la Solidarité sociale et sur la Commission des partenaires du marché du travail</i> confers responsibility for the preparation of <i>Emploi-Québec's</i> Plan d'action annuel (PAA) on the Ministre de l'Emploi et de la Solidarité sociale and the Commission des partenaires du marché du travail (CPMT).</p> <p><i>Emploi-Québec</i> has sole responsibility for providing public employment services for the province of Quebec. Once the PAA is approved in mid-March of each year by the Ministre de l'Emploi et de la Solidarité sociale and by representatives of CPMT partners from union, employer, community and educational organizations, it is submitted, for consultation purposes, to the main Government of Quebec departments involved in labour and employment issues. The PAA is then sent, before the start of each fiscal year, for Cabinet approval and is tabled in the National Assembly in June.</p> <p>The PAA is an extension of the Plans d'action régionaux (PARs) that are developed by the 17 regional councils of labour market partners and submitted for the approval of the CPMT and the Ministre de l'Emploi et de la Solidarité sociale in March each year.</p>
Literacy and Essential Skills	Support for literacy and essential skills training is available to businesses including support to use layoffs and slowdowns to improve workers' skills.

Note: Quebec does not file a report in the same fashion as the other provinces, rather LMA and STTF activities are part of *Emploi-Québec's Plan d'action annuel*. It has used its LMA and STTF funds to augment its current selection of programs. The amounts received from the federal government are not provided by program.

Quebec LMA Activity

In 2010-2011, Quebec received approximately \$115.9 million from the federal government under the LMA.

Quebec organizes its programs under two “*pactes*.” The Government of Quebec implements an array of targeted measures that will have a tangible and immediate impact on people who have lost their jobs and on businesses experiencing cyclical difficulties. For individuals, these measures represent increased financial assistance and personalized support towards employment or training leading to a new job. The Government of Quebec also introduced measures to help keep workers on the job and to increase productivity, including financial participation in training projects.

The *Pacte pour l’emploi* is an investment of nearly one billion dollars over three years, of which \$548 million comes from the Government of Quebec and \$439.4 million comes from the private sector. The *Pacte pour l’emploi* will help any person willing to work to ensure that Quebec has enough qualified workers by helping them increase their skills, supporting businesses that want to increase their productivity by focusing on training and skills development and engaging local and regional partners in employment and workforce development. The *Pacte pour l’emploi* is financed in part by the LMA.

In March 2009, the Government of Quebec introduced the *Pacte pour l’emploi Plus*, which included additional investments of \$518 million over two years. The *Pacte pour l’emploi Plus* was aimed at services for those who have lost their jobs and at investments in increasing the qualifications of the workforce. The *Pacte pour l’emploi Plus* was financed in part by the LMA and the STTF.

Saskatchewan

Ministry responsible for literacy	Ministry of Education
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Donna Harpauer Director, Literacy Office
Ministry responsible for the LMA	Ministry of Advanced Education, Employment and Immigration
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Rob Norris
Ministry responsible for workplace literacy	Ministry of Advanced Education, Employment and Immigration
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Rob Norris • Ted Amendt Executive Director, Program Innovation Note: AEEI is responsible for workplace essential skills, ABE, and GED

Definition of literacy

[Literacy Benchmarks \(Levels 1 & 2\)](#): Levels 1 and 2 Literacy Benchmarks reflect the roles adults learners fill in their everyday lives – as family members, community members, and workers. The Benchmarks, therefore, are those general skills, abilities, and attitudes adults need to function in their world. *The Circle of Learning* is the physical representation of the Benchmarks.

[Adult Basic Education Level Three \(Adult 10\)](#): Adults who are not ready to prepare for the GED tests or enter an Adult 12 program may register in Adult Basic Education Level Three (Adult 10) courses.

[Adult Secondary Completion - Level 4 \(Adult 12\)](#): Under Adult 12 Policy, an adult may attain a Grade 12 standing by successfully completing seven credit classes.

Adult Literacy Policy

The 1999 ABE Program Re-design was the last policy initiative related to literacy. A draft literacy strategy framework was written in partnership by the Ministries of

Education and Advanced Education, Employment and Immigration in 2010-11. It is expected to be shared across government in 2011-12.

How are literacy programs provided?

In Saskatchewan Adult Basic Education (ABE) is an umbrella term to describe a wide range of credit and non-credit programs. ABE programs help adults to fulfil one or more of the following goals:

- to acquire and develop literacy and numeracy skills;
- to acquire the necessary academic prerequisites to access further post-secondary education and skill training opportunities, or employment and workplace training opportunities;
- to increase educational levels for purposes of self-improvement;
- to learn and develop living and social skills; and
- to acquire and develop language skills for New Canadians living in Saskatchewan.

Programs are provided at four levels. Levels 1 and 2 Literacy Benchmarks programs are offered by [Saskatchewan Institute of Applied Science and Technology \(SIAST\)](#), [Regional Colleges](#), and other community-based organizations (CBOs) on a part-time basis. [SIAST](#), [Regional Colleges](#), [Dumont Technical Institute \(DTI\)](#), and [Saskatchewan Indian Institute of Technologies \(SIIT\)](#) typically offer Level 3 and 4 courses. The Ministry of Education supports programs at levels 1 and 2 while the Ministry of Advanced Education, Employment and Training supports the higher levels of ABE.

The Literacy Office, Ministry of Education, provides funding support through three programs. In 2010-11, it spent \$2,442,000 on literacy initiatives, of which \$1,855,000 was provided to third parties.

1. The SaskSmart Innovation Fund (SSIF) provides financial assistance to Saskatchewan communities (made up of at least two organizations including a business or business-related organization) to create innovative and sustainable ways to address local literacy needs in Saskatchewan. Two types of funding are available – Expression of Interest and Community Literacy Plan. Expression of Interest grants are available to help these communities do a literacy needs assessment and develop their plans during the fall and winter of 2010-11 in preparation for submitting a Community Literacy Plan proposal to the SaskSmart Innovations Fund in 2011-12. Community Literacy Plans' funding is

provided for one year only, and plans must demonstrate a sustainability plan. As part of this sustainability plan, communities must ensure that less than 100% of the first year's funding comes from the SaskSmart Innovations fund.

2. **Adult Literacy.** The Ministry of Education provides funding to the Saskatchewan Institute of Applied Science and Technology (SIASST), seven regional colleges and five community-based organizations to provide non-credit learning opportunities for adults.
3. **Family Literacy.** The Family Literacy Initiative Program provides funding to provincially designated service providers to deliver of family literacy programs and services in Saskatchewan.

The Provincial Training Allowance (PTA) provides income support to low-income students enrolled in approved basic education, Workforce Development initiatives or in Quick Skills Training which are not approved for student loan funding.

Is there a focus on workplace literacy and essential skills?

The Ministry of Advanced Education, Employment and Immigration provides funding, through the "Workplace Essential Skills Saskatchewan" (WESS) to support business and industry in training low-skilled job seekers and existing low-skilled employees to gain the workplace essential skills needed for long-term employment and/or advancement. The Ministry would like to ensure that proposals consider inclusion of the following equity groups: First Nations; Métis; social assistance recipients; immigrants; people with disabilities; visible minorities; and, women. To support this, the Ministry is allocating 40% of the WESS budget for projects that focus on First Nations and Métis individuals. Proposals can be initiated by a training institution, community based organization, an employer or industry association, and must clearly identify the partnerships between the training institutions and employers/industry using the template provided by the Ministry.

The Essential Skills for the Workplace Project (ESWP) helps Adult Basic Education Level One and Two learners gain workplace skills that will allow them to enter the workforce. The focus of Essential Skills for the Workplace are First Nations/Métis learners and the unemployed. The program is managed by Advanced Education, Employment and Immigration.

In 2011-12, agreements were signed with 11 post-secondary institutions to deliver 24 projects in the province with a target of 545 learners. The projects will enable post-secondary institutions to create partnerships with First Nations/Métis agencies, community-based organizations, community schools, and employers to develop and

deliver literacy and essential skills programs that will enable learners to work in local businesses throughout Saskatchewan. In 2010-11 there were 19 projects involving about 390 learners.

Canada-Saskatchewan Rapid Response Teams are available to ensure that employers and employees can access the programs, services, benefits, and information they need during through difficult times. Information may include training plan development for workers to gain skills and boost productivity.

Is there a formal role for labour?

The Saskatchewan Labour Market Commission was a corporation created under provincial legislation in 2007 to bring business and labour representatives together to provide advice to government on closing labour market supply and demand gaps. Due to budget restraints, the corporation was wound down in 2009. The expectation was that a new Labour Market Strategic Issues Council reporting to the Enterprise Saskatchewan Board would be established in place of the commission to provide advice on labour market issues. However, Enterprise Saskatchewan has chosen to establish a task team co-chaired by the Saskatchewan Chamber of Commerce in lieu of a Labour Market Strategic Issues Council.

What is the available financial support? (For workers, for labour)

There is no specific funding designated for labour. Workers would benefit from projects funded under WESS.

Saskatchewan	
Amount	\$90 million (6 years)
Date Signed:	February 22, 2008
Focus for the Unemployed	<p>For unemployed individuals who are not eligible for training assistance under the EI program, including under-represented groups:</p> <ul style="list-style-type: none"> • Aboriginal people, immigrants, persons with disabilities, youth, women, older workers and other under-represented groups within the labour market • Individuals entering and re-entering the workforce
Focus for the Employed	Training for employed individuals who are low skilled and do not have a high school diploma or a recognized credential, or have low levels of literacy and lack essential skills.
Provincial Priorities	<ul style="list-style-type: none"> • developing Foundational Skills • increasing Access to Skills Training responding to Labour Market Needs
Accountability Measures	<p>The Labour Market Agreements contain a robust accountability framework that includes commitments related to:</p> <ul style="list-style-type: none"> • the development of annual plans and the engagement of stakeholders • the stewardship of financial resources provided under the agreement • the measurement of the outcomes and benefits of investments in three areas: participants, service delivery and participant impacts • regular public reporting of results achieved • regular review and evaluation of activities
Displacement	Commitment to ensure that the new federal investments do not displace normal provincial expenditures within the labour market.
Official Languages	Saskatchewan agrees to take into account the needs of the official language minority communities within the province and to deliver, where there is significant demand, services in either official language.
Other	Supports key provincial labour market initiatives such as Enterprise Saskatchewan
Administration	Ministry of Advanced Education, Employment and Labour is responsible for the LMA
Strategic Training and Transition Fund	Saskatchewan received \$9,000,000 in STTF funds. It has been used to enhance activities related to the literacy levels of Metis and First Nations peoples; increased workplace essential skill; as well as bridging

Saskatchewan	
	programs for immigrants.
Consultations	Conducts annual regional needs assessments. Consultations are held with Saskatchewan Institute of Applied Science and Technology, provincial regional colleges and the Saskatchewan Apprenticeship and Trades Certification Commission; First Nations and Metis organizations, community groups (including immigrant groups), industry sectors and business. There is no specific mention of labour.
Literacy and Essential Skills	Saskatchewan has placed an emphasis on the adult basic education system on reserve as well as on-the-job workplace essential skills training. Essential skills have also been incorporated into college and the Trades and Skills Centres programs.

Saskatchewan - Original LMA

Priority Areas (\$000's)	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	Six Year Total	Notional %
Foundational Skills	2,000	2,000	2,000	2,000	2,000	2,000	12,000	13%
Skills Training	2,795	2,795	2,795	2,795	2,795	2,795	16,770	18%
Respond to Labour Market Needs								
a) Workforce Development Programs and Services	5,000	5,000	5,000	5,000	5,000	5,000	30,000	33%
b) Learner Supports	1,765	1,765	1,765	1,765	1,765	1,765	10,590	12%
c) Active Income Supports	2,555	2,555	2,555	2,555	2,555	2,555	13,330	15%
Administration	1,000	1,000	1,000	1,000	1,000	1,000	6,000	7%
Total (\$000)	15,115	15,115	15,115	15,115	15,115	15,115	90,690	100%

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

Saskatchewan LMA Activity

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

		<i>Skills)</i>		<i>workplace Essential Skills.</i>		include components of <i>workplace Essential Skills</i> and will respond to industry-identified labour market needs.
				<ul style="list-style-type: none"> • Additional funding from the LMA for the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) has assisted in creating increased apprenticeship technical training opportunities, • Early Childhood Educator Level 1 training 		
Labour Market Needs	\$6.526	<ul style="list-style-type: none"> • Learner Supports (via regional colleges and Dumont Technical Institute) • Specialized Immigrant Bridging • Assessment, Referral and Labour Market Attachment - includes Programs and services delivered through community-based organizations and institutions that provide individuals with <i>basic employability skills</i>, life skills, <i>workplace literacy</i>, and other <i>Essential Skills</i> needed to attain employment • Active Income Supports 	\$7.167	<ul style="list-style-type: none"> • Workforce development programs and services delivered through community-based organizations and institutions. These programs and services provide: a) <i>basic employability skills</i>, life skills, <i>workplace literacy</i> and other skills needed to attain employment; b) individualized employment supports for persons with disabilities or other barriers to sustain employment; c) parent initiatives to access community and other resources to secure employment; and, d) 	\$9.107	<ul style="list-style-type: none"> • Provide employment assistance to individuals experiencing barriers to finding or maintaining employment through a flexible array of programs, services and supports, including appropriate and customized assessments, counselling services, referrals to service providers, income support, skills development and supported employment interventions that will enhance an individual's employability. • Programs and services delivered through community-based organizations and

access to programs to assist individuals who have been in the penal system to gain and maintain employment.

- Learner Supports funding that enabled the regional colleges and Dumont Technical Institute (DTI) to improve supports to adult learners, such as counseling, career planning, transition to employment and on-the-job coaching services.
- Accelerated Employment Opportunities – a) Self services – access to computers to prepare resumes, look for jobs online or search for information about training and education; b) Assisted services – assessing for employment service needs, stability and transition planning, career and employment planning and counselling, service referrals to agencies and *employability* assessment and testing; c) Job Search/Career Planning

institutions that provide individuals with *basic employability skills*, life skills, *workplace literacy*, and other *Essential Skills* needed to attain employment.

				<p>Workshops; and, d) Programs and services delivered through community-based organizations and institutions that provide individuals with <i>basic employability skills</i>, life skills, <i>workplace literacy</i> and other essentials needed to attain employment</p> <ul style="list-style-type: none"> • Active Income Supports • Transitions to Employment assists youth with severe cognitive and physical disabilities to gain <i>employability skills</i> essential to the workplace, and to make a transition to employment in their communities. • Rapid Response Teams were established to offer information and expertise on program and services available to individuals impacted by the economic downturn. 	
Administration	\$1.693	• Administration • Information Technology	\$2.681	• Administration • Information Technology	\$.800 • Administration Information Technology
TOTAL	\$14.006		\$15.240		\$15.266

STTF Activities and Expenditures

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

Yukon

Ministry responsible for literacy	Department of Education
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Scott Kent
Ministry responsible for the LMA	Department of Education
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Scott Kent • Shawn Kitchen <i>Director of Labour Market Programs & Services, Advanced Education Branch</i>
Ministry responsible for workplace literacy	Department of Education
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Scott Kent

Definition of literacy

Literacy is a lifelong evolving process that develops a person's ability to read, write, understand and use numbers, information and basic technology in daily activities at home, school, at work and in the community, which contribute to optimal health and personal success.

Adult Literacy Policy

In 2001, the government released the *Yukon Literacy Strategy* with the following objectives:

- To promote the advantages of having effective literacy skills;
- To develop and expand opportunities that allow Yukon people to build on their existing strengths through the development of effective literacy skills;
- To provide creative and appropriate literacy programming that is accessible to all Yukon people;
- To develop partnerships with First Nation Governments;
- To develop partnerships with educators, corporations, labour organizations, communities and other appropriate stakeholders;

- To cooperate with national and regional partners throughout Canada to reflect better technological advancement and the changing role of literacy in education and work;
- To be consistent with, and benefit from, the current literacy initiatives developed by our federal and provincial partners;
- To address more effectively the global needs as identified in the latest literacy research produced in Canada and elsewhere;
- To understand and address the literacy-based challenges of self-government and land claims both for First Nations and Yukon people;
- To ensure that literacy programs are developed to address workplace literacy needs.

The [Yukon Literacy Strategy](#) review took place from January to March 2006. It was an opportunity for literacy stakeholders to provide input into current and future Government of Yukon literacy programs and services. An updated strategy paper was not found.

How are literacy programs provided?

The Labour Market Programs and Services Unit of Advanced Education works with community organizations to promote literacy and deliver relevant training. Literacy training is available at Yukon College or through one-on-one tutoring offered by Yukon Learn. Yukon College's ABE/ES Program has four components, covering language and math skills up to the equivalent of Grade 10, as well as life skills development designed to enhance educational and vocational opportunities

In 2009-10, a total of \$656,758 in literacy funding went to four organizations:

1. Yukon Learn
2. Yukon College's Essential Skills Program
3. Kwanlin Dun House of Learning
4. Learning Disabilities Association of the Yukon

The Four Winds Family and Community Literacy project operates under the umbrella of the Yukon Literacy Coalition and is supported jointly by the Department of Education and the Teslin Tlingit Council. The project aims to further develop and

operate a culturally-inclusive family literacy centre to support children and families. The two year received \$264,463 in funding.

Is there a focus on workplace literacy and essential skills?

“Community Training Funds” are a key element of the *Yukon Training Strategy* released in December 1998 by the Government of Yukon. “Community Training Funds” are, for the most part, community-based and community-driven.

In 2008-09, two “Community Training Funds” projects related to literacy and essential skills:

- “Workplace Literacy Training – Immigration” is offered in the workplace. Newcomers to Canada will become familiar with workplace culture and will master fundamental skills in speaking, writing, problem solving, document use and English-based numeracy.
- “Yukon College Workplace Essential Skills in Rural Communities” - no specific information was found about this project.

There were no workplace literacy and essential skills specific projects on the 2009-10 list of projects.

Yukon College offers “Skills for Employment,” a project-based non-credit program designed with a unique focus and approach that encourages the personal growth and development of students. Academic skill development in numeracy and literacy is combined with workplace skills to enhance educational and vocational opportunities. Students are provided with the opportunity to enhance their workplace essential skills through a variety of workplace projects which will be offered based on students interests and community needs.

Is there a formal role for labour?

No information found.

What is the available financial support? (For workers, for labour)

The “Community Training Fund” is designed for skills development programs.

Yukon	
Amount	\$3.082 million (5 years – however funds will all be spent between 2011-12 and 2013-14)
Date Signed	July 8, 2009
Focus for the Unemployed	<ul style="list-style-type: none"> • Unemployed individuals who are not EI clients including but not limited to social assistance recipients, persons with disabilities, older workers, youth, Aboriginal peoples, new entrants and re-entrants to the labour market, unemployed individuals previously self-employed, women and immigrants.
Focus for the Employed	Employed individuals who are low skilled in particular employed individuals who do not have a high school diploma or a recognized certification or who have low levels of literacy and essential skills.
Provincial Priorities	<ol style="list-style-type: none"> 1. Labour Market Information <ol style="list-style-type: none"> a. Develop relevant labour market information specific to industry, community, occupation, etc. b. Update Yukon Work Futures document 2. Training and Skills Development <ol style="list-style-type: none"> a. Implement work place based training b. Promote Essential Skills c. Offer project based training similar to Bladerunners in BC d. Provide life skills training e. Project based work experience programs (group receives training while completing a community project) 3. Recruitment <ol style="list-style-type: none"> a. Counselling and career related information b. Referral service for potential clients c. Labour exchanges 4. Retention <ol style="list-style-type: none"> a. Subsidy based program to assist with transportation, child care and other employment supports to retain employees b. Provide wage subsidies for specific training needs c. Job coaching, mentoring programs

Yukon	
	d. Post-program supports – transitional assistance for those going from public school into the workforce, training programs to work placement etc.
Accountability Measures	An accountability framework includes planning, financial reporting, performance measurement, public reporting, and evaluation.
Displacement	There is an agreement that these funds will not displace existing funding. In addition, while Aboriginal people are eligible clients, Canada reserves the right to continue to deliver its own labour market programs for Aboriginal people. There is an agreement to coordinate these activities through the LMA management committee.
Official Languages	In developing and delivering its eligible programs, Yukon agrees to take into account the needs of the French language minority communities in the Yukon. It will also ensure that, where there is a significant demand for services or assistance, services and/or assistance will be offered in French.
Administration	Yukon has agreed to deliver its programs through an integrated and client-centred service delivery system. The Advanced Education Branch (AEB) of the Department of Education administers the funding for the LMA.
Strategic Training and Transition Fund	The Yukon received \$2,914,000 in STTF funds. It was to be used for unemployed individuals affected by the economic downturn, and employed individuals in sectors, occupations or communities affected by the downturn. Programs could include helping clients start their own business or become self-employed, supporting job creation projects, providing mobility and relocation assistance, supporting skills upgrading and training; and supporting employers and community in developing and implementing plans or strategies for dealing with labour force adjustments.
Consultations	<p>From the 2010-11 Plan: “AEB issued a call for proposals for LMA projects from key labour market stakeholders both internal and external to Yukon Government. The request went to all Yukon Government Departments, the Labour Market Framework Training Strategy Working Group, youth organizations, and First Nation Governments.</p> <p>While all proposals received were considered against the above criteria, initiatives to support the implementation of the Labour Market Framework Strategies were also considered. Working Groups who have developed these strategies include business and labour representatives, community organizations and</p>

Yukon	
	representatives of the official language minority community in Yukon. Representatives from <i>L'association Franco Yukonnaise</i> have been actively involved in the development of the Labour Market Framework Strategies and Action Plans. Through their participation, the needs of the French language minority communities have been considered.”
Literacy and Essential Skills	At least one of the projects undertaken in 2009-10 dealt with Essential Skills. Yukon College offered Essential Skills for Food Prep.
Other	The agreement requires the Yukon to publicly acknowledge the federal government’s contribution.

Yukon - Original LMA

Areas (\$000's)	2011-12 LMA	2012-13 LMA	2013-14 LMA	Five Year Total LMA	Notional %	2009-10 STTF	2010-11 STTF
Labour Market Information	150	150	150	450	15%	150	150
Training & Skills Development	435	435	435	1,305	44%	600	600
Recruitment	150	150	150	450	15%	300	300
Retention	150	150	150	450	15%	300	300
Administration	109	109	109	327	11%	107	107
Total (\$000's)	994	994	994	2,982	100%	1,457	1,457

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

Yukon LMA Activity

(Funds are STTF in 2009-2010 and 2010-2011)

Priority Area (\$, millions)	2009- 2010 Actual	2009-2010 Actual Activities STTF	2010- 2011 Planned	2010-2011 Planned Activities STTF	2011- 2010 Planned	2011-2012 Planned Activities LMA
Labour Market Information		High School Exit Survey - Yukon Bureau of Statistics			\$.100	Approximately 10% of the LMA budget will be invested in this type of service. This investment will help support an organization to provide job search assistance, resume assistance, setting up of workplace experiences, case management, and career development.
Training & Skills Development		Education and Employment Training Program - Kwanlin Dun First Nation & Yukon College Youth Work Experience Program (rural) - Yukon Chamber of Commerce Wrangler/Packer Training - Whitehorse Correctional Centre		<ul style="list-style-type: none"> The Education & Employment Training Program will address, both directly and indirectly, a broad range of academic, employment, and life skill needs existent within the Kwanlin Dun First Nation citizenry. To provide up to 30 unemployed persons with skills and 	\$.350	Approximately 35% of our LMA budget will be invested in Training and Skill Development. As the Tourism & Hospitality, Mining and Construction sectors have begun to boom in Yukon a large portion of our budget will go towards skill development for those sectors. Our priority will be to support training that

Priority Area (\$, millions)	2009- 2010 Actual	2009-2010 Actual Activities STTF	2010- 2011 Planned	2010-2011 Planned Activities STTF	2011- 2010 Planned	2011-2012 Planned Activities LMA
		<p>Heavy Equipment Operation Training (rural) – Dept. of Highways and Public Works</p> <p>Commercial Kitchen Skills & Employ Ability – Challenge</p> <p><i>Ready to Work & Canadian Workplaces Essentials</i> – Yukon Tourism Education Council</p> <p><i>Essential Skills for Food Prep</i> – Yukon College, Old Crow Campus</p>		<p>knowledge to obtain and maintain employment in the hospitality and tourism industry.</p> <p><i>Ready to Work and Canadian Workplace Essentials</i> are nationally recognized programs teaching skills such as understanding responsibility, positive attitudes, adaptability, value of safety, communication, numeracy, job searching, demonstrating confidence, healthy regimen, etc., as well as industry specific knowledge in tourism and customer service.</p> <ul style="list-style-type: none"> • Support the Fab Foods: Life Skills, Employment, and Training Program which provides employment and 		<p>facilitates a timely entry into the workforce.</p>

Priority Area (\$, millions)	2009- 2010 Actual	2009-2010 Actual Activities STTF	2010- 2011 Planned	2010-2011 Planned Activities STTF	2011- 2010 Planned	2011-2012 Planned Activities LMA
				<p>training in the area of food production and serving as well as a venue for fostering the social skills and confidence building required for people with debilitating mental illness to participate in the wage economy.</p> <ul style="list-style-type: none"> • Provide funding to increase the number of opportunities under the GradCorps program. The program provides recent post-secondary graduates with work experience in their field of study to improve their employment prospects. • The Greenhouse project will provide instruction to 8 persons with disabilities and will focus on developing a range of Landscaping 		

Priority Area (\$, millions)	2009- 2010 Actual	2009-2010 Actual Activities STTF	2010- 2011 Planned	2010-2011 Planned Activities STTF	2011- 2010 Planned	2011-2012 Planned Activities LMA
				<p>Greenhouse skills.</p> <ul style="list-style-type: none"> • The BRIDGES Project focuses on developing a range of skills that will allow a minimum of 40 persons with disabilities to successfully participate in the workforce. • Implement a Temporary Wage Subsidy to help unemployed individuals gain employment by providing a subsidy to employers. • Create a system and/or organization dedicated to the support and celebration of women in business. The program will be designed to assist women entrepreneurs. • Provide funding to hire a coordinator to 		

Priority Area (\$, millions)	2009- 2010 Actual	2009-2010 Actual Activities STTF	2010- 2011 Planned	2010-2011 Planned Activities STTF	2011- 2010 Planned	2011-2012 Planned Activities LMA
				<p>implement the Land Based Healing Project with the Kwanlin Dun First Nation.</p> <ul style="list-style-type: none"> • Support a youth employment and training program for three at-risk youth to assist with developing and implementing a drug and alcohol reduction campaign • Work with Carcross/Tagish First Nation to implement a training program that will provide skills in sustainable housing development. • Provide funding for a wage subsidy to the Council for Yukon First Nations to support two administrative positions. 		
						Recruitment
						Retention

Priority Area (\$, millions)	2009- 2010 Actual	2009-2010 Actual Activities STTF	2010- 2011 Planned	2010-2011 Planned Activities STTF	2011- 2010 Planned	2011-2012 Planned Activities LMA
On-the-Job Training/Work place Based Upgrading					\$.174	Approximately 18% of the LMA budget will be invested in activities that facilitate on-the-job training <i>or workplace based upgrading</i> .
Job Readiness					\$.120	Approximately 12% of the LMA budget will be invested in job readiness programming.
Targeted Wage Subsidy					\$.150	Successfully integrate into the workforce. Wage subsidies are provided to eligible employers, with priority for businesses that have been in business for one year, and businesses that offer continued employment for participants.
Co-op Student					\$.100	Approximately 10% of the LMA budget will go towards
Administration						
TOTAL	\$1.352		\$1.457		\$.994	