Re: Your request for access to information under Part II of the Access to Information and Protection of Privacy Act, 2015 [Our File #: AESL/008/2019]

On February 13, 2019 the Department of Advanced Education, Skills and Labour received your request for access to the following records/information:

"Any messaging or draft messaging prepared for the Department or Minister since January 1st, 2019. In addition, any benchmarks/status updates/lists outlining levels of completion of "The Way Forward" initiatives."

I am pleased to inform you that your request for access to this information has been granted in part and the responsive records are attached. Access to the remaining records, and/or information contained within the records, has been refused in accordance with the following exceptions to disclosure, as specified in the Access to Information and Protection of Privacy Act, 2015 (the act):

Section 27.(1) In this section, "cabinet record" means
i. that portion of a record which contains information about the contents of a record within a class of information referred to in paragraphs (a) to (h)

Section 27.(2) The head of a public body shall refuse to disclose to an applicant
a. a cabinet record

Section 34.(1)(a) The head of a public body may refuse to disclose information to an applicant if the disclosure could reasonably be expected to harm the conduct by the government of the province of relations between that government and the following or their agencies:
iii. the government of a foreign state.

Section 35.(1) The head of a public body may refuse to disclose to an applicant information which could reasonably be expected to disclose
g. information, the disclosure of which could reasonably be expected to prejudice the financial or economic interest of the government of the province or a public body
Section 40. (1) The head of a public body shall refuse to disclose personal information to an applicant where the disclosure would be an unreasonable invasion of a third party's personal privacy.

As required by subsection 8.(2) of the act, we have severed information that is excepted from disclosure and have provided you with as much information as possible.

Section 42 of the act provides that you may ask the Information and Privacy Commissioner to review this partial refusal of access or you may appeal the refusal to the Supreme Court Trial Division. A request to the Information and Privacy Commissioner shall be made in writing within 15 business days of the date of this letter or within a longer period that may be allowed by the Commissioner.

The address and contact information of the Information and Privacy Commissioner is as follows:

Office of the Information and Privacy Commissioner
2 Canada Drive
P. O. Box 13004, Stn. A
St. John’s, NL A1B 3V8

Telephone: (709) 729-6309
Facsimile: (709) 729-6500

In the event you wish to appeal to the Supreme Court, you must do so within 15 business days of the date of this letter. Section 52 of the act sets out the process to be followed when filing such an appeal.

Please be advised that responsive records will be published following a 72 hour period after the response is sent electronically to you or five 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 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
Advanced Education, Skills and Labour
International Student Fees
January 30, 2019

Summary:

- In 2018, Memorial’s Board of Regents approved the University’s budget for 2018-19. The budget included an increase in tuition for new international students from approximately $8,800 to $11,460. The increase was first introduced as part of MUN’s 2017 budget.
- Since that time, the CFS-NL has been calling for free tuition for international students, stating that it will help attract newcomers to the province and help with retention.

Anticipated questions:

- Will you take action to have MUN reduce tuition fees for international students?
- How can you expect to attract more international students when you are increasing tuition rates?

Key messages:

- International student fees in our province remain the most competitive in the country.

  Tuition rates are set by the Board of Regents. Even with the increase to tuition for new international undergraduate students, tuition will remain the lowest in Canada – approximately 58 per cent lower.

- Government recognizes fully the importance of attracting and retaining international students and will continue to work collaboratively with Memorial University to ensure it remains competitive in attracting and retaining international students.

Secondary Messages

- Through our Immigration Action Plan, we have amended the field of study requirement for international graduates. This change allows more applicants to be eligible for the Newfoundland and Labrador Provincial Nominee Program further helping them gain work experience.
- We have introduced two new programs to support international students and graduates with work placements to secure employment and connect them to the workforce.

Prepared by: Literacy and Institutional Services/Communications Division
Approved by: DM/Minister
KEY MESSAGES

Advanced Education, Skills and Labour
Johnson Geo Centre
January 15, 2019

Summary:

On January 15, 2019, the Johnson Family Foundation served notices of termination of employment to employees at the Johnson Geo Centre in St. John’s. They indicate the Foundation will cease to operate the Geo Centre as of the close of business on Friday, March 29, 2019. A total of 12 employees are impacted, [redacted].

Anticipated questions:

- Is government aware of what’s happening at the Johnson Geo Centre?
- Will the Centre be permanently closed? What’s going on there?

Key Messages:

- We are aware that the Johnson Family Foundation will cease to be the operator of the Johnson Geo Centre at the end of March.
- It would be inappropriate to comment any further at this time, as this is an issue between the employees and their employer.

Prepared by: Post-Secondary Education Branch/Communications
Approved by: AESL Executive
Key Messages

Department of Advanced Education, Skills and Labour

ISSUE:
Minister Davis will be traveling to Qatar to attend the signing ceremony of a new service agreement between College of the North Atlantic and the Minister of Education and Higher Education – State of Qatar.

ANTICIPATED QUESTIONS:
Is this the beginning of the end of CNA’s presence in Qatar?
Is CNA’s revenue down from the last agreement?

KEY MESSAGES:
I’m pleased to say the partnership between College of the North Atlantic and Qatar is strong.

For years now, the college has been working to help the Qatariis operate their campus themselves. This new agreement is another significant step toward that goal.

The college continues to be a strong academic partner of Qatar, which benefits students in both countries.

SECONDARY MESSAGING:
The College can speak to the specifics of the new service agreement.

Having now experienced Qatar myself, there are benefits to this relationship that cannot be measured. For example, the cultural exchange experienced by staff and students will benefit them for the rest of their lives.

BACKGROUND INFORMATION:
The signing ceremony will be held in Qatar on February 11, 2019. The Provincial Government is not a signatory to the agreement (it is between College of the North Atlantic and Qatar), but has been invited to attend the ceremony.

The new service agreement (September 1, 2019 – August 31, 2022) provides CNA with an annual service fee (Year 1 - [redacted]; Year 2 - [redacted]; Year 3 - [redacted]). CNA will carry out human resource management training and eight academic audits annually. CNA will recruit and support Canadian-hire positions, which will be transitioning over to local-hire positions.

CNA has been offering technological programs in Qatar with Canadian and international accreditation, to students of Qatar and elsewhere, since September 2002.
Advanced Education, Skills and Labour
Employment Enhancement Program
January 25, 2019

Summary:

On January 28, 2019, a new Employment Enhancement Program will be announced at a forestry industry summit. The program, which is supported with $500,000 in funding through the Canada-Newfoundland and Labrador Labour Market Transfer Agreements, will open in April 2019.

Anticipated questions:

- What employers are eligible for the Employment Enhancement Program?
- What difference will another wage subsidy program make?

Key Messages:

- By working together with resource industry employers throughout the province, we will help diversify employment opportunities in value-added, secondary processing.

- The Employment Enhancement Program is one of the many tools we are making available to employers to help them grow. It is open to employers engaged in secondary processing in forestry, the fishery, aquaculture and agriculture.

- The program will provide wage subsidies of up to 60 percent of $12 per hour and training allowances to foster further innovation, increase growth, and diversity employment opportunities in resource sectors.

- $500,000 in funding through the Canada-Newfoundland and Labrador Labour Market Transfer Agreements, will open in April 2019.
KEY MESSAGES

Advanced Education, Skills and Labour
Expat Survey
January 23, 2019

Summary:

- On January 22, 2019, the Opposition issued a news release indicating "new figures from Statistics Canada show the consequences of the Liberal decision to waste time on an expat survey rather than address the 'plain-as-day' problems driving people away."
- MHA Petten stated, "The Liberals wasted time surveying expat Newfoundlanders and Labradorians on the factors driving and keeping them away when it was already clear the main factor was the Liberals' decision to pursue a high-tax agenda that cost jobs and hurt the local economy."

Anticipated Questions:

- We already know people are leaving the province because of your own tax cuts and lack of job creation. Why would government waste taxpayers dollars on this survey?
- What kind of response have you received so far to the survey?

Key Messages:

1. We all have some idea why people have left the province but anecdotal evidence is not enough. We need real data. This survey provides us valuable information as to why people actually left and what could bring them home.
2. We will use this information as we work with our partners on future Way Forward initiatives to help grow the economy and create jobs.
3. Goss Gilroy was the successful proponent awarded the contract to conduct the expatriate survey. We were advised that the company received 3,000 responses to the survey and also conducted one-on-one interviews with expats and individuals who returned to the province.

Secondary Messages:

1. We know from the survey results that people's reasons for leaving aren't always work-related. Sometimes there are cultural and social reasons as well, such as relationships, that impact on individual decisions to move elsewhere.
2. Our government is working with the aquaculture, agriculture and technology sectors to stimulate new business activity and create new jobs. These sectors are
excited about new economic opportunities that are being created through actions outlined in our sector plans.
3. We are using every means at our disposal to help address the demographic challenges our province is facing, including through immigration, which includes a commitment to increase immigration to 1,700 newcomers by 2022.

Prepared by: Office of Immigration and Multiculturalism/Communications Division
Approved by: DM/Minister
Advanced Education, Skills and Labour
MUNFA and LUMUN negotiations
January 11, 2019

Summary:
On January 11, 2019, Memorial University of Newfoundland announced it had reached a tentative agreement with the Memorial University Faculty Association (MUNFA). This follows an earlier announcement that a tentative agreement had been reached with the Lecturers' Union of Memorial University of Newfoundland (LUMUN). The unions will now conduct ratification votes.

Anticipated questions:

- What role did the Provincial Government play in the negotiations?

- If the members of either union don’t approve their agreement, what will you do to ensure students are not impacted or disrupted from their studies?

- What is the status of the Post-Doctoral Studies bargaining?

Key Messages:

- A conciliation officer was assigned to both sets of negotiations and worked with the parties throughout the conciliation process to help them find solutions that balanced both their interests and conclude a collective agreement.

- We are very hopeful that the tentative agreements will be accepted by the bargaining units. In the event it is not, the conciliation officer will remain engaged.

- The Post-Doctoral Studies bargaining unit are still in bargaining and are returning to the table on January 31 and February 1.

Prepared by: Labour Division/AESL Communications

Approved by: DM/Minister
Key Messages

Department of Advanced Education, Skills and Labour

ISSUE:

27 Service Technicians at the St. John’s Hickman Motors Dealership, represented by the Teamsters, Local 855, are currently in a strike position.

ANTICIPATED QUESTIONS:

Will there be a strike at Hickman Motors?
What is government doing to resolve the issue?

KEY MESSAGES:

A conciliation officer from the Labour Relations Division is working with the parties in an effort to avert a strike.

The conciliation officer has been working with the parties to assist them in finding a resolution to outstanding issues and ultimately achieving a new collective agreement.

The conciliation officer will continue working with the parties to find a resolution that balances the interests of both.

SECONDARY MESSAGING:

With regards to what is at issue, it is not appropriate for me to discuss what is occurring at the bargaining table as it is part of the bargaining process.

BACKGROUND INFORMATION:

The parties met in conciliation February 11th, 2019, but were unsuccessful in reaching an agreement.

The employer tabled a final offer and the union bargaining committee will be communicating its contents to their members. If the membership decides they want to vote on the offer the union will conduct one. In the absence of a new vote, the union indicated strike action will be initiated in the coming days.
KEY MESSAGES

Department of Advanced Education, Skills and Labour
Memorial University Tuition and Government Funding
January 30, 2019

Summary:

- The Provincial Government has reduced Memorial University's operating grant in the past two budgets. Students have expressed concerns about the reduction, subsequent increases to international student tuition rates and fee increases for all students.

- The CFS-NL are demanding "Premier Ball funds for our future". They have scheduled a rally/march to the Confederation Building on Weds., Feb 6, 2019 at 12 noon.

Anticipated Questions:

- Will you reinstate the funding you have cut from MUN?

- How can you expect international students, or any student for that matter, to stay here with tuition and fee increases?

- Will there be more cuts in Budget 2019?

Key Messages:

- Our government is proud to provide approximately 80 per cent of Memorial University's general operating revenues, compared to the Canadian average of about 47 per cent. That works out to be a public investment of over $22,000 per full-time student. (Stats Can 2016/17)

- In Budget 2018, our government allocated a total of $366 million for Memorial University in recognition of its critical role in the province's society, culture, and economy. That's more than New Brunswick provides for its four universities, and almost as much as Nova Scotia provides all 10 of its universities.

- Over the years we have built a solid relationship with Memorial. I commend Dr. Kachanoski and his entire team for the work they have done with their budgets and look forward to our continued relationship with them as we move forward.

Secondary Messages:

- Any funding requests for Memorial would be considered as part of the normal Budget process.
• Our government’s commitment to affordable, accessible post-secondary education is strong. $366 million in provincial funding helps Memorial University deliver high-quality programming more affordably than anywhere else in Atlantic Canada, and well below the national average.

• All Newfoundlanders and Labradorians can be proud of the value Memorial University provides for post-secondary students. For example, Canadian and international students can currently complete an undergraduate engineering degree at Memorial University for about three times less cost than the average elsewhere in Canada.

Prepared by: Literacy and Institutional Services/Communications Division
Approved by: AESL Executive
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<tbody>
<tr>
<td>Increase Revenue to the Province Through International Education</td>
<td>AEIL</td>
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<td>Significant Progress</td>
<td>Government has made significant progress in determining the feasibility of implementing a model for governing the delivery of a K-12 International Education Program.</td>
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<td>There is an opportunity to work with N. English School District (NESD) to expand its current International Student Program by up to 30 per cent.</td>
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<td>In December, Government announced approximately $360,000 in funding through the Labour Market Partnerships Program to support two pilot employment programs for international students and graduates: the Student Internship Pilot, and My First Job in Newfoundland and Labrador Pilot. These programs are being delivered by the Association for New Canadians and will help international students secure employment and expand their professional networks, which will support their pathways to permanent residency and retention in Newfoundland and Labrador.</td>
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<td>Increase Revenue to the Province Through International Education</td>
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<td>Work with MUN, CNA and private post-secondary institutions to assist in enhancing post-secondary institutions’ efforts to attract and retain international students and graduates in NL.</td>
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<td>Attract and Retain More Immigrants</td>
<td>AEIL</td>
<td>Developed online case management system.</td>
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<td>On Schedule</td>
<td>Minister</td>
<td>No</td>
<td>Ongoing</td>
<td>4th March 24, 2017, the Provincial Government released The Way Forward an Immigration in Newfoundland and Labrador.</td>
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<td>In 2017, the number of individuals supported through provincial immigration programs increased by 25 per cent, compared to 2016. This represents significant progress toward 2032 goal of welcoming 1,000 newcomers to NL annually.</td>
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<td>The Office of Immigration and Multiculturalism (OMM) increased its staffing capacity by creating an additional two Immigration Program Development Officers, and by the addition of two managers. (Manager of International Student Engagement and Manager of Labour Recruitment) to the division.</td>
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<td>The OMM is currently making efforts to enhance application service standards, including through the development of an online application system and streamlining of application processes. The first phase of the online application system for the Newfoundland and Labrador Provincial Nominee Program is now complete. This means applicants and employers wishing to hire immigrants for their workforce needs may avail of an online application system that streamlines the process. Paper applications will continue to be accepted until the implementation of the online system is completed.</td>
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<td>The OM announced $567,000 on April 24, 2018 to support a WelcomeN. Initiative in Partnership with MunicipalitiesNL (MNL) to promote the integration and retention of newcomers to the province, with individuals and organizations working together to provide services and supports to help them feel at home. By promoting diversity and multiculturalism, these communities aim to attract and retain new residents, encouraging social, cultural, and economic growth.</td>
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<td>&quot;What We've Accomplished&quot; (Text for WP Website)</td>
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<td>• In 2017-18, the GM partnered with the Provincial Advisory Council on the Status of Women to build an understanding of promising practices in the area of employment mentorship and leadership for immigrant women.</td>
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<td>• The provincial government also approved a project led by Memorial University's Geen Centre, to explore ways to increase entrepreneurship among women and immigrants in the technology sector.</td>
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<td>• In 2018-19, the Provincial Government provided over $150,000 in settlement and integration funding to support newcomers in Newfoundland and Labrador, including the provision of English as a Second Language classes, supports for newcomers in community integration, French-language settlement services, intercultural competency training, and promotion of human and workplace rights to newcomers in the province.</td>
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<td>• The Provincial Government provided $150,000 to Memorial University's English as a Second Language Programs to create eight online learning modules for the delivery of technology-mediated language training.</td>
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<td>• The GM also partnered with College of the North Atlantic, as part of a public Call for Proposals for demonstration projects to support the labour market integration of refugees. The partnership will result in the development of blended-delivery English language courses for academic purposes, with a focus on the labour market integration of refugees in rural areas of Newfoundland and Labrador.</td>
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<td>• Assisted the Multicultural/Women's Organization of NL and the Bethesda Pentecostal Church to offer informal English conversation classes.</td>
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<td>• In May 2018, the Department of Education and Early Childhood Development recruited a Program Development Specialist for Multiculturalism.</td>
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<td>• The Department of Education and Early Childhood Development provided allocations for six additional English as a Second Language and Literacy Enrichment and Academic Readiness for Newcomers (LEARN) workshops as part of Budget 2018.</td>
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<td>• Multicultural Advisory Committee has been formed to develop the framework document for multicultural education.</td>
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<td>• In December 2018, the Provincial Government released application guides for two new business immigration categories under the Newfoundland and Labrador Provincial Nominee Program (NLPNP) which will facilitate pathways to permanent residency for international entrepreneurs who wish to own or remain in Newfoundland and Labrador and operate their business in the province: The International Graduate Entrepreneur - open to graduates of Memorial University and College of the North Atlantic who wish to create or co-own and manage a business in the province; and, the International Entrepreneur - open to prospective immigrants who wish to settle in the province and be engaged in the daily operation of a business they create, join or take over.</td>
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<td>• In January 5, 2019, provided $75,000 in funding for the FNOC to deliver a Newcomer Women’s Leadership and Employment Mentorship Project. The project will help improve confidence and leadership skills, ensuring newcomer women are better able to join the workforce.</td>
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<td>Attract and Retain More Immigrants</td>
<td>AESL</td>
<td>Provided funding to support the three-year program. Announced $500,000 on April 24, 2018 to support a WelcomeNL initiative in partnership with MunicipalitiesNL (MUNL) to promote the integration and retention of newcomers to the province, with individuals and organizations working together to provide services and supports to help them feel at home.</td>
<td>Or Schedule</td>
<td>Minister</td>
<td>No</td>
<td>Ongoing</td>
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<td>Attract and Retain More Immigrants</td>
<td>AESL</td>
<td>Provided funding to support the Women's Employment Plan.</td>
<td>Or Schedule</td>
<td>Minister</td>
<td>No</td>
<td>Ongoing</td>
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<td>Attract and Retain More Immigrants</td>
<td>AESL</td>
<td>Provided funding to support English as a Second Language (ESL) training for newcomers and the number of ESL sites in Labrador.</td>
<td>Or Schedule</td>
<td>Minister</td>
<td>No</td>
<td>Ongoing</td>
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<td>Attract and Retain More Immigrants</td>
<td>AESL</td>
<td>Implement an action plan to increase immigration to strengthen partnerships; maximize pathways to immigration; enhance education, attraction and promotion activities; improve settlement and retention initiatives; support better awareness and understanding of the benefits of multiculturalism and diversity in the province; and, support and increase the repatriation of Nuns living abroad.</td>
<td>Cabinet</td>
<td>No</td>
<td>Consultation with Communications and Consultation Branch would be required.</td>
<td>Ongoing</td>
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Target Completion Date: 2018-19

Target Completion Date: 2018-19

Target Completion Date: 2018-19

Target Completion Date: 2022
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<td>Create the Post-Secondary Landscape of the Future</td>
<td>AESL</td>
<td>Terms of reference approved&lt;br&gt;(Fall 2018)&lt;br&gt;Committee appointments made&lt;br&gt;(Fall 2018)</td>
<td></td>
<td>Cabinet</td>
<td>Yes</td>
<td></td>
<td></td>
<td>Ongoing</td>
<td>The three-year Activity Plan for September 1, 2017 – August 31, 2020 for the Council on Higher Education was tabled December 2017. An Advisory Committee and working groups have been established to determine applied research priorities and facilitate and further support the transfer of knowledge between the two institutions. Following extensive discussions with members of the leadership and student organizations of the province’s public post-secondary institutions, input on a draft Terms of Reference for a review of the post-secondary education system was sought from Memorial University, College of the North Atlantic and post-secondary student unions. These institutions comprised their own consultation processes with their respective communities and provided feedback to further inform a draft Terms of Reference. The process to finalize the Terms of Reference is underway. In addition, the Public Service Commission has conducted a merit-based recruitment through the independent appointments Commission process, for members to an independent committee which will lead the review. The public call for qualified applicants interested in being a member of the Committee was posted October 7, 2018 and closed November 7, 2018. A competency profile identifying required qualifications was posted along with the public call. The screening and review of applications to identify candidates meeting the qualifications for chair and vice-chairs, with expectation that Committee membership will be finalized during winter 2020. Please established; the Committee will be guided by the Terms of Reference and will also consider The Way Forward in the development of a strategic vision of public post-secondary education for the next decade.</td>
</tr>
<tr>
<td>Create the Post-Secondary Landscape of the Future</td>
<td>AESL</td>
<td>▪ Opportunities for College of the North Atlantic and Memorial University to pool applied research resources to support the growth of priority sectors identified.&lt;br&gt;▪ Assessed the current level of research programs and initiatives.&lt;br&gt;▪ Identified opportunities to enhance the amounts of research programs and initiatives undertaken by public post-secondary institutions.&lt;br&gt;▪ Identified opportunities and made recommendations to members for collaboration, partnering and pooling of resources to further support applied research. (Sept. 2018, subcommittee to report back to Advisory Committee on identified potential activities)</td>
<td></td>
<td>On Schedule</td>
<td>Minister</td>
<td>Yes</td>
<td></td>
<td>Ongoing</td>
<td></td>
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<table>
<thead>
<tr>
<th>Action Title, Deliverable and Target Completion Date</th>
<th>Lead Dept</th>
<th>Milestones (Timelines)</th>
<th>Performance Indicators</th>
<th>Self-Assessment</th>
<th>Authorities Needed to Implement</th>
<th>Needs to Engage Public/ Stakeholder</th>
<th>Planned Public Announcements</th>
<th>Current Status of Action</th>
<th>Internal Description of Progress</th>
<th>&quot;What We've Accomplished&quot;</th>
</tr>
</thead>
<tbody>
<tr>
<td>Create the Post-Secondary Landscape of the Future</td>
<td>AESL</td>
<td>Ways identified to facilitate and further support the transfer of students between the two institutions. From 3 year activity plan.</td>
<td>On Schedule</td>
<td>Minister</td>
<td>Yes</td>
<td>Ongoing</td>
<td></td>
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<tr>
<td><strong>Improve Adult Literacy</strong></td>
<td><strong>AESL</strong></td>
<td>Improve Adult Literacy: In 2018-19, our government will develop a new Adult Literacy Action Plan.</td>
<td>On Schedule</td>
<td>Cabinet</td>
<td>Yes</td>
<td>Ongoing</td>
<td></td>
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<tr>
<td><strong>Modernize College of the North Atlantic</strong></td>
<td><strong>AESL</strong></td>
<td>Modernize College of the North Atlantic: Enhance the College’s ability to serve as local and regional economic generators and community hubs.</td>
<td></td>
<td></td>
<td></td>
<td>Ongoing</td>
<td></td>
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- Five public consultation sessions were held throughout the province in Happy Valley-Grace Bay, Corner Brook, Grand Falls-Windsor, and St. John’s. Discussions were also held with adult learners, education and training facilities, public libraries, community organizations, Indigenous governments and organizations, technology firms, and unions and organizations representing labour and employers.
- Modifications and comments were received from over 30 organizations.
- A total of almost 300 individuals participated in a consultation or submitted their input in writing.
- A review of feedback and comments from consultations has been completed.
- Jurisdictional research of Adult Literacy initiatives throughout Canada has been completed.
- The Adult Literacy Action Plan is in the development phase and is incorporating feedback from consultations and the jurisdictional research.
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<th>Internal Description of Progress</th>
<th>“What We’ve Accomplished” (Text for WP Website)</th>
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</table>
| Improve Wage Subsidy Supports                      | AEL       | On-Schedule            | Minister               | Yes            | Ongoing                        | **Budget 2018 allocates $390,000 for the Student Mentorship Program, which is supported by federal funding, and was developed in response to discussions with stakeholders at industry summits held throughout the province.**  
**The employer-driven program will support summer career development opportunities in the agriculture, aquaculture and technology sector. The Provincial Government made these sectors a focus for development as part of The Way Forward, which included commitments to help residents explore career in these fields.**  
**The Student Mentorship Program will be expanded to all seven priority sectors for 2019-20 with an increased budget of $540,000.**  
**$500,000 was announced at the 2018 Skyway Summit on January 28, 2019, for a new pilot program, the Employment Enhancement Program. The new program is designed to increase employment opportunities for the forestry, aquaculture and fishing sectors for employers engaged in value-added secondary processing. The program will provide a 50% wage subsidy up to $12,600 for a duration of up to 28 weeks plus a $5,000 training allowance.**  
**Enhancements planned for the JobNow Wage Subsidy program, to be announced prior to March 31, 2019.** |
| Plan for Our Human Resource Needs                   | AEL       | On-Schedule            | Cabinet                | Yes            | Ongoing                        | **The Provincial Government, via the Labour Market Partnership program, Canada-Newfoundland and Labrador Labour Market Development Agreement, is presently working with the Newfoundland and Labrador Oil and Gas Industries Association-NOGA, the Petroleum Industry Human Resource Committee – PIHRC, the Newfoundland Aquaculture Industry Association-NAA, and the Newfoundland and Labrador Federation of Agriculture-NLFA to study sector human resources needs and demands. Research studies are examining the current and potential needs for each sector, engaging with employers and other stakeholders on topics including skills and training gaps.**  
**At the near future, both the Technology (including the Newfoundland and Labrador Association of Technology Industries-NATI), the Newfoundland and Labrador Environmental Industry Association-NEIA, Atlantic Canada Aerospace and Defense Association-ACADA, Canadian Manufacturers and Exporters (CME)-NL; and Forestry (Newfoundland and Labrador Forest Industry Association) sectors are anticipated to also be seeking to explore their human resource needs.**  
**Provincial sector research will help in developing more informed and targeted labour market information for use by government, sectors and other institutions. Using research results allows for a better understanding of the ongoing and potential human resource sector needs while enabling industry, government and training to develop products and services based upon evidence and industry engagement. Outcomes will take the form of new labour market information products such as occupational profiles, influencing post-secondary training delivery, and enhancing how supports are provided to job seekers.**  
**The above work, as well as engagement and collaboration with a number of other priority sector associations, industry and stakeholder groups, will inform the development of the Comprehensive Human Resource Plan. The Comprehensive Human Resource Plan will be focused on building the Newfoundland and Labrador labour market and assessment and analysis of labour demand, labour supply, training and skills, and labour market information (LMI). From these, actions and outcomes will be identified for industry, government, and academic stakeholders.”**  
**Development of the Comprehensive Human Resource Plan and its accompanying action items is ongoing with the plan anticipated to be released in the coming months.** |
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<tr>
<td>Strengthen Apprenticeship Training Through More Flexible Delivery Models</td>
<td>AESL</td>
<td>Offered online training for five trades (September 2018)</td>
<td>On Schedule</td>
<td>Minister</td>
<td>No</td>
<td></td>
<td></td>
<td>Completed</td>
<td>*As committed in The Way Forward, the department strengthened apprenticeship training through more flexible delivery models that included transferring in-class block training to an online format. This was achieved by expanding Academy Canada and CNA. Development of online training in each of the five trades began in 2017-18 and was available to students in 2018-19. Offering in addition to the existing in-class training options. The five trades with online content are: Plumber, Construction Electrician, Welder and Carpenter at College of the North Atlantic, and Automotive Service Technician at Academy Canada. *The Apprenticeship and Trades Certification Division finalized its training schedule for 2018-19. Course offerings include online delivery for the five trades selected for online delivery. *All five courses are either underway or will commence in the coming weeks, with a total of 48 students participating to date: Plumber: Jan 1, 2018 to May 30, 2019 – six students, Construction Electrician: Nov. 5, 2018 to April 6, 2018 – nine students, Carpenter: Nov. 5, 2018 to April 6, 2019 – nine students, Welder: Jan 25, 2019 to June 14, 2019 – 31 students, Automotive Service Technician: Sept 22, 2018 – Feb 15, 2019 – five students.</td>
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*Through an investment of $1,741,000, all five trades selected for online delivery will have two blocks of curriculum transformed to online learning formats. This will provide an opportunity for apprentices to continue to work while completing the in-class portion of their block training. *The Department of Advanced Education, Skills and Labour has allocated additional funding to continue to support the transfer of apprenticeship-in-class curricula to an online format for 2019-20.*