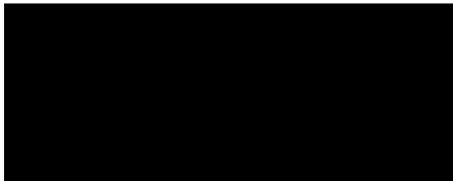


August 5, 2019



Re: Your request for access to information under Part II of the *Access to Information and Protection of Privacy Act, 2015* [Our File #: AESL/055/2019]

On July 31, 2019 the Department of Advanced Education, Skills and Labour received your request for access to the following records/information:

“June 2019 Decision Note titled Canada-Newfoundland and Labrador Job Grant Program - Bluesky Family Care Limited.”

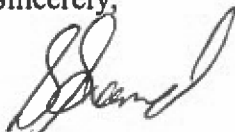
I am pleased to inform you that your request for access to this information has been granted and the requested record is attached.

The Access to Information and Protection of Privacy Act, 2015 (act) requires us to provide an advisory response within 10 days of receiving the request. As this request has been completed prior to day 10, this letter also serves as our Advisory Response.

Please be advised that responsive records will be published following a 72 hour period after the response is sent electronically to you or five business days in the case where records are mailed to you. It is the goal to have the responsive records posted to the Completed Access to Information Requests website within one business day following the applicable period of time.

If you have any further questions, please feel free to contact the undersigned at (709) 729-4276 or SharonSeaward@gov.nl.ca.

Sincerely,



SHARON SEAWARD
ATIPP Coordinator

Attachment

Decision Note
Department of Advanced Education, Skills and Labour

Title: Canada-Newfoundland and Labrador Job Grant Program – Bluesky Family Care Limited.

Decision Required:

- It is recommended that the Department of Advanced Education, Skills and Labour (AESL) approve funding of \$61,667 under the Canada-Newfoundland and Labrador Job Grant (CNLJG) program in support of a training initiative for Bluesky Family Care Limited (Agreement 238151).

Background and Current Status:

- Bluesky is a large employer in the home care industry with locations all across the province. Employee turnover is a challenge and training staff is important to ensure they are meeting their clients' needs. The employer is challenged to attract and retain graduates of the currently offered Personal Care Attendant and Home Support Worker programs because they cannot compete with salaries being offered through hospitals and long term care facilities.
- Employees hired for frontline positions do not have a significant level of training beyond secondary school, and the company supports their employees to complete short term training to better serve their clientele.
- Bluesky Family Care Limited submitted an application under the CNLJG Program to train 50 employees in the Home Support Worker Educational Program offered by Home Care One (HCO).
- This program is comprised of 15 modules that include, but are not limited to, Environmental Safety, Recording Vitals, Communicating with the Client, Hygiene, Preventing Accidents, Moving Clients Safely and Spotting and Reporting Elder Abuse. This program will be delivered through an online platform together with webinars to support each of the modules.
- HCO, developed in Newfoundland and Labrador, will ensure consistency in the training and preparation of Home Support Workers which in turn will ensure consistent quality care delivery in either the home or personal care home setting. Currently, there is no other curriculum available that is directed at Home Support Workers.
- The overall cost of the training is \$92,500 and is comprised of a cash contribution of \$30,833 from the employer and \$61,667 from AESL.
- Since 2015, Bluesky Family Care Limited has utilized the CNLJG to train 467 staff under ten previous agreements, as listed in Annex A.
- The program budget for CNLJG is \$3,000,000 with current commitments of \$1,107,278 and \$1,892,722 funds available.

Analysis:

- Funding Bluesky Family Care Limited will allow the company to move forward with training for 50 workers. Successfully completing this training will permit staff to receive support in understanding their roles as they work in the delivery of home support care. The training includes relevant content for the team to acquire the necessary and essential skills to

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implement what they have learned in terms of service to clients. Knowing how to apply the skills and knowledge learned will ensure successful long term employment for all employees with Bluesky Family Care Limited.

- This training will assist Bluesky in ensuring their employees are up to date on current Home Support Worker techniques and skills, while providing the training necessary to ensure they are delivering a high level of home care.
- Funds are currently available under CNLJG to support this training initiative.

Alternatives:

Option 1: Approve funding of \$61,667 under the CNLJG support of a training initiative for Bluesky Family Care Limited. **(Recommended)**

Advantages:

- Allows Bluesky Family Care Limited to move forward with their training initiative for 50 employees.
- Supports training for employees to acquire the skills and tools needed to achieve further understanding of the organizational requirements necessary.
- Signals Government's ongoing commitment to partner with employers to address skills gaps and support employee retention and development.
- Utilizes available funds under CNLJG to support cost shared training initiatives between employers and the Provincial Government.

Disadvantages:

- None identified.

Option 2: Not approve funding of \$61,667 under the CNLJG in support of a training initiative for Bluesky Family Care Limited. **(Not Recommended)**

Advantages:

- None identified.

Disadvantages:

- Does not allow for any of the benefits above in Option 1, most notably training of 50 workers in a variety of key areas of home support at a cost of just over \$1,000 per worker.

Prepared/Approved by: J. Martin/B. Hanlon/W. Mavin
Ministerial Approval:

F. Sanger


June 7, 2019

JUN 10 2019

Annex A – Prior CNLJG Agreements

Agreement	Funding	Training	Participants	Fiscal Year (s)
151853	\$ 25,613.00	Advanced Leadership Program	4	2015-16 and 2016-17
153501	\$ 6,403.00	Advanced Leadership Program	1	2015-16 and 2016-17
172368	\$ 8,878.00	Relias (Behavioral Health) Online Learning	143	2016-17 and 2017-18
173818	\$ 3,046.00	CPA Professional Education Program	1	2016-17
178916	\$ 39,100.00	Advanced Leadership Program	6	2016-17
183999	\$ 21,280.00	Relias (Behavioral Health) Online Learning	308	2016-17 and 2017-18
186601	\$ 2,518.00	Lymphadema Training	1	2016-17 and 2017-18
186607	\$ 7,381.00	Masters in Leadership Program	1	2017-18
206548	\$ 3,106.00	CPA Professional Education Program	1	2017-18
228584	\$ 6,066.00	Advanced Leadership Program	1	2018-19
	\$ 123,391.00		467	