

Canada-Alberta
Workforce
Development
Agreement

2019/2020 Annual Report

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Introduction

Through the Canada-Alberta Workforce Development Agreement (WDA), the Government of Alberta works with the Government of Canada to address the labour market needs in the province and build an integrated, client-centred, outcomes-driven, employment and training model that responds to the evolving 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.

In this transition year for reporting, the WDA 2019/2020 Annual Report combines the content of three previous reports: the Report to Canada, the Report to Albertans and the report on programs for persons with disabilities, into one.

The COVID-19 pandemic at the end of March 2020 affected this year's reporting. Outputs were collected, however, there were no post-training outcome surveys conducted between March and August 2020 and, therefore, outcome data was not collected for a majority of 2019/20 training clients. Outcome surveys are scheduled to resume when restrictions are lifted and Alberta intends to provide outcomes in the 2020/21 report.

Ministry partners

In 2019/2020, Alberta was allocated approximately \$100 million through the Canada-Alberta WDA. Five ministries shared this funding allocation to deliver programs and services to individuals and employers across the province and to track the results:

- the Ministry of Labour and Immigration, 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;
- 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; and
- the Ministry of Service Alberta, which updates/maintains the information technology systems needed to support program and service delivery and track results.

Eligible programs

The following programs and services are eligible for funding under the WDA:

Skills Development:

- Occupational Skills Training: Training that leads to a certificate or diploma.
- Short-Term Training: Training that addresses specific skills, job or labour market needs.
- Literacy, essential skills, language training and adult basic education: Training that includes upskilling and assistance to prerequisite high school or equivalency courses.
- Other: Skills development activities

Work Experience:

- (Targeted) Wage Subsidies: Support for individuals employers would not ordinarily hire to provide work experience and/or on the job training.
- Self-Employment Assistance: Support for individuals starting a new business.

Employment Assistance Services:

- Job search assistance: Supports to assist individuals in job search activities, including resume writing; interview and job preparation; and job finding clubs.

- **Counselling / Case Management:** Supports that monitor individuals' progression in their service plan and/or provide assessments and diagnostic services related to physical, social, intellectual, and/or psychological traits that may have an impact on their ability to participate in training or to occupy specific jobs.
- **Unassisted services:** Information available at employment resource centres about the local labour market, employment opportunities, career planning, education and training programs, and equipment to support unassisted job search, career planning, occupational requirements, and training programs.

Employer-focused Training: Training support for employers/organizations, who select the training and the individuals who will take the training; the individuals must be current or prospective employees of the employers/organizations (i.e. there is a commitment to hire individuals that complete training).

Programming for Persons with Disabilities:

- **Employment Assistance Services:** Includes job search assistance and other employment assistance or disability-related employment support services.
- **Skills Development:** Short-term skills development, including literacy, essential skills, language training and adult basic education and other skills development [i.e., transitional vocational program (TVP)].

Eligible beneficiaries

Eligible beneficiaries of WDA funding support include:

- Canadian citizens;
- Permanent residents;
- Protected persons within the meaning the Immigration and Refugee Protection Act entitled to work in Canada; and
- Employers with the exception of federal, provincial, and territorial governments, and federal crown corporations and agencies.

Stakeholder engagement

In 2019/2020, guided by their respective mandates, each ministry engaged with employers and other stakeholders to help identify the labour market needs and priorities in their areas and to shape the design and delivery of programs to meet those needs.

Adult Learning Stakeholders

Advanced Education has regular engagement with stakeholders to provide a forum for information sharing, ongoing strategic discussions and communication throughout the course of program delivery to improve programming in Alberta. Feedback gathered is part of an ongoing effort to improve access, affordability, and coordination of the adult learning system. Stakeholder groups include:

- Alberta Apprenticeship and Industry Training Board (and associated industry network)
- Post-Secondary Institutions, Vice Presidents Academic
- Deans of Apprenticeship Programming in Alberta
- Training institutions that deliver foundational learning
- Student leaders
- Community Adult Learning program providers in communities across Alberta
- Senior academic officers, senior student services officers, faculty administrators
- Alberta Student Awards and Personnel Association (ASAPA)
- Provincial Academic Upgrading Committee (PAUC)
- Provincial Career Development Committee (PCDC), Calgary and Edmonton chapters
- Regular data collection through surveys (e.g. Graduate Outcomes Survey, Apprentice Graduate Survey, etc.)
- Immigrant Language and Vocational Assessment - Referral Centre (ILVARC) Advisory Committee
- Provincial English as a Second Language Committee, and
- Immigrant and Refugee Funders Table (Calgary)

Within the Ministry of Advanced Education, Foundational Learning Supports (FLS) meets regularly with training providers to identify and monitor trends, as well as to anticipate challenges in the delivery of programs. FLS asks training providers to prepare allocation projection plans that include anticipated demand for training, training provider capacity, geographical locations and training priorities in their areas. The information helps inform funding allocation decisions and promotes alignment between learner demand (as identified by training providers), current and future labour market needs and funding priorities of the ministry. This allows the ministry to collaborate more efficiently with training providers to ensure training needs are met and the available budget is fully utilized.

Community Stakeholders

Community and Social Services (CSS) held meetings with stakeholders, including management and staff, to establish priorities for the upcoming year for the Alberta Supports Income and Employment Services (ASIES), Assured Income for the Severely Handicapped (AISH), the Disability Employment Support Team (DEST), and Alberta Supports programs. They met with other ministries, including Advanced Education, Labour and Immigration, Children's Services and Culture, Multiculturalism and the Status of Women's Francophone Secretariat, to identify gaps and create efficiencies in program and service delivery systems. CSS attended meetings with Private Career Development Contractors (PCDC) chapters and local chambers of commerce to identify labour market trends and resolve service delivery challenges. They met with community organizations, to identify issues/concerns and work together to solve problems. CSS maintained on-going dialogue with contracted service providers to keep them informed and provide training about data collection and LMTA reporting requirements. Contracted service providers also provided feedback on programs, identifying local needs and pressure points, such as, requesting additional resources for one-on-one career and employment information services in Alberta's rural central region. CSS consulted with British Columbia, Ontario and Nova Scotia about projects for Income Support (IS) clients. They participated in labour market stakeholder events such as the Social Innovation Symposium, the Literacy and Poverty Project, Enough for All as well as Realizing Results, where they presented current labour market information, updated programs for Income Support (IS) and Employment Insurance (EI) clients and discussed strategies to transition Expected to Work (ETW) clients to employment.

Stakeholders with Disabilities

CSS continued to promote and support social inclusion and employment opportunities for people with disabilities through specialized contracted services based on feedback from stakeholders. Examples of supports, new approaches and programs designed to respond to the needs of stakeholders with disabilities follow.

- To increase employment for persons with developmental disabilities, CSS contracted a service provider to focus on employers and provide workplace accommodations and grants to reduce their reluctance to hire individuals with disabilities.
- In order to support vulnerable Albertans with multiple barriers, CSS arranged for a combination of Career and Employment Information Services (CEIS) and Job Placement (JP) Services to help them find and maintain employment.
- To assist persons with developmental disabilities transition to employment directly or indirectly following their completion of training or education programs, CSS contracted service providers to offer a combination of Career and Employment Information Services (CEIS), Job Placement (JP) Services, and Disability Related Employment Supports (DRES).

Indigenous Stakeholders

Indigenous Relations (IR) continues to support Indigenous Skills and Employment Training Program (ISETP) agreement holders to fund training and employment initiatives, to increase partnerships between Indigenous communities and employers, and to plan for future workforce demands and skills training. ISETP agreement holders are looking at new training delivery options, including online delivery models, to ensure they are able to provide necessary career training for Indigenous Albertans.

Alberta Labour and Immigration's Indigenous Partnership Coordinators (IPCs) maintain existing and initiate new relationships with stakeholders within their respective geographic areas. Having an IPC allows stakeholders to offer feedback on funding as well as on program design and delivery year round. Stakeholders include Indigenous communities, partnering First Nations, Metis Settlements, and urban Indigenous as well as Indigenous organizations and employers, training institutions, and ISETP agreement holders.

First Nations Training to Employment Program (FNTEP) and Aboriginal Training to Employment Program (ATEP) fund training projects that have stakeholder engagement built into the grant process. Prior to the start of a training project, a steering committee is established. This committee consists of stakeholders, project partners and the respective IPC who oversees the design and delivery of the training. During inception of the project, local needs and priorities are identified which may include labour-related needs and issues, the communities' economic development plan, and wrap around services such as elder support, transportation, addiction supports, driver license reinstatement, and funding gaps. Each project is designed to address one or more of the needs and ongoing feedback is provided on what worked, what needs

improvement and how risks were managed. A final report, including outcomes, is submitted to Alberta Labour and Immigration at the end of the project.

Last year's introduction of a dedicated email address for Indigenous Training Programs continues to show an increase in usage and allows for continuous feedback and questions about the programs offered. Most of the emails received are from individuals looking for training, employers looking to make connections and training institution inquiries.

Employers and Industry Stakeholders

The Ministry of Labour and Immigration seeks input throughout the year from stakeholders, including clients, employers, training providers and community agencies serving unemployed Albertans. The information helps identify training needs and gaps as well as the demand for skills and results in establishing training and employment priorities for identified WDA funded activities.

Contract Service Coordinators obtain client feedback on training programs through surveys and one-on-one client monitors to ensure they meet the needs of stakeholders and to identify areas requiring revision. Training providers, training coordinators, third party providers and employers who have hired recent program participants also provide feedback on the training programs and the results of the training.

Vendors are required to demonstrate local demand through engagement with employers including input into program curriculum design to satisfy industry sector needs as well as proof of employment opportunities to satisfy job demand needs. Successful proposals focus on local jobs and the training and competencies local employers are looking for.

Ministry staff regularly meet with other internal staff who work directly with employers/industry groups as well as cross-Ministry staff in Advanced Education, Community and Social Services, Economic Development, Trade and Tourism (now Jobs, Economy and Innovation), and Alberta Transportation. In addition, staff and/or management meet with local stakeholders such as chamber organizations, community social agencies, training provider groups and community economic development stakeholders.

The Canada-Alberta Job Grant (CAJG) team is in communication with employers during the application process to answer questions and make applying easier. An annual employer survey collects employer feedback and suggestions for improvement, and feedback is also gathered from employees who attend CAJG funded training through emailed satisfaction surveys.

Immigrant Stakeholders

The Ministry of Labour and Immigration, through its Immigrant Settlement and Language Programs (ISLP) addresses issues related to training and labour market attachment for newcomers to Alberta. Stakeholder engagement about immigrant needs includes feedback and information gathered from advisory committees and in meetings with immigrant-serving organizations, post-secondary institutions and training providers as well as federal government partners.

The training needs identified are captured in calls for proposals that prioritized, in 2019/2020, employment-related supports and training for under-employed professionals and groups that are under-represented or that have unique needs.

WDA supported training in Alberta Settlement and Integration Programs (ASIP) currently provides training for employment readiness, in-demand occupation-specific courses and in supporting entrepreneurs.

Results and Expenditures

WDA Program Expenditures

The table below provides a breakdown of spending on programs and services under the Canada-Alberta WDA, excluding program administration, i.e., staffing, updating information technology systems and evaluating programs and services. Skills Development/Training, Work Experience, Employment Assistance Services, Employer-Focused Programming and Programming for Persons with Disabilities are expenditure categories under the WDA. Programming for Persons with Disabilities are cost shared with Alberta.

WDA Eligible Programs	Expenditures (in 000's)
Skills Development/Training	\$30,249
Work Experience	\$7,551
Programming for Persons with Disabilities (*See breakdown for PWD spending below)	\$26,548
Employer-Focused Programming	\$25,019

Benefits/Wage Subsidies	\$27,577
Administration	\$8,173
TOTAL	\$125,117
Cost Shared Programs for Persons with Disabilities	Expenditures (in 000's)
Disability Related Employment Supports (DRES)	\$8,152
PDD Employment Preparation and Placement Supports	\$29,455
Accommodation for Students with Disabilities	\$11,202
Transitional Vocational Program	\$312
Foundational Learning Programs/Work Foundations	\$7,384
Total Provincial Expenditures	\$56,505
Maximum Claim per Federal Ceiling	\$26,548

WDA 2019/2020 Program Results

Individual-Focused Programs

WDA Eligible Programs	Federal Categories	Alberta Intervention Titles	Number of Clients ¹	Number of Interventions ²
Skills Development /Training	Occupational Skills Training	Occupational Training	8	8
	Short Term Training	Integrated Training	645	666
		Academic Upgrading	1796	2883

¹ Includes a unique count of all Albertans that accessed a training program or service

² Includes a count of all the training programs and services provided to Albertans

	Literacy, Essential Skills, Language Training and Adult Basic Education (LES/ABE)	Basic Skills	586	1002
		Immigrant Skills and Language Training	147	151
		Integrated Foundational Pathways	142	149
		Language Training	1563	3354
		LES/ABE Sub-Totals	4234	7439
Skills Development/Training TOTALS			4887	8113
Work Experience	(Targeted) Wage Subsidies	Alberta Jobs Corps	83	92
		Workplace Training	9	9
		TWS Sub-Totals	92	101
	Self-Employment Assistance	Self-Employment	66	70
Work Experience TOTALS			158	171
TOTALS INDIVIDUAL-FOCUSED PROGRAMS			5045	8284

Programs for Persons with Disabilities

WDA Eligible Programs	Federal Categories	Alberta Intervention Titles	Number of Clients	Number of Interventions
Skills Development /Training	Other Skills Development	Transitional Vocational Program	52	52
Skills Development/Training TOTALS			52	52
Employment Assistance	Job Search Assistance	Job Placement	646	656

Services (EAS)	Other Employment Assistance Services	Disability Related Employment Supports (DRES)	98	133
		Employment Assistance for PWD	2086	2503
	Other EAS Sub-Totals		2184	2636
EAS TOTALS			2830	3292
TOTALS PROGRAMS FOR PERSONS WITH DISABILITIES			2882	3344

Employer-Focused Programs

WDA Eligible Employer-Focused Programs	Number of Employers	Number of Participants³
Canada-Alberta Job Grant (CAJG)	2165	9530
Aboriginal Training to Employment Program (ATEP) and First Nations Training to Employment Program (FNTEP)	36	2224
TOTALS EMPLOYER-FOCUSED PROGRAMS	2201	11754

³ Unique participant count and may differ from other reporting using non-unique values

Aboriginal Training to Employment Program (ATEP) and First Nations Training to Employment Program (FNTEP)

ATEP and FNTEP are the primary funding programs for Indigenous businesses and organizations to support their training projects. Training projects are community, region and industry-specific. Labour and Immigration's Indigenous Partnership Coordinators (IPCs) oversee the design and delivery of the training projects and work with the steering committees, made up of project partners, who identify local needs and priorities, manage the risks and adjust the training based on ongoing feedback from participants and the community.

In 2019/20, 36 Indigenous businesses and organizations received support for training their staff under ATEP and FNTEP. The majority of recipients were small (61%) and medium sized (28%) employers.

Eighty per cent of the ATEP and FNTEP grants supported entry-level training activities. Forty per cent of participants learned essential skills and 34 per cent learned specialized/technical skills.

Canada-Alberta Job Grant (CAJG)

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 2019/20, approximately \$18 million in funding was committed to more than 6,700 Canada-Alberta Job Grant applications, resulting in more than 9,000 Albertans participating in training.

The majority of Canada-Alberta Job Grant recipients were small (56%) and medium sized (35%) employers.

The majority (86%) of the Canada-Alberta Job Grants supported training activities for Albertans to upgrade their skills. Forty-two per cent of participants learned or improved their management skills and 37 per cent updated their specialized/technical skills. For more details about Employer-Focused Programs, see APPENDIX 1.

Examples of WDA Programs and Services

Child Care Training for Low Literacy Immigrant Women

A Labour and Immigration grant agreement with the Calgary Immigrant Women's Association provided training for 15 marginalized immigrant and refugee women, with limited education and workplace experience, and saw them achieve certification as Child Development Assistants. Offered in Calgary, in 2019, the program consisted of full time classroom training for 36 weeks, followed by eight weeks of full-time mentored work experience in a childcare setting with additional support in job placement and job retention as needed. All 15 participants have successfully completed the training, achieved certification and secured employment in less than a year.

Health Careers Program in Grande Prairie

The Western Cree Tribal Council (WCTC), Grande Prairie Regional College (GPRC), Alberta Health Services (AHS) and Alberta Labour and Immigration collaborated to develop the Health Careers Program for First Nations students. The program was developed in anticipation of the increased need for health care professionals with the opening of the new regional hospital in Grande Prairie in 2020/21. It provided entry-level training for a range of health care careers. It included a four-week practicum that helps students obtain employment and gain work experience as a clerk for data entry, medical records or filing, an attendant for food services or housekeeping, or an assistant in admitting/registration or medical technician areas, while they plan their long-term careers. GPRC created the comprehensive curriculum and schedule, in collaboration with AHS and industry standards, and provided dorms to house students for the duration of the program. Elder support was available throughout the program and awards events. Alberta Health Services provided the work placements. Fourteen participants registered for the program, nine were recruited into health care positions by the AHS; three applied to become peace officers with AHS security division; and two are returning for further education.

IT Essentials – Employment Partnerships Program (EPP)

Indigenous Relations' Employment Partnerships Program provided grant funding to the Oteenow Employment and Training Society (OETS) to develop an Information Technology (IT) program for First Nations communities. Responding to the high demand for skilled workers in the IT sector and the fact that many First Nation communities rely on external consultants for all of their IT needs, OETS partnered with the Northern Alberta Institute of Technology (NAIT) to develop the program. It consists of eight IT essentials courses that can be delivered on campus and/or virtually by NAIT. The program currently has 12 registrants who will complete their training in 2021. The IT skills gained through the NAIT training are intended to result in immediate job opportunities, while also providing a gateway to further education and higher paying jobs in the field of IT engineering. Additionally, IT Technicians will have the ability to provide much-needed basic training to other employees and community members.

Disability Related Employment Supports (DRES)

The DRES program provides individualized employment and training supports to help persons with disabilities by assisting them to:

- Complete employment-related programs and services;
- Complete training/education courses leading to employment;
- Complete education in non-publicly funded post-secondary institutions or out-of-province post-secondary institutions (if the student's need is greater than the \$8,000 available through the Canada Student Grant for Services and Equipment for Students with Permanent Disabilities); and
- Enter the workforce and maintain employment.

Funds for costs associated with assistive technologies and services such as specialized computer software, tutors and job coaches, and work site modifications, such as wheelchair ramps, are available through DRES. In 2019/2020, 98 Albertans with disabilities received supports through DRES, with many accessing services more than once.

Alberta Job Corps (AJC) – Medicine Hat

AJC Medicine Hat developed a new program in 2019 for individuals, with fewer barriers to employment, who can attach to the labour market quickly. These individuals have worked with

CSS staff to address their immediate employment barriers, such as child-care, personal identification, appointments and housing, and completed the perspectives assessment, employability assessment, and service plan. They work with a job coach to set realistic employment goals and estimate a time line to employment (usually 2.5 to three months duration), then take a four-week work experience placement with a not-for-profit organization. There is an evaluation at the end of the placement and feedback is shared with the individual, the work experience supervisor and the AJC Job Coach, who identifies areas for further development. Between April 1, 2019 and March 23, 2020, there were 45 participants. Of these, 67% (30) secured full-time employment (and remain employed at 90 and 180 days) or went on to further training, and the remaining 15 were unable to finish the program due to a variety of reasons, including COVID-19.

Community-Based Environmental Monitoring Program

A First Nations Training to Employment Program (FNTEP), initiated by the two Fort Chipewyan First Nations, the Mikisew Cree First Nation (MCFN) and Athabasca Chipewyan First Nation (ACFN) and led by the MCFN, is an innovative community-specific, environmental monitoring training partnership underway in northern Alberta. The training is delivered by Keyano College in Fort Chipewyan and Fort McMurray and combines Indigenous and western science instruction since the two knowledge paradigms have been braided together. Twenty-six individuals enrolled in the program that spans four seasons and allows for direct observation of the land and study of the environmental monitoring needs year round. The training uses a teaching, mentoring and coaching format, and incorporates learning activities for those interested in exploring entrepreneurial opportunities, as well as industry partner-based opportunities. Ten participants completed the program to date; another 11 will complete in 2020. Twenty-one of 26 participants will have completed the training demonstrating a 77% success rate. Indigenous communities and oil and gas sector businesses, who use Indigenous land-based practices, will employ the program graduates.

Partners in the program included: Service Canada, Alberta Labour and Immigration, Athabasca Tribal Council, Rupertsland Institute, Mikisew Cree First Nation (MCFN), Athabasca Chipewyan First Nation, Fort Chipewyan Metis Local, and McMurray Metis Local. Industry work-experience and in-kind and/or financial contributors include Canadian Natural Resources Limited (CNRL), Petro China, Imperial, Suncor, Japan Canada Oil Sands Limited (JACOS), Acden Vertex, MCFN/Advisian Joint Venture, Bruce McLean Consulting (ACFN Community-Based Monitoring (CBM), MCFN CBM), TransCanada Pipelines Limited (TCPL), Hatfield Environmental, Greenplanet Energy Analytics, Paragon Soils & Environmental, and Integra Technologies. The model has gained the interest of other Indigenous communities across Canada.

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.

All programs were affected by the COVID-19 pandemic at the end of March 2020 – some training stopped, some paused or shifted to online delivery. Extensions also allowed trainees to complete their programs when it was safe to do so. As we continue to adapt to a new reality, Alberta will continue to ensure our training partners can safely deliver employment and training programs and services to Albertans.

Post training surveys were paused between March and August 2020. As such, outcome data is not yet available for many 2019-20 training participants. This data will be collected retrospectively later in 2020 and reported in future WDA reporting.

In 2020/2021, the Government of Alberta will continue to support Albertans and respond to labour market needs by re-profiling the WDA allocation to include a new partner ministry, Agriculture and Forestry.

APPENDIX 1 – Employer-Focused Programs Details

Canada-Alberta Job Grant	CAJG		Aboriginal Training to Employment and First Nations Training to Employment	ATEP and FNTEP	
Employer Size (Employees)	#	%	Employer Size (Employees)	#	%
Small (50 or fewer)	1206	56%	Small (50 or fewer)	22	61%
Medium (51-499)	750	35%	Medium (51-499)	10	28%
Large (500 or more)	201	9%	Large (500 or more)	4	11%
TOTAL	2157		TOTAL	36	
Type of Employer	#	%	Type of Employer	#	%
Private	1845	86%	Private	n/a	n/a
Public	0	0%	Public	n/a	n/a
Not for Profit	304	14%	Not for Profit	1	3%
Other	7	0.3%	Other	35	97%
Top Industry Sectors to access grants	#	%	Top Industry Sectors to access grants	#	%
Construction	273	13%	Public Administration	25	69%
Professional, Scientific and Technical Services ⁴	278	13%	Other Services (except public administration)	4	11%

⁴ As defined in the North American Industry Classification System (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.

Manufacturing	228	11%	Mining, Quarrying, and Oil and Gas Extraction	2	6%
Mining, Quarrying, and Oil and Gas Extraction	216	10%			
Health Care and Social Assistance	177	8%			
Type of Training for Skills Development	#	%	Type of Training for Skills Development	#	%
Entry Level	508	4%	Entry Level	2224	80%
Upskilling or Upgrading	10981	86%	Upskilling or Upgrading	495	18%
Maintenance	1309	10%	Maintenance	62	2%
TOTAL	12799		TOTAL	2781	
Type of Skills Learned	#	%	Type of Skills Learned	#	%
Essential Skills	2278	18%	Essential Skills	2220	40%
Specialized or Technical Skills	4768	37%	Specialized or Technical Skills	1910	34%
Management Skills	5338	42%	Management Skills	195	4%
Soft Skills	414	3%	Soft Skills	1235	22%
TOTAL	12799		TOTAL	5560	
Number of Participants by Designated Groups	#	%	Number of Participants by Designated Groups	#	%
Indigenous	218	2%	Indigenous	2224	100%
Recent Immigrants	690	7%	Recent Immigrants	0	0%
Immigrants	144	2%	Immigrants	0	0%
Persons with Disabilities	22	0.2%	Persons with Disabilities	3	0.1%