2018-2019

**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 supports the development of Manitoba’s labour market and assists Canadians to achieve sustainable employment.

The goal of the Workforce Development Agreement is to help individuals access labour market opportunities and support successful integration of those facing obstacles to finding and maintaining employment; help workers and employers access the skills they need to adapt to the changing requirements of jobs and the labour market and encourage employer involvement in training and continuous learning opportunities for workers; and support strong and responsive labour market infrastructure to allow for timely and effective labour market programming, which contributes to improved productivity and economic growth.

As Manitoba transitions into the new Workforce Develoment Agreement, outcome and results reporting will reflect indicators collected under the Workforce Development Agreement, Canada-Manitoba Job Fund Agreement and Canada-Manitoba Labour Market Agreement for Persons with Disabilities. This Manitoba annual report includes a description of programs and services, outcome results and expenditutres provided during the 2018/19 fiscal year.

# **Workforce Development Agreement Programs and Services**

**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. In 2018/19, the Canada-Manitoba Job Grant supported 1,869 participants.

**Direct Employment Services:** Provides individuals with employment counselling, employment plan development, assessment, job search, self-marketing and job referral/placement services to help them obtain employability skills. In 2018/19, there were 211 participants that were supported with direct employment services.

**Employment Partnerships:** 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. In 2018/19, 2,085 participants were assisted with employment partnership support.

**Labour Market Partnerships**: Supports organizations, industry associations and employers to address labour market development, labour force development and workforce adjustment issues. In 2018/19, there were 2,103 participants supported through labour market partnerships.

**Research and Innovation**: Supports activities to evaluate programs and services, identify and explore innovative service models and pilot demonstration projects.

**Self-Employment**: Supports individuals to create a self-employment opportunity through business advice, planning, coaching and financial support. In 2018/19, there were 53 individuals supported with self-employment.

**Upskilling helped Zara move from a low paying job to a high demand career**

Zara was working in a low-income job at a fast-food restaurant when she first made contact with a Manitoba Jobs and Skills Development Centre. She wanted to pursue a career in health and attended a Health Care Aide training program. After a few years of working in the field, Zara knew her long term interest was in nursing, a high demand

occupation in Manitoba. Zara was supported to attend the Licensed Practical Nursing Program. After graduating, Zara obtained full-time employment at the regional health authority as a Licensed Practical Nurse.

**Skills Development**: Provides financial supports to individuals to assist with the cost of participating in upgrading and/or skills training. In 2018/19, there were 1,830 participants supported with skills development.

**Wage Subsidy**: Provides wage subsidies to assist individuals with a means to market themselves and demonstrate their skills and to assist employers to offset the cost of on-the-job training. In 2018/19, there were 44 individuals received a wage subsidy.

# **Workforce Development Agreement Programs and Services for Persons with Disabilities**

**Almost New Store:** Provides transitional employment to individuals with a disability who are seeking employment in the competitive job market. This project offers participants an opportunity to further develop the skills necessary for competitive employment and supports innovative employment partnerships to help participants living in rural Manitoba to find and keep sustainable employment. In 2018/19, the Almost New Store provided support to 16 individuals.

**Community Mental Health Program**: Provides employment related services to adults who experience acute mental illness, adults with severe and persistent mental illness and older adults with mental health programs. In 2018/19, the Community Mental Health Program provided employment-related services to 941 individuals.

**Employment and Income Assistance Volunteer 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. In 2018/19, there were 1,265 participants that received Employment and Income Assistance volunteer benefits.

**Employability Assistance for People with Disabilities**: Assist 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. In 2018/19, Employability Assistance for People with Disabilities provided employment services to 3,749 individuals.

**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 2018/19, Employment Projects for Persons with Disabilities assisted 381 individuals.

**Independent Living Resource Centre (ILRC):** ILRC’s Personal Attendant Community Education program is a five week training program that provides instruction to support individuals with the capacity to become fully functional and knowledgeable independent living attendants. In 2018/19, ILRC provided services to 68 individuals in the Personal Attendance Community Education program.

**Rehabilitation and Recovery Services:** Assists individuals who have a mental health condition in selecting securing and retaining employment through employment counselling, skill development, pre-employment training, supported employment, school-to-work transition and vocational crisis intervention. In 2018/19, Rehabilitaiton and Recovery Services served 75 individuals.

**Sara Riel Inc.:** Sara Riel Inc.’s Work Placement Force program supports individuals with mental health concerns with their goal of re-entering the workforce and sustaining competitive employment, including comprehensive workshops focusing on skills to obtain and maintain employment, individualized exploration of education, training and career opportunities, assistance with planning, job search and follow up supports. In 2018/19, Sara Riel Inc. provided services to 63 individuals.

**Selkirk Mental Health Centre:** The Selkirk Mental Health Centre Vocational Rehabilitation Centre program provides participants with work-oriented experiences in different workstations within the Centre and work skills and habits that will increase their employment potential, provides opportunity for assessment and training in specific work activities, and enables individuals to maintain their work skills in a structured setting. In 2018/19, Selkirk Mental Health Centre provided employment-related services to 123 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. In 2018/19, the supported employment program provided services to 1,260 individuals.

**Employment Support for People with**

**Disabilities**

Sheldon has a learning disability and came to Employability for People with Disabilities seeking assistance with his vocational planning. After receiving vocational assessment and counselling services, a vocational plan was developed. With initial assistance of a job coach, Sheldon is now working full-time as a clinical support assistant at the Winnipeg Humane Society.

# **Performance Results**

**2,735**

**Certificate or credentials earned**

**19,355**

**The WDA provides services to a broad range of Manitoba jobseekers**

**The Workforce Development Agreement assists participants to meet their employment and career goals.**

* 47% are women
* 12% are Indigenous
* 7% are recent immigrants
* 39% are youth
* 48% have high school or less

Information based on on voluntary self disclosure

**Participants are supported with education and industry/occupational training.**

* Persons with disabilities are more likely to earn educational training
* Job Grant participants are more likely to earn industry/occupational training

**49%**

**Employed within 3 months of completing programming**

Proprietary – training specific to a company or workplace

**Participants are obtaining and maintaining employment over time.**

* Differences in client needs and connection to employers impact employment rates achieved

# **Expenditures**

The following tables provide information on expenditures for programs and services provided under the Workforce Development Agreement during 2018/19.

|  |  |
| --- | --- |
| **Workforce Development Agreement Programs and Services** | |
| Canada-Manitoba Job Grant | $1,329,670.00 |
| Direct Employment Services | $124,774.05 |
| Employment Partnerships | $4,663,206.74 |
| Labour Market Partnerships | $635,782.00 |
| Research and Innovation | $62,018.63 |
| Self-Employment | $221,340.00 |
| Skills Development | $6,412,698.39 |
| Wage Subsidy | $296,184.26 |
| **Total** | **$13,745,674.07** |

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** | |
| Almost New Store | $50,000.00 |
| Community Mental Health Program | $9,701,840.20 |
| Employment and Income Assistance benefit | $878,400.00 |
| Employability Assistance for People with Disabilities | $6,570,075.91 |
| Employment Projects for Persons with Disabilities | $926,086.75 |
| Independent Living Resource Centre (ILRC) | $50,904.00 |
| Rehabilitation and Recovery Services | $1,008,094.00 |
| Sara Riel Inc. | $191,400.00 |
| Selkirk Mental Health Centre | $2,218,055.95 |
| Supported Employment Program | $1,888,994.98 |
| **Total** | **$23,483,851.79** |

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 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 working in partnership to enhance Manitoba’s workforce development programs and services. 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.

Supporting the development of Manitoba’s labour market will enable Manitoba jobseekers, including those more distant from the labour market, existing workers and employers, to obtain and maintain sustainable employment.