

# Canada-Saskatchewan Labour Market Agreement 2010/2011 Performance Measures Annual Report

## Introduction

The Canada-Saskatchewan Labour Market Agreement (LMA) was signed on February 22, 2008. The agreement provides Saskatchewan with approximately \$90 million over a six year time period (more than \$15 million annually) to create new labour market programs and supports for those who do not currently qualify for assistance under the *Employment Insurance Act*.

The LMA provides support to individuals who are often excluded from the labour force, such as immigrants, persons with disabilities, older workers and Aboriginal people entering or re-entering the labour force. Residents who are unemployed and workers who lack basic education or skills also have support to get the training they need to find and keep good jobs. In 2010-11, the province provided a continuation of programs and services introduced in 2008-09 under the LMA. Program areas include: foundational skills, skills training, and workforce development/learner supports to respond to labour market needs.

In 2010-11, Saskatchewan also received an additional \$4.222M in federal economic stimulus funding through the Strategic Training and Transition Fund (STTF). This initiative provided time-limited one time funding to provinces and territories who signed a Labour Market Agreement to support the needs of workers affected by the economic downturn. The STTF was available to all employed and unemployed Canadians, both Employment Insurance (EI) and non-EI eligible, with a particular focus on low-skilled and those in communities or sectors affected by the downturn.

Funding through the LMA and the STTF in 2010-2011 assisted approximately 7,847 non EI-eligible Saskatchewan individuals. The total LMA funding expended within the 2010-2011 fiscal year was \$15,328,000 (2010-2011 allocation), \$1,269,793 (carry forward funds from 2008-2009 and 2009-2010) and an additional \$4,222,000 under the STTF for a total of \$20,819,793.

The Ministry of Advanced Education, Employment and Immigration (AEEI) is responsible for administering the LMA on behalf of Saskatchewan. LMA programs and services are delivered by the Ministry of AEEI and third party service providers (including post-secondary institutions, businesses and community-based organizations).

The LMA Annual Report presents the programs and activities the Ministry of AEEI funded under the LMA, including the stimulus funding under the STTF and

the results for the fiscal year April 1, 2010 to March 31, 2011. The report focuses on the commitments made in the 2010-2011 LMDA/LMA Annual Plan. The Annual Plan can be accessed at <http://www.aeei.gov.sk.ca/canada-sk-labour-market-agreement-labour-market-development-agreement-annual-plan-2010-11>.

## Program Demand

Saskatchewan's economy continued to be relatively stable through 2010-11 and the demand for skilled labour remained fairly strong. Saskatchewan's focus with respect to LMA funding has been on providing job readiness and basic skills training for those groups who have not had strong ties to the labour force in the past (First Nations and Métis, people with disabilities and those without basic training or literacy skills). The basic skills training and employment support programs under the LMA provide a foundation for many individuals to transition successfully into the labour market or to continue on to post-secondary education.

Saskatchewan saw an increase in the number of individuals accessing programs and services funded through the LMA in 2010-2011. In 2010-2011, a total of 7,847 individuals participated in programming compared to 5,484 individuals in 2009-2010 participant numbers.

## Eligible Clients

The Canada-Saskatchewan Labour Market Agreement provides Saskatchewan with additional funds to address the employment programs and services requirements for non-Employment Insurance clients who have little to no work experience. It is important that those individuals who are not currently engaged in the labour market have the skills, training, and supports they require to become and remain employed.

Programs have been targeted to the following priority client groups:

1. unemployed individuals who are not Employment Insurance clients, including, but not limited to:
  - social assistance recipients;
  - immigrants;
  - persons with disabilities;
  - older workers;
  - youth;
  - First Nations and Métis peoples;

- new entrants or re-entrants to the labour market;
  - unemployed individuals previously self-employed; and
2. 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.

## **Programs and Activities**

During the 2010-2011 fiscal year, the province delivered an array of programs and activities under three key priority areas identified in the Canada-Saskatchewan Labour Market Agreement Annual Plan for 2010-2011. The three priorities include: Develop Individual's Foundational Skills; Increase Access to Skills Training and Respond to Labour Market Needs. In addition, funding was allocated to administrative and information technology costs associated with delivering the programs, data collection and follow up surveys.

The programs and activities funded under the LMA are consistent with AEEI's Ministry Plan for 2010-2011 and support the provincial government's goal of economic growth. These programs and activities concentrate on preparing people for employment with a continuum of programs and services that provide a range of opportunities that include upgrading existing skills, skills training and employability skills. The priority areas that the province has chosen to focus its programs and services are based on best practices in labour market development and client needs for specific employment and skills training. The array of programs and activities are designed to help improve training and employment outcomes for Saskatchewan people and enhance the services that Saskatchewan people need, when and where they need them.

The additional federal economic stimulus funding has served Saskatchewan's labour market interests by allowing the province to respond strategically to the economic downturn and the impacts it has had on Saskatchewan, and assist in developing a skilled workforce to ensure Saskatchewan remains on track for economic growth. A key element has been the provision of additional training seats and work experience to help individuals develop the skills needed for today's labour market. As well, the initiatives have supported increasing education levels and labour market participation of First Nations and Métis people.

The LMA programs and services represent a continuum of opportunities focused on employment and successful program completion. The continuum moves from basic skills development to higher level skills and training, with an array of program supports available to ensure program success. Throughout the

continuum of programs and services there is a focus on direct linkages to employment.

The following table lists the LMA programs and activities and the corresponding funding expenditures for each area during the 2010-2011 fiscal year:

<b>Programs and Activities</b>	<b>LMA</b>	<b>Carry Forward*</b>	<b>STTF**</b>	<b>Total</b>
Develop Individual's Foundational Skills	\$4,158,369	\$1,069,793	\$2,020,000	\$7,248,162
Increase Access to Skills Training	\$1,922,513	\$0	\$1,802,000	\$3,724,513
Respond to Labour Market Needs	\$8,447,118	\$0	\$400,000	\$8,847,118
Information Technology / Administration	\$800,000	\$200,000	\$0	\$1,000,000
<b>Total</b>	<b>\$15,328,000</b>	<b>\$1,269,793</b>	<b>\$4,222,000</b>	<b>\$20,819,793</b>

\*Carry Forward – unspent funding from the 2008-2009 LMA funding allocation (\$1,244,384M) and the 2009-2010 LMA funding allocation (\$25,409) for a total of \$1,269,793M

\*\*STTF – Strategic Training and Transition Fund

### **Develop Individual's Foundational Skills**

- 1,440 clients served**
- \$7,248,162 federal contribution**

The objective of foundational skills is to develop the basic education and workplace skills of low-skilled learners, job seekers and marginalized existing workers to gain and maintain meaningful sustainable long-term employment. Foundational skills development will allow individuals to make an attachment to the labour market or pursue further post-secondary education or skills training.

#### **Adult Basic Education On-Reserve**

The Ministry continued to fund the delivery of Adult Basic Education (ABE) on-reserve through Saskatchewan regional colleges and the Saskatchewan Indian Institute of Technologies (SIIT).

ABE programs are delivered throughout the Province, primarily through the regional colleges, the Saskatchewan Institute of Applied Sciences and Technology (SIAST), Dumont Technical Institute (DTI) and the Saskatchewan

Indian Institute of Technologies (SIIT). Funding is allocated annually to these institutions to deliver open-access, tuition-free classes for ABE courses.

ABE program funding is used to provide secondary-level credit programs in Adult 10, Employability/Life Skills, English-as-a-Second-Language (ESL), General Educational Development Preparation (GED), counseling services, work-based skills and literacy programs to adults throughout Saskatchewan. ABE is defined under four levels: Levels 1 and 2 (non-credit courses [employability/life skills, ESL, work-based skills and literacy]); Level Three (Adult 10 academic credit); and Level Four (secondary-level completion [Adult 12 and GED]).

Completion of high school and post-secondary education by the province's First Nations and Métis population continues to lag behind that of the province's non-Aboriginal population. As well, First Nations and Métis employment continues to trail the non-First Nations and Métis employment rate – although the gap has narrowed in recent years. Lower First Nations and Métis employment rates are linked to lower educational attainment. On-reserve ABE is one strategy to assist in narrowing the gap.

#### ***Adult Basic Education – Essential Skills for the Workplace***

The LMA also provided funding to publicly funded post-secondary institutions to deliver Adult Basic Education – Essential Skills for the Workplace (ABE-ESWP) pilot projects focusing on low literacy Levels One and Two learners, First Nations and Métis, and the unemployed for transition to employment. The pilot project resulted in 393 enrollments and provided opportunities for learners to benefit from work placements and obtain work experience. First Nations and Métis participants made up 95% of the learners.

#### ***Workplace Essential Skills Saskatchewan***

The Workplace Essential Skills Saskatchewan (WESS) Initiative supports business and industry to train low-skilled job seekers and existing low-skilled employees in the workplace to gain the workplace essential skills needed for long-term employment and/or advancement. WESS provides funding through a Request for Proposal process that supports the development of individual projects that meet the needs of employers and industry in Saskatchewan.

#### ***Enhanced Learner and Employer Support Services***

Funding was provided for six Job/Life Coaches and Program Coordinators at Dumont Technical Institute (DTI) and Saskatchewan Indian Institute of Technologies (SIIT). These funds, available through the STTF portion of the Labour Market Agreement, enabled the Ministry to support DTI and SIIT in delivering Enhanced Learner and Employer Support Services.

### **Increase Access to Skills Training**

- ☑ **794 clients served**
- ☑ **\$3,724,513 federal contribution**

The objective of this program area is to provide individuals with increased access to the technical skills training needed to successfully participate in the labour market by increasing the training capacity in Saskatchewan. It is expected that learners will develop technical skills required immediately in the labour market, allowing them to gain and maintain meaningful employment.

### ***Expansion of Skills Training Opportunities***

Increased training opportunities were provided through the Saskatchewan Institute of Science and Technology (SIASST) with a focus on industrial mechanics and carpentry programs and through the Saskatchewan Indian Institute of Technologies (SIIT) to respond to provincial labour market needs.

### ***Regina and Saskatoon Trades and Skills Centres***

The Trades and Skills Centres in Regina and Saskatoon continued to see good results for participants. The programs delivered through these Centres have demonstrated reasonable completion rates, good participant satisfaction and employment outcomes for many job seekers with employment barriers. Success is attributed to the responsiveness of the programs to the needs of participants and industry.

Program and service design at the Trades and Skills Centres is informed by and linked to industry. Training delivery includes practical hands-on learning, on-the-job training and follow up services. Instructors work directly with employers, and adapt course offerings according to local skill shortages.

Participants are encouraged to treat the training like a job. Some programs include income support that is delivered based on attendance, in a wage-based format. In addition, clients who complete programs are connected with employment opportunities and their attendance in the program is often a consideration in the job interview.

### ***Early Childhood Educator Level I***

Funding was provided for Early Childhood Educator Level I training in response to the need for additional trained staff as a result of the creation of over 1,600 new childcare spaces in the province over the past few years.

### ***Saskatchewan Apprenticeship and Trade Certification Commission***

Meeting the demand for skilled trades' people continues to be a priority for Saskatchewan. Additional funding from the LMA for the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) has assisted in creating increased apprenticeship technical training opportunities, with the

majority of the new training delivered by the Saskatchewan Institute of Applied Sciences and Technology (SIAST).

## Respond to Labour Market Needs

- ☑ **5,613 clients served**
- ☑ **\$8,847,118 federal contribution**

The objective of programs and services under Labour Market Needs is to improve the labour market participation of marginalized individuals through enhanced employment assistance, skills development, and supported employment opportunities. Clients are engaged in strength-based, solution focused services that result in transition to employment and maximum self-sufficiency.

Services focus on employment assistance to individuals experiencing barriers to finding or maintaining employment. 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 are available. Participants are expected to have improved occupational and employability skills that will enhance their attachment to the labour market.

### ***Workforce Development***

The LMA provided funding to support workforce development programs and services delivered through community-based organizations and institutions.

These programs and services provide:

- basic employability skills, life skills, workplace literacy and other skills needed to attain employment;
- individualized employment supports for persons with disabilities or other barriers to sustain employment;
- parent initiatives to access community and other resources to secure employment; and,
- access to programs to assist individuals who have been in the penal system to gain and maintain employment.

### ***Learner Supports***

The Ministry provided funding for learner supports that enabled the regional colleges and Dumont Technical Institute (DTI) to continue to improve supports to adult learners, such as counseling, career planning, transition to employment and on-the-job coaching services.

### ***Immigrant Bridging***

Immigration is an important component to sustaining economic growth. Efforts to attract immigrants and assist their settlement in Saskatchewan have resulted in increasing numbers of immigrants residing in the province. Immigration has played a large role in increasing Saskatchewan's population.

Saskatchewan's strengths-based settlement and integration model ensures that mainstream service providers are prepared to address the needs of immigrants who choose to make Saskatchewan their home. Regional Newcomer Gateways are a first stop for new immigrants who need information to help facilitate their settlement or require a referral for services.

Immigrant Bridging focuses on language training, assessments and referral services, and information and orientation to bridge individuals into employment.

### ***Accelerated Employment Opportunities***

The Ministry, through its Career and Employment Services offices, administers programs to assist individuals to get the skills they need to move to independence through employment.

Key services include:

- Self services – access to computers to prepare resumes, look for jobs on-line or search for information about training and education;
- 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;
- Job Search/Career Planning Workshops; and,
- Programs and services delivered through community-based organizations and institutions that provide individuals with basic employability skills, life skills, workplace literacy and other essentials needed to attain employment; and,

### ***Active Income Supports***

LMA clients participating in eligible programs or training and in need of income support have access to the Provincial Training Allowance in order to meet daily living needs.

### ***Transitions to Employment***

Transitions to Employment assist 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. There are several programs in the province which provide programs for young people with severe disabilities which assist them in making a transition from K-12 schooling to adult programs or to employment in their home communities. LMA funding has allowed an expansion

of these programs to other regional colleges in the province who have identified similar needs.

### ***Rapid Response Teams***

Rapid Response Teams, comprised of representatives from Service Canada, Career and Employment Services, Labour Standards and Immigration, were established to offer information and expertise on program and services available to individuals impacted by the economic downturn.

## **Program Administration and Information Technology**

### **☑ \$1,000,000 federal contribution**

Administration costs are contributable to the LMA in order to ensure the appropriate management support to the Canada-Saskatchewan Labour Market Agreement. This includes the financial data collection and reporting requirements of the agreement through an information technology data base.

## **Client Outcomes Research**

The LMA requires that data be collected at various times during the delivery of a program. This includes 3- and 12-months client follow up surveys post-program completion. The data will help inform future programming and the success of new programming.

The Ministry has contracted Insightrix Research Inc. to conduct surveys of former LMA program and service recipients. Surveys were conducted with individuals both 3- and 12-months post-program – either through program completion or as early leavers.

### **Overview of Results:**

#### ***Program Completion***

- Overall, just over three quarters of survey respondents had completed their program (76.3%), with the remainder, 23.7%, being early leavers. This differs slightly from the client population as a whole where approximately 65% of clients had completed their program and approximately 35% were early leavers.

#### ***Satisfaction***

- Respondents expressed high levels of satisfaction with their program. An overwhelming 95% of respondents indicated that they were very satisfied

(65%) or somewhat satisfied (29.8%) with their program. This metric exceeds immediate post-program satisfaction at approximately 81%.

- In addition, a notable 93% of completers indicated that they were either very likely (72.9%) or somewhat likely (20.1%) to recommend the program to others.

### ***Employment Outcomes***

- Employment outcomes improved between 2009-10 and 2010-11, particularly for aboriginal respondents and early leavers
- At the time of the survey, 43.2% of respondents indicated that they were employed, a slight increase compared to 2009-10 (41.5%). Among those not employed (56.8%), nearly two-thirds (63.6%) were currently looking for work (this equates to 36% of participants, overall). Of the remaining respondents who indicated they were not employed, 38% were enrolled in further education.
- Program completers were much more likely to report being employed 3- and 12- months post-program (57%), compared to early leavers (43.1%). However, compared to 2009-10, early leavers were much more likely to report being employed (36.4%, compared to 43.1%)
- As well, non-aboriginal respondents were much more likely to report being employed (69.3%), compared to aboriginal respondents (41.1%). Employment for aboriginal respondents increased by 41% between 2009-10 and 2010-11.
- Nearly 90% of program completers felt prepared to find a job after completing their program, with nearly half indicating they felt very prepared (46.4%) and an additional four in ten (41.7%) indicating they felt somewhat prepared.

### ***Earnings Outcomes***

- Hourly wages have increased compared to results from 2010. In particular, fewer respondents (22.5%) are earning \$10.99 per hour or less compared to 2010 (35.4%). Conversely, more respondents (78.1%) are earning \$11 or more an hour compared to 2010 (64.6%). The average hourly wage among all employed respondents is \$14.90, while the median is \$13.25. On average, program completers and early leavers earn about the same wage on an hourly basis.
- Nevertheless, the overwhelming majority of respondents (85.2%) earn less than \$20.01 per hour in their current job.
- In addition, nearly half of respondents (44.6%) report they are being paid more per hour than prior to taking their program.

## Performance Indicators

April 1, 2010 to March 31, 2011

**Note – clients identified here are ONLY those who began and/or ended an intervention during the time period cited.**

**(i) Client Indicators<sup>1</sup>: 7847 total started in 2010-2011**

A) Total number of eligible clients who started their intervention during the reporting period, by employment status		B) Total number of eligible clients who started their intervention during the reporting period, by educational attainment		C) Total number of eligible clients who started their intervention during the reporting period, by designated group status <sup>2</sup>	
Employed	33	Less than high school	3879	Aboriginal peoples	5480
Unemployed	166	High school	2506	Immigrants	565
Self-employed	0	Post-secondary	974	Older workers	360
None of the above <sup>3</sup>	7648			Persons with disabilities	542
				Women	4148
				Youth	4316

<sup>1</sup> The client counts in columns (A) and (B) may not equal due to missing data in columns (A) and (B).

<sup>2</sup> Respondents could choose more than one category.

<sup>3</sup> Not in the labour force refers to those clients who, prior to the intervention, were unwilling or unable to work - that is, they were neither employed nor unemployed (e.g. attending an educational institution). This category also includes discouraged workers and those who want to work but are not currently looking for work because they believe no suitable work is available.

(ii) **Service Delivery Indicators**

	<b>A) Total number of eligible clients who started their intervention during the reporting period</b>	<b>B) Proportion of eligible clients who left their intervention during the reporting period and who were satisfied with the service received</b>
Employment services, for unemployed and employed clients	5613	83%
Skills development and upgrading, for unemployed clients	1440	80%
Work experience, for unemployed clients <sup>4</sup>	0	0
Combination of skills development and work experience, for unemployed clients	388	79%
Workplace-based skills development, for employed clients	406	77%
<b>Total</b>	<b>7847</b>	

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<sup>4</sup> There were no eligible clients, in this category, during this time period.

**(iii) Client Outcome and Impact Indicators**

	<b>A) Proportion of eligible clients who completed their intervention during the reporting period (vs. left for other reasons)</b>
Employment services, for unemployed and employed clients	77%
Skills development and upgrading, for unemployed clients	53%
Work experience, for unemployed clients <sup>5</sup>	0
Combination of skills development and work experience, for unemployed clients	79%
Workplace-based skills development, for employed clients	91%

	<b>B) Proportion of clients, 3 and 12 months after leaving are employed, unemployed or in further training</b>	
	<b>3 Months</b>	<b>12 Months</b>
Employed	48.5%	62.1%
Unemployed	42.5%	32.2%
Further Training	0.9%	5.7%

<b>C) Proportion of clients, 3 and 12 months after leaving indicate their training helped prepare them for future employment (how prepared did you feel you were to find a job – percentages include very and somewhat responses):</b>	
<b>3 Months</b>	<b>12 Months</b>
92.3%	89.2%

<b>D) Number of eligible clients who have earned credentials or certification through participation in programs or services:</b>
54%

<b>E) Average hourly earnings following program or service:</b>
\$14.90

<sup>5</sup> There was no data available for clients in this group, during this time period.