

Canada-Alberta Labour Market and Labour Market Development Agreements 2010 - 2011 Annual Plan

Introduction

Canada and Alberta have two agreements to deliver labour market training programs and services for Albertans. The Labour Market Development Agreement (LMDA) assists individuals who are eligible for Employment Insurance (EI) to prepare for and maintain employment, resulting in savings to the EI account. The Labour Market Agreement (LMA) increases the labour market participation of under-represented groups by improving the skill levels of unemployed individuals who are not EI eligible and employed individuals who are low skilled.

In addition, Canada and Alberta agreed to provide programs and services to eligible individuals who have been impacted by the recession. Additional temporary funding has been made available through the existing Labour Market Development Agreement and the Strategic Training and Transition Funds (STTF).

Planning is a key component of the accountability frameworks for the agreements. Alberta Employment and Immigration (E&I) and Human Resources and Skills Development Canada (HRSDC) agreed to a single planning process for the LMDA and LMA to reduce overlap and duplication, as well as simplify the review process.

This document contains:

- **Environmental Scan and Strategic Priorities** – provides Alberta-specific labour market information as well as strategic priorities and direction for the upcoming year.
- **Labour Force Characteristics** – describes the characteristics of targeted beneficiaries.
- **Community Consultations** – outlines the nature of consultation activities and stakeholders involved.
- **LMDA/LMA/STTF Integrated Annual Plan** – outlines priority program areas, objectives and activities and links them to the eligible programs/services, estimated client volume, and projected budgets and anticipated results. The integrated plan includes the provincial priorities, programs/services and activities for EI (LMDA-funded), non-EI (LMA-funded) learners and STTF learners, while highlighting separate budgets and client volumes as required by each agreement.

Environmental Scan

The Alberta economy is beginning to recover. After contracting by an estimated 5.1 per cent in 2009, its first recession since 1986, the Alberta economy is expected to expand by 2.6 per cent in 2010. Average employment is forecast to increase by 15,000 in 2010; nonetheless, the unemployment rate is expected to remain at 6.6 per cent because of offsetting growth in the labour force¹.

Though the provincial economy was significantly affected by low oil prices and the credit crisis, the economy has begun to shift and is returning to a sustainable pace of growth. Oil prices have risen from the low of approximately \$35 per barrel for Heavy Crude Oil in February 2009² to \$83.18 per barrel for Heavy Crude Oil on April 27, 2010³. The price of natural gas has increased from less than \$3 per gigajoule in July 2009 to \$3.26 in April 2010.⁴ These stronger prices and lower construction costs have renewed interest in the oil sands and total investment in the oil sands is expected to rise by 20 per cent in 2010⁵.

Key Labour Market Trends and Challenges

- The seasonally adjusted number of people employed in Alberta in April 2010 was 1,979,400, which is 10,000 more people than the previous month⁶.
- Average employment is forecast to increase in Alberta by 15,000 in 2010⁷.
- The number of Albertans receiving regular EI benefits in April 2010 was 49,900. From April 2009 to April 2010, the number of Albertans receiving regular EI benefits has decreased by 2.0 per cent.⁸
- The number of Income Support (IS) cases in April 2010 (40,177) is the highest level observed since February 1997 where there were 40,939 cases. The April IS caseload is up 49.9 per cent from what was observed in October 2008.⁹
- Despite the current economic situation, during the next ten years it is expected the economy will rebound and Alberta could experience a cumulative labour shortage of approximately 77,000 workers.¹⁰
- In 2009, Alberta's population growth remained the strongest among provinces at 1.87 per cent, but the rate of increase was substantially slower than in 2008 (2.68 per cent). After the 4th quarter of 2009, Alberta has now had two consecutive quarters of negative interprovincial migration, with the 2009 net interprovincial migration ending at 6,566, down from 22,202 in 2008.¹¹
- The Alberta apprenticeship and industry training system produces a highly skilled, internationally competitive workforce in 59 designated trades and occupations. Currently, Alberta has more than 70,000 registered apprentices.¹²

While the economy is slowly recovering, there will be a lag in the recovery of the labour market and it is E&I's priority to provide employment and training programs and services to help unemployed Albertans obtain employment and to support employed individuals to remain employed while continuing to prepare for projected future labour market shortages.

¹ <http://www.finance.alberta.ca/publications/budget/budget2010/economic-outlook.pdf>

² https://osi.alberta.ca/Documents/158E_Energy_Oil_Prices_Fact_Sheet.pdf

³ Employment and Immigration E-Scan, May 2010

⁴ https://osi.alberta.ca/Documents/159E_Energy_Alberta_Natural_Gas_Prices_Fact_Sheet.pdf

⁵ Employment and Immigration E-Scan, May 2010

⁶ Employment and Immigration Labour Force Statistics, April 2010

⁷ Finance and Enterprise Budget 2010: Economic Outlook

⁸ https://osi.alberta.ca/Documents/206_Labour_Employment_Insurance_Beneficiaries_Fact_Sheet.pdf

⁹ https://osi.alberta.ca/Documents/207_Labour_Income_Support_Assistance_Fact_Sheet.pdf

¹⁰ Occupational Demand and Supply Outlook for 2009-2019

¹¹ http://www.finance.alberta.ca/aboutalberta/population_reports/2009_4thquarter.pdf

¹² <http://aet.alberta.ca/media/243701/aet-facts%20figures-2009.pdf>

Employment and Immigration Executive Summary – 2010-2013 Business Plan

VISION

Albertans have a fair, safe and supportive environment in which to work and live.

MISSION

To contribute to the long-term sustainability of the economy by ensuring Alberta has a skilled workforce, productive and safe workplaces, and by helping to improve the well-being of Albertans.

Primary Clients

Employment and Immigration works with and supports Albertans all across the province:

Employment and Immigration works and collaborates with **business and industry** to build workplaces that both attract and retain a capable labour force, contributing to overall business success. The ministry also works with **government, employers and labour stakeholders** to develop joint strategies and provide programs and services to ensure Alberta has fair, safe and healthy workplaces.

Employment and Immigration provides **Albertans** with workplace and labour market information to help people choose training and learning paths, find and maintain employment and plan for their careers. The ministry also provides support including training and social supports to **Albertans with lower incomes** so they can meet their basic needs and transition into the workforce.

Employment and Immigration provides information to **international migrants** about Canada's and Alberta's immigration processes. The ministry offers programs and services to support newcomers both before and after they arrive in the province. In addition, Employment and Immigration promotes access to employment opportunities for **inter-provincial migrants** by reducing and/or eliminating labour mobility barriers.

Core Businesses at a Glance

Core Business One: Investing in Alberta's Labour Supply

Employment and Immigration works to ensure Alberta has a sufficient supply of workers to meet the needs of the economy now and in the future. This includes attracting and retaining other Canadians and immigrants to Alberta's labour force, as well as focusing on current and emerging skills and labour requirements and issues related to labour force retention and productivity.

Goals under this core business:

- Goal 1:** Alberta is able to meet its labour force requirements
- Goal 2:** Alberta is able to attract and retain workers to the province

Core Business Two: Investing in the Skills and Supporting the Independence of Albertans

Employment and Immigration helps individual Albertans and families realize their potential and ability to share in the social, economic and cultural fabric of the province. This involves connecting Albertans to the labour force and working with other ministries to develop ways to address issues facing those Albertans with lower incomes. The ministry also provides health benefits, child support services and financial assistance to help Albertans move to employment and remain in the labour force.

Goals under this core business:

- Goal 3:** All Albertans share in and contribute to the economic prosperity of Alberta

Core Business Three: Investing in Alberta's Workplaces

Employment and Immigration supports fair, safe and healthy workplaces. This is done through the development of relationships with employers and organizations, and the regulation and monitoring of Alberta's workplaces. The ministry also informs employers and employees about their workplace rights and responsibilities regarding health and safety and employment standards.

Goals under this core business:

- Goal 4:** Alberta has a fair, safe and healthy work environment
- Goal 5:** Alberta's labour relations laws are administered in a fair and equitable manner
- Goal 6:** Alberta has an effective mechanism for the final appeal of Workers' Compensation Board decisions

Strategic Priorities

Alberta's Labour Force

Under Core Business One: Investing in Alberta's Labour Supply

Linkage – Goal 1

Investment in the labour force is a shared responsibility among government, industry sectors, educational institutions, labour groups and communities. Employment and Immigration is taking constructive steps toward ensuring Albertans have the skills and supports they need to participate in the workforce; support safe and productive workplaces; enhance value-added activity; increase innovation; and improve the long-run sustainability of Alberta's economy and communities. As part of Employment and Immigration's focus on the long-term direction of Alberta's labour force, the ministry will continue to review current and future labour force needs to increase Alberta's competitiveness and prepare for future growth and prosperity in a more knowledge-intensive and technology-based economy.

Alberta's Immigration Approach

Under Core Business One: Investing in Alberta's Labour Supply

Linkage – Goal 2

The Government of Alberta takes a holistic, inclusive and long-term view of immigration, which is based on three interrelated areas of focus: Attract, Welcome, and Integrate. Employment and Immigration continues to implement Supporting Immigration and Immigrants to Alberta, the province's framework for a coordinated approach to immigration. The framework guides how Alberta markets the province as a destination of choice for skilled workers, is welcoming to newcomers, and helps them to integrate and settle into Alberta's communities and workplaces successfully. As well, the ministry will implement the Foreign Qualification Recognition Plan to optimize the contribution and success of foreign-trained professionals in Alberta's labour force.

Aboriginal Economic and Labour Force Development

Under Core Business One: Investing in Alberta's Labour Supply

Linkage: Goals 1 and 3

Employment and Immigration is committed to ensuring Aboriginal Albertans have the necessary skills to help address labour force needs today and in the future. The ministry is working in partnership with the federal government, Aboriginal leaders and communities, business, industry, educators and other provincial ministries to support Aboriginal economic and labour force development on- and off-reserve. This includes working to increase the total off-reserve labour force of Alberta's First Nations, Métis and Inuit to 74,000 by 2010. The ministry will also help those who are already working to maximize their skills, as well as foster and provide support for business development to create innovative and sustainable Aboriginal businesses and communities.

Self-Reliance of Albertans

Under Core Business Two: Investing in the Skills and Supporting the Independence of Albertans

Linkage: Goal 3

Despite challenging times during an economic downturn, participation in the labour force continues to be critical to help promote independence. Employment and Immigration plays a significant role in helping Albertans and their families obtain the skills and supports they need to be self-reliant through training and employment. The ministry will continue to find innovative ways through new technology and increased productivity to deliver client-centered programs and services to minimize unemployment. Through collaboration with other ministries, business, labour, educational institutions and community partners, the ministry aims to ensure every citizen is afforded the opportunity to find and secure meaningful work.

Labour Force Characteristics

In 2009, Alberta's employment rate of 69.4 per cent and participation rate of 74.3 per cent were the highest in the country. Though 2009 saw a negative growth in employment (-1.3 per cent), the unemployment rate was the third lowest in the country at 6.6 per cent. Retail Trade, Health Care and Social Assistance, Construction, Professional, Scientific and Technical Services, and Mining, Oil and Gas Extraction were the industries that employed the greatest number of people in the province. Many of these industries also experienced significant increases in unemployment due to the recession. However, not all industries experienced losses. In 2009, the number of people in the Services-Producing industry increased by 22,000 and industries such as Health Care and Social Assistance and Public Administration continued to demonstrate a skill shortage.¹³

Alberta Employment and Immigration is committed to helping individual Albertans reach their full potential. In response to labour market shifts, and supported by funding provided through the LMDA and LMA, Alberta provides a wide range of training and employment programs to increase the labour market participation of under-represented groups, including Aboriginal people, immigrants, persons with disabilities, youth and mature workers. The following section describes the characteristics and challenges faced by each group.

Aboriginal People in the Labour Force

The Aboriginal working age population is growing twice as fast as the province's working age population. While this indicates a fairly large labour pool, Aboriginal people are still under-represented in the labour market with an off-reserve unemployment rate that doubled from 8.3 per cent in 2008¹⁴ to 15.4 per cent in 2009, 8.8 per cent higher than the unemployment rate for Alberta's working age population.¹⁵ More than half of employed Aboriginal people living off-reserve in Alberta worked in the following five industries: Retail or Wholesale Trade, 13.8 per cent; Construction, 13.5 per cent; Health Care and Social Assistance, 11.1 per cent; Forestry, Fishing, Mining, Oil and Gas, 9.0 per cent; and Accommodation and Food Services, 8.3 per cent.¹⁶

In order to improve the employment rate and earning potential for Aboriginal people in Alberta, skills training is necessary. In 2009, 45.3 per cent of Alberta's Aboriginal population living off-reserve had completed post-secondary certificate or diploma, or university degree¹⁷ compared with 56.3 per cent of Albertans.¹⁸ Increasing the completion rate of Aboriginal people in training will result in stronger and more sustainable employment.

Persons with Disabilities in the Labour Force

In 2007, the employment rate for Albertans with disabilities was 60.2 per cent and 70.3 per cent for Albertans without disabilities; still the employment rate for Albertans with disabilities is increasing, up 8.0 per cent from 2001 to 2007. Between 2001 and 2007, the proportion of Albertans with disabilities who obtained a post-secondary certificate (including university), increased by 8.0 percentage points, from 40.1

¹³ http://www.employment.alberta.ca/documents/LMI/LMI-LFS_labour_market_review.pdf

¹⁴ Alberta Labour Force Statistics, Aboriginal Population Off-Reserve Package, August 2008

¹⁵ <http://www.employment.alberta.ca/documents/LMI/LMI-LFP-AboriginalsProfile.pdf>

¹⁶ <http://www.employment.alberta.ca/documents/LMI/LMI-LFP-AboriginalsProfile.pdf>

¹⁷ <http://www.employment.alberta.ca/documents/LMI/LMI-LFP-AboriginalsProfile.pdf>

¹⁸ http://www.employment.alberta.ca/documents/LMI/LMI-LFS_labour_market_review.pdf

per cent to 48.1 per cent.¹⁹ It is important to continue to provide skill training and post secondary education opportunities for Albertans with disabilities, as well as work with employers to encourage increasing demand for this group in the labour market.

Youth in the Labour Force (defined as those between the ages of 15 and 24 years)

The Alberta youth population grew by 19.5 per cent between 1999 and 2009. Alberta youth had the highest labour force participation rate in Canada at 71.1 per cent. However, youth accounted for almost a third, or 31.7 per cent, of the unemployed in Alberta in 2009. Their unemployment rate was 12.3 per cent, up from 7.5 per cent in 2008 and 5.7 percentage points higher than the rate for all Albertans. While Alberta's youth are generally being paid more than the minimum wage, the average hourly wage of \$15.56 paid to youth at all levels of education was \$9.14 less than what Albertans earned on average.²⁰

Women in the Labour Force

In 2009, the employment rate for women rose by 0.5 per cent and the participation rate increased from 67.6 per cent to 68 per cent. The unemployment rate of 5.8 per cent for women was 0.8 percentage point lower than the unemployment rate for Albertans. Just over 58 per cent of all employed women in Alberta worked in two occupational groups: Business, finance and administrative, 28.4 per cent; and Sales and services, 30.4 per cent; however, between 1999 and 2009, the Forestry, Fishing, Mining, and Oil and Gas Extraction industry had the highest employment growth rate for women at 120.3 per cent. In 2009, women comprised 79.8 per cent of all the people employed in Health occupations and the occupation with the smallest proportion of women employed was trades, transport and equipment operators, at 6.9 per cent. Women continue to earn less than men; in 2009 the average hourly wage of women in Alberta was \$21.72, which was \$5.69 lower than that of men.²¹

Mature Workers (defined as 55+)

From 1999 to 2009, the number of mature workers in Alberta's labour force aged 55 and older has grown by 105.6 per cent. In 2009, the participation rate for Albertans aged 55-64 was 72.5 per cent while the unemployment rate for this same age group was relatively low at 4.9 per cent. Nearly 73 per cent of mature workers in Alberta aged 55 and older are employed in the Services-Producing sector and 43.2 per cent of Albertans in the agriculture industry were people aged 55 and older.²²

Immigrants

Immigrants made up 17.2 per cent of Alberta's labour force and 17.0 per cent of those employed in 2009. Immigrants in Alberta had the highest labour force participation rate among all provinces at 69.1 per cent. However, their unemployment rate of 7.5 per cent was nearly one percentage point higher than the unemployment rate of all Albertans. Very recent immigrants, had an even higher unemployment rate of 10.9 per cent and overall, immigrants earned on average \$1.29 less per hour than Albertans, whose average hourly wage was \$24.70.²³

¹⁹ Canada-Alberta Labour Market Agreement For Persons with Disabilities 2008/2009 Annual Report, http://www.employment.alberta.ca/documents/RRM/RRM-PUB_lmapd_annrpt_0809.pdf

²⁰ http://www.employment.alberta.ca/documents/LMI/LMI-LFP_profile_youth.pdf

²¹ <http://www.employment.alberta.ca/documents/LMI/LMI-LFP-profile-women.pdf>

²² <http://www.employment.alberta.ca/documents/LMI/LMI-LFP-profile-45older.pdf>

²³ http://www.employment.alberta.ca/documents/LMI/LMI-LFP_profile_immigrants.pdf

Community Consultation

Ongoing consultation with various stakeholders is key to the success of Alberta's training and employment programs and services. Consultations with stakeholders occur formally and informally and are intended to support the ministry in developing an inclusive and responsive approach to help Albertans connect to the labour force and create a stronger economy for Alberta. Stakeholders participating in E&I consultations represent both rural and urban communities and include representatives from the following groups:

Employer/Industry

- **Building and Educating Tomorrow's Workforce** sub-sector strategy meetings support the development and implementation of targeted industry workforce strategies to address labour force challenges.
- **Industry Contributor Groups** meet three times a year to discuss challenges and issues arising from the labour market. Eight industries are represented in five contributor groups: Energy, Manufacturing/Forest, Construction, Supply Chain Logistics, and Tourism and Hospitality/Retail.

Stakeholders involved: Industry and employer representatives, local business representatives, labour groups and professional organizations, economic development organizations, government organizations and employment agencies.

Program Delivery Partners

- **Informal Regional Consultations** include one-on-one meetings with business and industry liaisons, contract service coordinators, area managers and career and employment counselors. These informal discussions held across the province bring a wealth of knowledge to ministry staff relative to labour market challenges for business and industry and an understanding of current and future issues and needs. Information gained through this process helps the 59 E&I offices across the province identify information, program and service gaps, and develop innovative responses to labour market needs.
- **Training Provider Advisory Committee** led by E&I supports information sharing between the ministry and training providers who represent public and private colleges, as well as contracted training providers.
- **Strategic Alliance** provides a forum for ongoing discussion between E&I and community agencies and leaders on broad social policy issues related to lower income Albertans.

Stakeholders involved: Community groups, non-profit and volunteer organizations, municipal representatives, Aboriginal service organizations (on- and off- reserve), immigrant service agencies, Alberta post-secondary institutions including public and private training providers, and contracted service providers involved in the delivery of training and employment programming.

Community Groups

- **Aboriginal Best Practice Table** includes staff from Alberta Employment and Immigration, Aboriginal Human Resource Development Agreement holders and Human Resources and Skills Development Canada staff. This group meets quarterly, sharing expertise and information to support employment and training needs, engaging in community capacity building by supporting Aboriginal communities with community planning as well as sharing best practices from one community to the next.
- **French Language Program consultation** ensures there is capacity in each region to offer francophone career and employment services. The services are either provided by internal staff or contracted to a private service provider.
- **Federal/Provincial/Territorial ESL Discussion Group** share resources and information on successful ESL/Literacy initiatives in order to share with other communities.

Stakeholders involved: Aboriginal groups/leaders and off reserve participants, the francophone community, ESL training providers and representatives from all levels of government.

2010 - 2011 ALBERTA ANNUAL PLAN

Priority Program Areas Objectives and Activities	Eligible Programs/Services	Projected Budget and Client Volume		Anticipated Results
		Budget	Client #'s	
<p>Employment and Training Programs and Services</p> <p>Increase opportunities for Albertans to make successful transitions from school to work, unemployment to employment and from one career path to another. Increase the capacity of Albertans to respond to changing skills, knowledge and abilities required by the economy.</p> <p>ACTIVITIES INCLUDE:</p> <ul style="list-style-type: none"> Respond to sector specific employment and career needs through targeted interventions Enhance contract-based occupation and integrated training Provide alternative training delivery options such as e-learning Target training and employment options for under-represented groups (youth strategies, disability strategies) Develop industry-specific career paths and career planning tools Develop training options for women in non-traditional occupations Develop employment and training programs designed for First Nations on-off reserve, Aboriginals, Metis and Inuit 	<p>LMDA</p> <p>LMA</p> <p>STTF</p>	<p>\$148.2 M</p> <p>\$37.7 M</p> <p>\$13.8 M</p>	<p>176,500</p> <p>8,420</p> <p>3,240</p>	<ul style="list-style-type: none"> Increased awareness/use of programs and services to support career decision making Increased capacity of job-matching services for job seekers and workplace settings Increased access to occupational training Expanded targeted training opportunities for Aboriginals, youth-at-risk, women in non-traditional roles, persons with disabilities, mature workers, immigrants, low-income Albertans and Albertans with low literacy Enhanced labour force participation of under-represented groups Increased supports for workplace settings impacted by workforce adjustment
	<p>Career Information</p> <ul style="list-style-type: none"> Career Development Services Disability Related Employment Supports <p>Work Foundations</p> <ul style="list-style-type: none"> Basic Skills and Academic Upgrading <p>Training for Work</p> <ul style="list-style-type: none"> Occupational/Integrated Training Workplace Training Self-Employment Training (<i>LMDA only</i>) <p>Apprentices (<i>LMDA only</i>)</p> <ul style="list-style-type: none"> Full course cost recovery** <p><i>**Estimated number of apprenticeship enrolment is 20,000. Billing will not exceed maximum Employment Benefits and Support Measures funds. Client totals do not reflect apprenticeship enrolment numbers.</i></p>			
<p>Immigration</p> <p>Assist immigrants to access labour market opportunities and ensure they have the ability to be full participants in Alberta's society.</p> <p>ACTIVITIES INCLUDE:</p> <ul style="list-style-type: none"> Support foreign qualification assessments and credentialing Increase resources/tools to support immigrant integration into the labour market Provide information to immigrants and potential employers to improve their labour force participation Develop tools and resources that enhance services to immigrants Develop training programs recognizing prior experience and skills bridging to Canadian standards Training and employment supports that include English, skill development and job search assistance 	<p>LMDA</p> <p>LMA</p> <p>STTF</p>	<p>\$1.5 M</p> <p>\$7.4 M</p> <p>\$0 M</p>	<p>470</p> <p>930</p> <p>0</p>	<ul style="list-style-type: none"> Immigrants will be able to have their out of country qualifications assessed Increased immigrant labour force participation Employer recognition of foreign-trained immigrants and their out-of-country skill sets Increased ESL skill sets for immigrants
	<p>Immigrant Training Programs</p> <ul style="list-style-type: none"> Settlement Supports Innovative Language Training Immigrant Bridging Programs <p>English as an Additional Language (EAL)</p> <ul style="list-style-type: none"> English as a Second Language <p>Support For Immigrants</p> <ul style="list-style-type: none"> International Qualification Assessment Services 			

Priority Program Areas Objectives and Activities	Eligible Programs/Services	Projected Budget and Client Volume		Anticipated Results
<p>Workforce Partnerships</p> <p>Ensure working Albertans continue to enhance their skills through collaborative efforts with industry, employers and community groups</p> <p>ACTIVITIES INCLUDE:</p> <ul style="list-style-type: none"> Implement sector-specific labour force strategies Partner with industry, regional economic development organizations and/or communities to address workforce development including productivity improvement activities Partner with industry to provide workplace essential skills training for employed low skilled workers Partner with aboriginal communities to support business advisory services and aboriginal entrepreneurial needs Expand employment and training supports for Aboriginal people transitioning from aboriginal communities into the labour force Provide tools and resources supporting workforce adjustment and attraction and retention of workers 	<p>LMDA LMA STTF</p> <p>Workforce Partnerships</p> <ul style="list-style-type: none"> Workplace Essential Skills Training Workforce Attraction and Retention Local Labour Market Partnerships (<i>LMDA only</i>) <p>Aboriginal Partnerships</p> <ul style="list-style-type: none"> First Nations Economic Initiatives First Nations Economic Partnership Initiatives 	<p>Budget</p> <p>\$1.8 M \$9.0 M \$0.5 M</p>	<p>Client #'s</p> <p>N/A 830 150</p>	<ul style="list-style-type: none"> Improved career laddering opportunities for employed low skilled workers Heightened awareness of effective HR practices to support attraction/retention needs Increased capacity for communities, economic development organizations and employers to address community labour force challenges Regionally targeted workforce development activities to address community and sector-specific workplace needs Employers are connected to regional-specific information and resources to support attraction, recruitment and development of workers Increased workforce participation of Aboriginal people Enhanced awareness of business and economic development supports for Aboriginal people both on and off reserve Increased literacy and essential skills for working Albertans
<p>Program Administration</p> <p>Supports program planning, delivery and management including systems design and evaluations</p> <p>ACTIVITIES INCLUDE:</p> <ul style="list-style-type: none"> Implement IT system supporting learner benefit payment system Develop and/or expand policies and program criteria to better meet client and labour market needs Supports to manage delivery of programs, services and IT needs 	<p>LMDA* LMA STTF</p> <p><i>*is Administration Costs Contributions</i></p> <p>Planning and Program Management</p> <ul style="list-style-type: none"> IT Systems, program design and evaluation <p>Program Delivery and Support</p> <ul style="list-style-type: none"> Administration, program delivery and support 	<p>Budget</p> <p>\$9.6 M \$4.1 M \$9.0 M</p>	<p>Client #'s</p> <p>N/A N/A N/A</p>	<ul style="list-style-type: none"> Improved IT systems with increased capacity such as financial tools for learners Broadened policies and programs to better meet client needs Improved programming to support current labour market conditions Increased resources to manage successful outcomes related to program administration and delivery Better ability to respond to demand for services
<p>TOTAL PROJECTED BUDGET AND CLIENT VOLUME</p> <p>LMDA LMA** STTF</p> <p><i>*does not include apprentices</i> <i>** LMA budget includes 2009/10 carry forward allocation</i></p>		<p>Budget</p> <p>\$161.1 M \$58.2 M \$23.3 M</p>	<p>Client #'s</p> <p>*176,970 10,180 3,390</p>	