

Canada-Alberta
Workforce Development
Agreement

2018/2019
Annual Report
to Albertans

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Canada  Alberta 

Labour and Immigration, Government of Alberta

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Canada-Alberta Workforce Development Agreement - 2018/2019 Annual Report to Albertans

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Introduction

The Canada-Alberta Workforce Development Agreement (WDA), signed in March 2018 with the Department of Employment and Social Development Canada (ESDC), replaces the Canada-Alberta Job Fund (CAJF) Agreement and the Labour Market Agreement for Persons with Disabilities (LMAPD) with a simpler and more flexible labour market transfer agreement.

In this transition year, the 2018/2019 Annual Report to Albertans references the programs previously reported as Canada-Alberta Job Grant and Employment Services and Supports under CAJF. Alberta Labour and Immigration will report to ESDC on the programs for persons with disabilities funded by the WDA in a separate report in December 2019.

The Government of Alberta recognizes the importance of reporting the expenditures and results achieved under this agreement to Albertans. This report presents highlights from programs delivered from April 1, 2018 to March 31, 2019.

Canada-Alberta Workforce Development Agreement

This labour market transfer agreement is based on the Governments of Canada and Alberta working together to build an integrated, client-centred, outcomes-driven, employment and training model for Alberta that responds to the evolving labour market needs of individuals, employers and communities.

The goal of the WDA is to increase the participation of Albertans in the labour force and help them develop the skills necessary to find and keep meaningful and long-term employment. In order to achieve this goal, the Governments of Canada and Alberta agreed to these objectives:

- foster inclusive labour market participation: help all individuals access labour market opportunities and support successful integration of those facing obstacles to finding and maintaining employment;
- align skills with labour market needs: help workers and employers access the skills they need to adapt to the changing requirements and encourage employer involvement in training and continuous learning opportunities for workers; and
- create efficient labour markets: support a strong and responsive labour market infrastructure and timely, effective programming which contributes to improved productivity and economic growth.

Ministry Partners

In 2018/2019, Alberta was allocated approximately \$91 million through the Canada-Alberta WDA. Four ministries shared this funding allocation to deliver programs and services to individuals and employers across the province:

- the Ministry of Labour and Immigration (formerly the Ministry of Labour), which focuses on meeting the needs of individuals and employers and building a skilled workforce;
- the Ministry of Advanced Education, which focuses on the province's adult learning system and financial supports for adult students;
- the Ministry of Community and Social Services, which leads income, employment, disabilities and community-based supports; and
- the Ministry of Indigenous Relations, which works with Indigenous communities and organizations, the Government of Canada, industry and other stakeholders to enhance the quality of life of Indigenous peoples in Alberta.

Eligible Programs

Under the Canada-Alberta WDA, Alberta delivers two streams of eligible programming:

1. Canada-Alberta Job Grant: An employer-driven training program; and
2. Employment Services and Supports: Eligible programs and services include:
 - Skills development/training, ranging from basic skills, such as literacy and numeracy, to advanced skills training, as well as on-the-job training and workplace-based skills upgrading, and employment assistance services, such as employment counselling, group interventions and job readiness assistance;
 - Employer sponsored training, including Labour Market Connections. Examples of Labour Market Connections are services to facilitate matching supply and demand, and services that promote and enhance labour market efficiency; and
 - Benefits and wage subsidies, such as living allowances, for learners in training.

Eligible Beneficiaries

For the Canada-Alberta Job Grant, eligible beneficiaries include:

- unemployed individuals who need training to obtain a job;
- under-employed individuals who need training for a better job; and
- individuals who are employed but who need training for a better job.

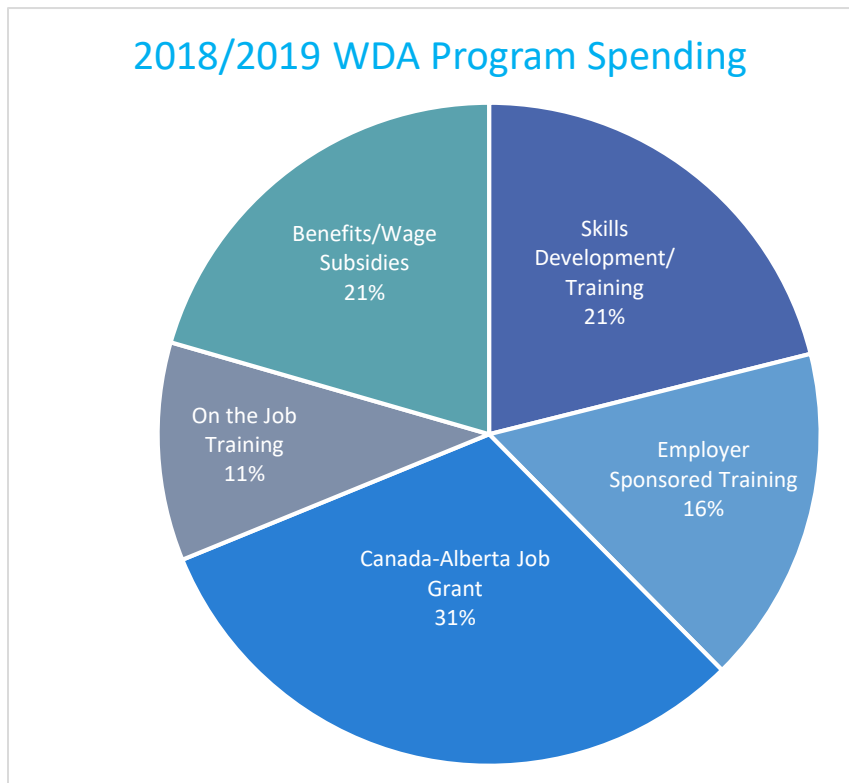
Beneficiaries participating in Employment Services and Supports include:

- unemployed individuals who are not Employment Insurance recipients; and
- employed individuals who are low-skilled.

Highlights

Canada-Alberta WDA Program Spending

The chart below is an approximate breakdown of programs and services spending under the Canada-Alberta WDA, excluding program administration, i.e., staffing, updating information technology systems and evaluating programs and services. Skills Development/Training, Benefits/Wage Subsidies, On the Job Training and Employer Sponsored Training are expenditure categories within Employment Services and Supports.



Canada-Alberta Job Grant

The Canada-Alberta Job Grant is an employer-driven training program, where employers select the trainees as well as the type of training involved. Under the Canada-Alberta Job Grant, employers and government share the cost of training employees to increase their knowledge and skills to meet the needs of Alberta's changing economy. In addition to contributing financially, participating employers must have jobs available for the employees upon completion of the training. The objective of the Canada-Alberta Job Grant is to train current and new employees with the skills required to improve performance in existing roles and provide the skills required for future employment.

In 2018/2019, 9,933 Albertans participated in training through the Canada-Alberta Job Grant. In total, 5,742 Canada-Alberta Job Grants valued at \$17.3 million were committed to 2,216 employers. More than 99 per cent of the employees were employed prior to commencing training.

The majority of Canada-Alberta Job Grant recipients were small and medium sized employers.

Employer Size (Employees)	Per Cent
Small (50 or fewer)	57%
Medium (51 – 499)	34%
Large (500 or more)	9%

Employers in all industry sectors submitted applications for the Canada-Alberta Job Grant; the following were the top five industries represented:

Industry Sector	Per Cent
Construction	16%
Other Services (except public Administration) ¹	14%
Professional, Scientific and Technical Services ²	13%
Health Care and Social Assistance	10%
Manufacturing	9%

The majority of the Canada-Alberta Job Grant supported training activities for Albertans to maintain their skills. Forty-seven per cent of participants learned or improved their management skills and thirty-eight per cent updated their specialized/technical skills.

¹ As defined in the North American Industry Classification System (NAICS) Canada 2017 version 2.0, this sector comprises establishments, not classified to any other sector, primarily engaged in: repairing or performing maintenance on motor vehicles, machinery, equipment and other products; providing personal care and other services to individuals; organizing and promoting religious activities; supporting various causes through grant-making, advocating, and promoting and defending the interests of their members.

² As defined in NAICS Canada 2017 version 2.0, the main components of this sector are legal services; accounting, tax preparation, bookkeeping and payroll services, architectural, engineering and related services; specialized design services; computer systems design and related services; management, scientific and technical consulting services; scientific research and development services; and advertising, public relations and related services.

Employment Services and Supports

In 2018/2019, more than 8,600 Albertans participated in programs and activities as part of the Employment Services and Supports stream. Under this program stream, the Canada-Alberta WDA supported a range of programs and initiatives delivered by four ministries of the Government of Alberta. These include:

- skills training for individuals to pursue further job-related training and/or find a job and improve their employment situation;
- employer-driven work site training and paid work experience opportunities for unemployed individuals and those experiencing barriers to employment;
- partnerships with Indigenous communities, government departments, industry and other interested stakeholders to facilitate the participation of Indigenous people in training projects;
- training in language, workplace culture, skills and more to support the labour market attachment of immigrants, including those who have post-secondary education and experience in their field of training but who need to bridge knowledge or skill gaps in order to gain entry to their occupations in Canada; and
- English as a second language training to improve English language competencies for individuals whose first language is not English.

Examples of Employment Services and Supports

Bridge to Better Onboarding Project

The Bridge to Better Onboarding project for Alberta's food processing industry improves the integration of new immigrant hires into the workplace and gives employers, managers and supervisors the skills and resources to support and retain their staff. The project consists of developing and delivering training for new immigrants in the areas of language, essential skills and intercultural communication in classroom and online formats as well as a train-the-trainer program for managers/supervisors designed to increase their cultural competence and help them work with and support immigrant employees. The self-directed online course provides flexibility, sustainability and accessibility for employees and companies across the sector. It is accessible to a wider, diverse audience and contains video clips to enhance the learning experience and make it more personal, engaging and industry specific.

The project hosted six workshops between April 1, 2018 and March 31, 2019 in five locations (Lethbridge, Calgary, Trochu, Taber and Edmonton) where they trained 60 newly hired immigrants and 40 managers/supervisors in the food processing industry.

Alberta Job Corps – Lac La Biche

The Alberta Job Corps (AJC) program provides structured, supportive training and work experience for individuals who have sporadic employment history. The program gives participants the opportunity to work on projects for their local communities and earn a wage while learning employment and workplace essential skills. In 2018/2019, the Lac La Biche AJC program served 185 participants, of which 91 per cent successfully completed the program and 75 per cent did not return to Income Support. The training offered includes certificate-based training, such as Standard First Aid, Construction Safety Training System (CSTS) Flag Person, All Terrain Vehicle (ATV) Safety, Bear Awareness as well as practical skills training, for example, basic carpentry and hand tool skills, power tool training, budgeting, food preparation, food safety, gardening, basic vehicle maintenance, painting and dry wall installation, home repairs and maintenance.

Alberta Indigenous Career Construction Centre

Aboriginal Training to Employment Programs (ATEP) are partnerships designed to create training and work experience projects that lead to employment. These employment and training opportunities support Indigenous members who are unemployed or marginally employed, gain the necessary skills, training and experience to be successful in the workplace and maintain long-term employment. The Alberta Indigenous Career Construction Centre (AICCC) at NorQuest College in Edmonton prepares work-ready employees for the construction industry partners in the area. AICCC supports and offerings include portfolio development, career and profile assessment, cross-referrals to Indigenous community resources, safety certification, employment preparation, outreach, employment placement and follow-up. In the 2018/2019 fiscal year, AICCC served 3,285 clients and assisted with 2,510 job placements for a 76 per cent placement rate.

Conclusion and Looking Forward

The Government of Alberta recognizes the critical importance of providing timely, relevant employment and training programs and services to help Albertans connect with the labour market. Alberta's success is based on engaging and partnering with diverse stakeholders, including employers, industries, training providers, local communities, Indigenous stakeholders and other levels of government. The province also applies targeted strategies to increase the labour force participation of groups that are under-represented in the labour market. Alberta is focused on growing the economy and on things that have an immediate and tangible impact on creating jobs in Alberta and getting Albertans back to work.