

Canada



Government of
Saskatchewan

**CANADA-SASKATCHEWAN
LABOUR MARKET PARTNERSHIP
AGREEMENT**

November 2005

CANADA-SASKATCHEWAN LABOUR MARKET PARTNERSHIP AGREEMENT

BETWEEN the Government of Canada, hereinafter referred to as “Canada,” represented by the Minister of Human Resources and Skills Development

AND the Government of Saskatchewan, hereinafter referred to as “Saskatchewan,” represented by the Minister of Learning

WHEREAS Canada and Saskatchewan share a common vision for the labour market reflective of a skilled, productive, mobile, inclusive and adaptable labour force supported by a coherent system of labour market programs to ensure employers have the skilled workers required to sustain and enhance economic growth and prosperity for Canadians;

WHEREAS Canada and Saskatchewan agree with the need to enhance labour mobility in Canada as set out under the Agreement on Internal Trade;

WHEREAS Canada and Saskatchewan want to work together in partnership to modernize government services that build a client-centred, service culture in the delivery of their respective labour market programs and services;

WHEREAS in furtherance of the common vision and desire to work together in partnership, Canada and Saskatchewan have a Labour Market Development Agreement within the framework of Part II of the *Employment Insurance Act*;

WHEREAS Canada and Saskatchewan recognize that the labour market programs eligible for funding under the Labour Market Development Agreement, given their focus on those recently laid-off from insured employment, do not fully address the current and emerging labour market challenges in Saskatchewan and Canada more broadly, and that a broader partnership agreement between Canada and Saskatchewan in labour market development is required;

WHEREAS, Canada and Saskatchewan agree that their labour market programs and services should be based on transparent, results-based planning, a sound accountability framework, and rigorous stewardship of public resources, to obtain the best possible results for all citizens with measurable outcomes.

AND WHEREAS, the Government of Canada has committed to the investment of \$3.522 Billion from the Consolidated Revenue Fund (CRF) over 6 years to address current and emerging labour market priorities through bilateral Labour Market Partnership Agreements (LMPAs) with provinces and territories, with this funding to be allocated on a per capita population basis;

ACCORDINGLY, Canada and Saskatchewan agree as follows:

PURPOSE

1. The purpose of this Labour Market Partnership Agreement (The “Agreement”) is to:
 - (a) set out the shared labour market goals and objectives of the parties;
 - (b) set out the joint priorities and level of investment by priority area for new labour market investments by Canada in Saskatchewan;
 - (c) establish a mechanism for a strategic planning process and broad collaboration;
 - (d) provide for the establishment of an accountability framework;
 - (e) set out the areas and levels of investment where Canada and Saskatchewan delivery instruments will be used to ensure maximum benefits for citizens; and
 - (f) provide for public recognition of the respective roles of the parties in labour market programming.

A. GOALS AND SHARED OBJECTIVES

2. Canada and Saskatchewan agree that the goals of this Agreement are:
 - (a) to promote an efficient labour market where the quantity and quality of labour supply effectively meet the demand, resulting in increased productivity and continuing economic growth for Saskatchewan.
 - (b) to create an inclusive labour market by maximizing the participation of those currently employed, under-employed, or unemployed, through the removal of barriers and the enhancement of opportunities for the skills development in Saskatchewan.
 - (c) to create a coherent and effective system of labour market policies and programs which are coordinated in design and delivery to help fully develop Saskatchewan’s human capital.
3. To achieve these goals, Canada and Saskatchewan agree to pursue the following shared objectives:
 - (a) enhance the capacity of skills training systems, including apprenticeship, and labour market programs to address employers’ needs to increase the number of job-ready workers trained in areas of immediate demand and emerging skill shortages;
 - (b) improve the labour market participation of those facing specific barriers, including, but not limited to, Aboriginal peoples, recent immigrants, older workers, and persons with disabilities;
 - (c) reduce the underemployment of skilled workers in Saskatchewan by providing the tools and information to enable workers to find jobs appropriate to their skill level;
 - (d) improve access to, and effectiveness of, labour market programs through coordination in design and delivery, and reduced overlap and duplication;
 - (e) enhance and increase participation and public and private investment in workplace skills development, including apprenticeship, through collaboration with partners, such as employers, unions, training providers, and community organizations.

4. To achieve the shared objectives established under this Agreement, Canada and Saskatchewan will work together in full respect of each other's responsibilities within labour market programs and services.

B. JOINT PRIORITIES FOR NEW INVESTMENTS

5. In support of the goals and objectives referred to in section 2 and 3 of this Agreement, Canada is committed to making new investments (i.e. funding) available to support the current and emerging joint priorities set out below and in Annex A to this Agreement. The levels of new investments to be made available in relation to those priorities are set out in Annex B to this Agreement.
6. Canada and Saskatchewan agree to focus investment on the following priorities:
 - (a) Expand and enhance apprenticeship
 - (b) Labour market integration of recent immigrants
 - (c) Literacy, and essential skills
 - (d) Workplace skills development (e.g. incentives for upgrading skills of existing workers)
 - (e) Aboriginal Canadians
 - (f) Assistance to others facing labour market barriers (e.g., low-income workers, persons with disabilities and youth-at-risk).
7. The maximum amount of Canada's new investments (including administration costs) for fiscal years (April 1st until March 31st) 2005-2006 to 2010-2011 inclusive will be \$2.4M, \$14.7M, \$17.2M, \$24.8M, \$25.1M, \$25.1M respectively, of which 50 percent annually would be delivered through provincial instruments subject to Section E.
8. The new investments by Canada will only be made available with the conclusion and signing of this agreement and will be utilized in a joint and collaborative way that supports current and emerging labour market priorities, and ensures the flexibility needed to shift resources over time and that are able to address joint priorities that are beyond the scope or ability of what either government can do at present.
9. Canada and Saskatchewan agree that the funds provided under this Agreement will only be used in accordance with the areas of investments outlined in Annexes A and B of this Agreement to support the priority areas for investment outlined in the Annual Plan, which is attached hereto, as Annex C, and forms part of this Agreement.

C. STRATEGIC PLANNING AND COLLABORATION

10. Canada and Saskatchewan agree to establish a Canada-Saskatchewan Strategic Planning Committee in accordance with this Agreement to oversee the effective administration of this Agreement and to ensure ongoing cooperation and

coordination while respecting the roles and responsibilities of both parties in achieving labour market objectives and in responding to future priorities.

11. The Strategic Planning Committee will be co-chaired by an Assistant Deputy Minister from both the Saskatchewan's Department of Learning and Human Resources and Skills Development Canada. Service Canada, Saskatchewan Department of Community Resources and Employment will also be represented on the Committee, with representatives from other agencies, departments or ministries invited to participate in Committee meetings as deemed appropriate.
12. The Strategic Planning Committee will be expected to:
 - (a) develop and adjust as needed investment profiles set out in Annex B for each agreed-to priority set out in Annex A with changes in priorities, or funding levels for each, requiring mutual agreement;
 - (b) consult on an Annual Plan (which will include the planning elements set out below and expected outcomes and results as developed through the joint accountability framework set out in Section D) developed by both governments on how the priorities would be addressed through respective federal and provincial programs and services, and investments;
 - (c) communicate joint priorities and the Annual Plan, including expected outcomes, to local federal and provincial offices to guide the development of local program planning;
 - (d) ensure effective ongoing communication between Canada and Saskatchewan on activities undertaken by either government in support of the joint province-wide planning framework, in particular related to planning under labour market programming supported under the Canada-Saskatchewan Labour Market Development Agreement;
 - (e) ensure that the Accountability Framework set out in Section D is developed, implemented and adhered to;
 - (f) resolve disputes that may arise between the parties;
 - (g) evaluate effectiveness of current activities funded under this agreement and in this context, include local stakeholders, including training institutions, community groups, employers and unions, as appropriate;
 - (h) seek input from key stakeholders on the operation of this agreement (including such groups as employers, training institutions, service providers, labour organizations, voluntary sector, Aboriginal peoples, French language communities and other interested stakeholders); and
 - (i) maintaining linkages with the Management Committee under the Canada-Saskatchewan Labour Market Development Agreement to ensure an integrated approach to labour market programming covered under this Agreement.
13. Decisions of the Strategic Planning Committee will be taken by consensus. Unresolved issues will be referred to Deputy Ministers and then to Ministers if after a reasonable time for discussion agreement cannot be reached on an issue.

14. Canada and Saskatchewan agree to contribute to the Annual Plan for each of the fiscal years of this Agreement for the use of funding under this agreement, which:

- (a) Identifies specific priorities and activities for investment;
- (b) Identifies measurable targets for tracking progress in relation to objectives of this Agreement;
- (c) Demonstrates that funding contributions will be incremental and will not displace existing provincial or federal spending;
- (d) Identifies how both parties plan to address the labour market needs of the residents Saskatchewan and employers;
- (e) may be amended in a manner consistent with the spirit and intent of this Agreement if deemed necessary by Canada or Saskatchewan to reflect significant shifts in approach necessitated by changing circumstances or priorities within any fiscal year; and
- (f) Canada's payments to Saskatchewan for each fiscal year are conditional upon the public release of a summary of the Annual Plan that sets out the priorities for investment and the outcomes to be achieved.

15. Canada and Saskatchewan agree to coordinate data collection and analysis and increase the sharing of information to assist in strategic planning and program development based on a common understanding of the labour market. Information sharing could assist in identifying priority clients for service and in supporting integrity across government programs.

16. Canada and Saskatchewan are committed to ensuring the necessary flexibility of strategic planning mechanisms, including involvement of relevant departments/ministries as appropriate, to ensure that joint planning mechanisms are able to accommodate and respond to sectoral/regional and client-centered priorities that are beyond existing programs, for example, the integration of recent immigrants.

17. Canada and Saskatchewan agree to develop and implement a more coordinated approach to labour market information services and products to assist clients and employers and to address the identified priorities set out in Annex A.

18. Any new delivery arrangements worked out by the parties will be set out in one or more subsidiary agreements to this Agreement to be entered into between the parties. In developing new service delivery arrangements, Canada and Saskatchewan agree that services delivered jointly to the French-speaking minority language community shall meet the requirements of Canada's *Official Languages Act*.

D. ACCOUNTABILITY FRAMEWORK

19. Within the terms of this agreement, Canada and Saskatchewan agree that reporting and evaluation activities are crucial to assessing progress towards enhanced program effectiveness and achieving desired outcomes. In support of this, Canada

and Saskatchewan agree to develop an Accountability Framework in relation to the new investments that will be based on the following shared principles:

- (a) the need for clear public policy objectives, performance expectations and measures that are comparable and jointly developed;
- (b) the importance of effective accountability mechanisms to the achievement of results;
- (c) commitment to transparency and public reporting to their residents on the progress and performance of their programs and policies; and
- (d) partnership approach to setting of performance expectations, undertaking of performance measurement and undertaking of program evaluations.

20. In order to establish performance expectations, Canada and Saskatchewan agree to:

- (a) jointly define a set of measurable performance indicators and validate them before agreement on them is in place; and
- (b) establish a process of joint annual target-setting and periodical reviews and adjustments.

21. Canada and Saskatchewan agree to develop comparable program indicators for labour market programs and services delivered by both governments and covered by this Agreement.

22. Canada and Saskatchewan agree that monitoring and assessment will be part of the performance evaluation framework to support ongoing program monitoring, periodic in-depth evaluation and research activities around short, medium and long-term results; and to adjust programs as required in response to ongoing monitoring and assessment.

23. Subject to Section 25, Canada and Saskatchewan agree to share information and data on activities related to labour market activities and individual clients as it relates to short, medium and long-term results to support program monitoring and assessment and to contribute to periodic evaluations, research and reporting. The details around information and data sharing will be set out in an Information and Data Sharing Agreement to be negotiated between the parties.

24. Canada and Saskatchewan agree that each may use, publish, distribute and allow use of the information, data, analysis tools and other products generated by the work in relation to measurement of results, evaluation, financial audit and control.

25. Any collection, use, disclosure, retention or disposal of personal information is subject to each party's laws and regulations governing privacy and the disclosure of personal information.

E. PROGRAM DELIVERY AND INSTRUMENT CHOICE

26. Canada and Saskatchewan agree that addressing the priorities as set out in Annex A must be a shared endeavour.

27. In this regard, Canada agrees that with respect to the initiatives in the priority areas set out in the Annual Plan, Canada will, subject to

- i. obtaining any required approval of Canada's Treasury Board,
- ii. adherence to the requirement of the Treasury Board Policy on Transfer Payments, and
- iii. the appropriation of funds by Parliament for the fiscal year in question, provide funding to Saskatchewan each year up to the amount set out in Annex B for that year to support those initiatives. This funding will also be subject to a formal written agreement that will specify the terms and conditions of the funding, including terms and conditions relating to delivery instruments, accountabilities, results, reporting requirements and other standard requirements of such agreements.

28. Canada will make advance payments of its annual contribution toward the costs incurred by Saskatchewan under this Agreement. The advances will be made on a monthly basis and will be based on a forecast of monthly cash flow requirements furnished by Saskatchewan. Saskatchewan agrees to update the forecast on a quarterly basis.

29. Starting with the 2006-07 fiscal year, the advance payment for the months of November to March of each fiscal year are subject to the public release of the summary of the Annual Plan.

30. In this regard Canada agrees, as set out in Annex B, to provide to Saskatchewan through Contribution Agreements funding under this agreement. These Contribution Agreements will specify delivery instruments, accountabilities, results, reporting and other standard requirements of such agreements and will be reflective of the Annual Plan, which will be appended as Annex C to this Agreement.

F. VISIBILITY AND PUBLIC INFORMATION SHARING

31. Canada and Saskatchewan agree on the importance of ensuring that the public is informed of their respective roles and, in particular, the financial contribution of Canada and the responsibility of Saskatchewan with regard to the administration of Saskatchewan programs and services under this Agreement.

32. The Financial contribution of Canada and Saskatchewan to jointly funded programs and services will be acknowledged in any public information about programs and service.

33. Canada and Saskatchewan agree to cooperate in planning and executing announcements, ceremonies, celebrations, and releases of reports to allow representatives of Canada and Saskatchewan to clearly articulate the role of each government in supporting Saskatchewan program and services.
34. Canada and Saskatchewan agree to develop joint information products on Saskatchewan program and services at times to be mutually agreed but at least annually.

G. DURATION AND REVIEW

35. Canada and Saskatchewan agree that this Agreement will be subject to a three year review to enable adjustments to programs and services as appropriate to ensure that emerging trends are addressed, that priorities are respected, and that innovations and continuous improvements are incorporated.
36. This Agreement will be in effect for six fiscal years from the date of signing and may be extended for a finite period with the mutual agreement of both parties.
37. The Agreement may be amended at any time by the mutual consent of the parties. To be valid, any amendment must be signed in the case of Canada by the Minister of Human Resources and Skills Development, and in the case on Saskatchewan, by the Minister of Learning.

ANNEX A:
PRIORITIES FOR NEW FEDERAL INVESTMENTS

As set out in Section B, Canada and Saskatchewan agree to the following joint priorities, in the areas identified below, for new federal investments in labour market development in Saskatchewan:

- Expand and enhance Apprenticeship
- Labour Market Integration of recent Immigrants
- Literacy and Essential Skills
- Workplace Skills Development (e.g. incentives for upgrading skills of existing workers)
- Aboriginal Canadians
- Assistance to others facing labour market barriers (e.g., older workers and others who are displaced, persons with disabilities).

EXPAND AND ENHANCE APPRENTICESHIP

- Enhancing and expanding access to apprenticeship:
 - Explore innovative ways of improving retention and completion of apprenticeships
- Removing Barriers to Apprenticeship: Increase employer participation; explore innovative ways to support under-represented groups, such as Aboriginal persons and recent immigrants, in the apprenticeship system.
- Fostering high-quality learning: Support provincial capacity for delivery of apprenticeship training to respond to critical skill shortages.
- Enhancing mobility: Work with other jurisdictions through the Red Seal program, expand current efforts to increase mobility and coherence of apprenticeship systems - common core curriculum standards, language benchmarks and essential skills. Improve mobility for apprentices during their in-class training.
- Fostering a client-focused delivery of supports: Ensure a coherent suite of labour market programs and services that provide skills upgrading, basic training, employment services, and incentives for potential apprentices, apprentices, and journeypersons.

Desired Outcomes:

- Increased capacity to respond to skill shortages.
- Increased participation of Aboriginal People and Immigrants in apprenticeship training
- Increased completion of apprenticeship training

LABOUR MARKET INTEGRATION OF RECENT IMMIGRANTS

- Providing better information:
 - Develop labour market information including occupation requirements in a given jurisdiction available prior to arrival
- Improved access to relevant employment opportunities
 - Strengthen capacity to provide appropriate service for immigrants including assessment, occupation specific language skills, workplace based essential skills, Create better integration and filling service gaps within immigrant services in areas such as assessment of language skills, credentials, and prior work experience to determine job-readiness, CV preparation, job search, interview techniques, ongoing counseling during work experience, etc. Ensure greater co-ordination with Immigration Canada (CIC) on program initiatives.
- Expanding Bridge to Work Programs
 - Expand existing and create new bridge to work opportunities including gap training work placements, mentoring, self-employment support and skills upgrading

Desired Outcomes:

- Better quality occupation information for clients
- Better integrated services for immigrants
- Increased support to improve labour market attachment and earnings for recent immigrants
- Removing barriers to relevant employment

LITERACY AND ESSENTIAL SKILLS

- Improved strategies for those with low literacy and essential skills Develop new tools to address literacy and essential skills.
- Fostering labour market efficiency and effectiveness: Develop strategies to support literacy and essential skills required by the workplace, innovative ways to expand access to academic upgrading and trade-specific literacy and numeracy training.
- Increased participation in literacy/essential skills for youth at risk, Aboriginal Canadians, families, low income earners and others facing barriers to full labour market participation

Desired Outcomes:

- Better tools to address literacy and essential skills acquisition

- Increased community and workplace capacity to address literacy and essential skills needs
- More individuals qualified to participate in postsecondary education and training, such as apprenticeship.

ABORIGINAL PEOPLES

- Improved Labour Market Participation for Aboriginal Saskatchewan Residents through targeted strategies such as skills training, job experience
- Partnerships and Coordination with AHRDA holders and other Aboriginal stakeholders including Aboriginal training institutions in the design and delivery of culturally appropriate training initiatives including community based training options and strategies targeted to urban environments.
- Supporting Aboriginal Literacy and Essential Skills through literacy and essential skills programs, assessment tools, PLAR that are culturally sensitive and relevant.
- Developing initiatives to enable more Aboriginal people in Saskatchewan to take advantage of economic development opportunities in and around their communities.

Desired Outcomes:

- Improved labour market outcomes for Aboriginal people
- More effective and efficient delivery tools

WORKPLACE SKILLS DEVELOPMENT

- Better incentives for employers to upgrade skills of existing workers through new partnerships with employers, employer associations and unions, including SMEs.
- Better information, outreach and material for employers in support of workplace training, including skills assessment tests, competency- models and strategies to recruit and retain workers.
- Using existing and creating new partnerships between employers, and other stakeholders with a focus on sectoral strategies to lever investments of employers and facilitate the development of workplace
- Establish opportunities for SMEs to develop tools and share best practices to address emerging workplace pressures and opportunities.
- Increased use of distance education and E-learning to support workplace skills development.

- Desired Outcomes:
 - Improved career decision making by individuals
 - Increased skills investments leveraged from employers and workers
 - Increased awareness of the need to better address the skills of existing workforce

ASSISTANCE TO OTHERS FACING LABOUR MARKET BARRIERS

Increase workforce participation of groups facing barriers in the labour market including low income earners, youth at risk persons with disabilities and older workers through facilitating transitions to work through programs and services such as, training, work experience ,skills development grants, mentorships and internships and providing supports and incentives to SMEs in integrating and retaining under-represented groups in the workplace

- Desired Outcomes:
 - Increased labour market participation of those with barriers

**ANNEX B:
LEVEL OF NEW FEDERAL INVESTMENTS BY PRIORITY**

Canada and Saskatchewan agree to the following allocations for planning purposes for the six priority areas set out in Annex A for the fiscal years 2005-06 to 2010-11. These allocations may be adjusted within a fiscal year between priorities as a result of the finalization of the Annual Plan each year.

Proposed Use of Saskatchewan Instruments

PRIORITY AREAS (000s)	05-06	06-07	07-08	08-09	09-10	10-11	Six year total	Notional %
Apprenticeship		250	350	1000	1000.1	1000.1	3600.3	3
Immigrants		250	350	1250.1	1250.1	1250.1	4350.4	4
Literacy and Essential Skills		3000.2	3400	3750.2	3750.5	3750.5	17651.3	16.5
Workplace Skills Development		1170.1	1300	1850.1	1900.2	1900.2	8120.5	7.5
Aboriginal Canadians	1179	2700.2	3181	4533.1	4650.6	4650.6	20894.5	19.0
Others facing barriers								
TOTAL (\$000)	1179	7370.5	8581	12383.5	12551.5	12551.5	54617	50

Proposed Use of Federal Instruments

PRIORITY AREAS	05-06	06-07	07-08	08-09	09-10	10-11	Six year total	Notional %
Apprenticeship		368.5	429.1	619.2	627.6	627.6	2672	2.5
Immigrants		737.1	858.1	1238.3	1255.1	1255.1	5343.7	5
Literacy and Essential Skills		737.1	858.1	1238.3	1255.1	1255.1	5343.7	5
Workplace Skills Development		1474.1	1716.1	2476.7	2510.3	2510.3	10687.5	10
Aboriginal Canadians	1179	3685.2	4290.5	6191.8	6275.8	6275.8	27898.1	25
Others facing barriers		368.5	429.1	619.2	627.6	627.6	2672	2.5
TOTAL(\$000)	1179	7370.5	8581	12383.5	12551.5	12551.5	54617	50

Total New Federal Investment Available

PRIORITY AREAS	05-06	06-07	07-08	08-09	09-10	10-11	Notional %	Six year total
TOTAL (\$000)	2,358	14,741	17,162	24,767	25,103	25,103		109,234

Administrative resources to deliver program and services in support of priorities are included in above-noted figures.

Note: Numbers may not add up due to rounding.

ANNEX C
ANNUAL PLAN