2017-2018

**Manitoba Annual Report**

**Workforce Development Agreement**



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# **Canada-Manitoba Workforce Development Agreement**

The Government of Canada and the Government of Manitoba entered into the new Workforce Development Agreement in March 2018. The Workforce Development Agreement consolidated and replaced the former Canada-Manitoba Job Fund Agreement and the Canada-Manitoba Labour Market Agreement for Persons with Disabilities.

The Canada-Manitoba Workforce Development Agreement will support the development of Manitoba’s labour market and assist Canadians to achieve sustainable employment by streamlining processes and access to services and providing greater flexibility to allow Manitoba to design and deliver programs that respond to its unique client and labour market needs. The Workforce Development Agreement will allow Manitoba to enhance its workforce development programs and services to support a broader range of Manitoba jobseekers, including those more distant from the labour market, existing workers and employers with a focus on innovation, measuring performance and reporting on results.

This Manitoba annual report includes a description of programs and services supported through the Workforce Development Agreement, Canada-Manitoba Job Fund Agreement and Canada-Manitoba Labour Market Agreement for Persons with Disabilities during the 2017/18 fiscal year. As Manitoba transitions into the new Workforce Develoment Agreement, outcome and results reporting will reflect indicators previously collected under the Canada-Manitoba Job Fund Agreement and Canada-Manitoba Labour Market Agreement for Persons with Disabilities.

# **Canada-Manitoba Job Fund Agreement**

The following former Canada-Manitoba Job Fund Agreement programs were funded under the Workforce Development Agreement in 2017/18. There were 14,109 individuals supported by the Canada-Manitoba Job Fund in 2017/18.

**Canada-Manitoba Job Grant:** Employer-driven training support program that assists employers to obtain skilled labour to meet their needs and helps Manitobans gain the skills they need to fill available jobs.

**Direct Employment Services:** Provides individuals with employment counselling, employment plan development, assessment, job search, self-marketing, job referral/placement services and modularized workshops to improve long-term employment prospects and help them obtain employability skills.

**Employment Partnerships:** Training support program that assists employers to obtain skilled labour to meet their needs and help Manitobans gain the skills they need to fill available jobs.

**Labour Market Partnerships**: Supports organizations, industry associations and employers to address labour market development, labour force development and workforce adjustment issues.

**Self-Employment**: Supports individuals to create a self-employment opportunity through business advice, planning, coaching and financial support.

**Skills Development**: Provides financial supports to individuals to assist with the cost of participating in upgrading and/or skills training.

**Wage Subsidy**: Provides wage subsidies to assist individuals with a means to market themselves and to assist employers to offset the cost of on-the-job training.

Innovative approaches to help newcomers like Amina connect with employment opportunities.

Amina came to Canada from Somalia as a refugee. In May 2017 she was accepted as a participant in the Refugee Employment Development Initiative (REDI) program. After eight weeks of occupation-specific essential skills and English for work language training, Amina began four weeks of on-the-job technical training. She was hired by a small business in rural Manitoba and made the decision to re-locate from Winnipeg. Shortly after beginning her new job, her family members were also offered jobs by her employer. The family recently signed a rent-to-own lease for a three bedroom house and two family members have moved off of Employment and Income Assistance.

# **Labour Market Agreement for Persons with Disabilities**

The following former Labour Market Agreement for Persons with Disabilities programs were funded under the Workforce Development Agreement in 2017/18.

**Community Mental Health**: Provides services to adults who experience acute mental illness, adults with severe and persistent mental illness, and older adults with mental health problems. Employment-related services are delivered by Community Mental Health Workers, Intensive Case Managers, Employment Development Counsellors, Proctors, and Program of Assertive Community Treatment (PACT) multidisciplinary outreach teams. In 2017/18, the Community Mental Health Program provided employment-related services to 1,056 individuals.

**Employment and Income Assistance Benefits**: Assists Employment and Income Assistance participants enrolled in the disability category and who are engaged in volunteer opportunities, with financial support to help with the costs of volunteering. Additional work benefits are provided to employed participants with a disability to offset employment related clothing and transportation expenses, and encourages and support the participant’s attachment to the labour force. In 2017/18, there were 3,491 participants that received volunteer or additional work benefits.

**Employability Assistance for People with Disabilities (EAPD):1** Assists adults with disabilities in preparing for, obtaining and maintaining employment through the provision of vocational assessments, counselling, case management, vocational planning, job placement, training, developmental activities and support services. The EAPD Individualized Training Fund may be accessed to support educational and skills training, as well as a range of disability-related supports including adaptive devices, tutoring, sign language interpreting, transportation and wage subsides. In 2017/18, there were 3,875 individuals that received services through EAPD.

**Employment Projects for Persons with Disabilities:** Community-based organizations are contracted to assist persons with disabilities to prepare for, find and keep jobs. Supports and services each program/organization provides may include employment plan development, employment counselling, assessment services, information on the labour market and education/training opportunities, resume and job search assistance, job finding clubs and job reference/placement. In 2017/18, 248 individuals received employment services.

**market*Abilities* Fund:** Supports innovative employment partnerships to help persons with disabilities living in rural and northern regions to find and keep sustainable employment. The fund helps to close service gaps in rural areas and increase cooperation between potential employers and other community stakeholders. In 2017/18, the market*Abilities* Fund provided services to 18 individuals.

1 The market*Abilities* Program was renamed Employability Assistance for People with Disabilities in 2018/19.

**market*Abilities* Team:** Assists people with disabilities enrolled in the Employment and Income Assistance program to move into employment by identifying those interested in employment, assessing their employment needs, promoting their employment abilities and providing employment-related supports and services. Effective January 2018, the market*Abilities* Team also provides services and supports to Employment and Income Assistance participants with medical barriers to employment. In 2017/18, the marketAbilities Team assisted 187 individuals.

**Rehabilitation and Recovery Services:** The Rehabilitation and Recovery Services, a program of the Canadian Mental Health Association Manitoba and Winnipeg, assists individuals who have a mental health condition in selecting, securing and retaining employment through employment counselling, skills development, pre-employment training, supported employment, school-to-work transition and vocational crisis intervention. In 2017/18, Rehabilitation and Recovery Services served 81 individuals.

**Selkirk Mental Health Centre:** The Selkirk Mental Health Centre (SMHC) is a provincial health care facility. SMHC’s Vocational Rehabilitation Centre program provides participants with work-oriented experiences in different workstations within the Centre and with community employers to develop work skills that will increase their employment potential, provide opportunity for training in specific work activities, and maintain their work skills in a structured setting. In 2017/18, SMHC provided employment services for 150 individuals.

**Supported Employment Program:** Assists non-profit community organizations to develop and deliver supported employment activities, with an emphasis on pre-employment skills, supported work experience and job placements leading to employment. Services are to improve the participant’s general employability, prepare them for further training or job search, or result in direct employment outcomes. In 2017/18, the supported employment program provided services to 1,238 individuals.

**Employment programming for persons living with a disability**

Employability Assistance for People with Disabilities (EAPD) offers a wide range of employment focused services to assist adults with disabilities in preparing for, obtaining, and maintaining employment. In 2017/18, EAPD provided employment focused services for 3,875 people with disabilities.

 In 2017/18, Supported Employment agencies provided support and services to 1,238 individuals and of those, 829 had some employment. Of those employed, 575 participants met the supported employment criteria of a successful employment outcome (employment of 15 hours or more per week, at minimum wage or higher, for three consecutive months or longer).

# **Performance Results**

**4,235**

**Certificate or credentials earned**

**24,502**

**Participants assisted to meet their employment and career goals**

**The Workforce Development Agreement serves a broad range of Manitoba Jobseekers.**

* 46% are women
* 12% are Indigenous
* 7% are recent immigrants
* 44% are youth
* 42% have high school or less

Information based on voluntary self disclosure

**Participants are assisted to develop marketable skills for employment.**

* The type of skills vary by program stream.
* Job Fund participants and persons with disabilities were more likely to receive educational training



**Participants are finding and keeping jobs.**

* Employment rates vary by program stream, reflecting differences in client needs and connection to employers
* Employment is sustained over time

Proprietary – training specific to a company or workplace

**52%**

**Employed within 3 months of completing programming**

# **Expenditures**

The following tables provide information on expenditures for programs and services provided under the Workforce Development Agreement, Canada Job Fund and Labour Market Agreement for Personbs with Disabilities during 2017/18.

|  |  |
| --- | --- |
| **Workforce Development Agreement Programs and Services** | |
| Canada-Manitoba Job Grant | $4,859,649.00 |
| Direct Employment Services | $94,287.17 |
| Employment Partnerships | $3,635,712.18 |
| Labour Market Partnerships | $1,622,319.00 |
| Self-Employment Assistance | $222,378.00 |
| Skills Development | $9,338,418.92 |
| Wage Subsidy | $258,401.21 |
| **Total** | **$20,031,165.48** |

Note: The above table does not include expenditures for persons with disabilities programming or administration costs.

|  |  |
| --- | --- |
| **Workforce Development Agreement Programs and Services for Persons with Disabilities** | |
| Community Mental Health Program | $9,677,847.69 |
| Employment and Income Assistance benefit | $1,379,029.83 |
| Employability Assistance for People with Disabilities | $7,019,857.37 |
| marketAbilities Fund | $50,000.00 |
| marketAbilities Team | $240,463.31 |
| Rehabilitation and Recovery Services | $732,394.20 |
| Selkirk Mental Health Centre | $2,011,078.03 |
| Supported Employment Program | $1,888,994.98 |
| Training and Employment Services | $905,987.39 |
| **Total** | **$23,905.652.80** |

Note: The Labour Market Agreement for Persons with Disabilities was a cost-sharing agreement between Canada and Manitoba to provide programs and services that enhance the economic participation of people with disabilities. Canada and Manitoba share in the expenditures contributing towards the provision of eligible programs and services.

**Performance Result Notes:**

Note: As the LMAPD does not track the number of Indigenous and recent immigrants, the shown percentages of recent immigrants and Indigenous participating in the Workforce Development Agreement (WDA) do not represent total Indigenous and recent immigrants served.

Note: For those programs that support education and training, individuals may earn more than one credential or certificate as a result of their intervention, and may be counted more than once. Some programs only report education and training results for closed cases. The above counts do not represent total participants served.

Note: At three months post-intervention the post-intervention employment status is obtained through voluntary survey or through the case management closure process. Individuals may have more than one case each year or access more than one program and, therefore, may have more than one employment status following participation. The above counts do not represent total participants served.

# **Conclusion**

Canada and Manitoba are committed to working together to create a highly skilled, adaptable and inclusive labour force. The Workforce Development Agreement supports Canada and Manitoba priorities to design and deliver programs that respond to Manitoba’s ongoing and changing labour market needs and assist individuals to obtain sustainable employment.

Manitoba will continue to work in partnership with Canada to support continuous improvements and innovation in employment and skills training programs.