

**STUDENT INVESTMENT AND OPPORTUNITY  
CORPORATION**

**ACTIVITY PLAN**

**FISCAL YEAR  
2007/08**

# CHAIRPERSON'S MESSAGE

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March 30, 2007

Hon. Shawn Skinner, Minister  
Department of Human Resources, Labour and Employment  
P. O. Box 8700  
St. John's, NL A1B 4J6

Dear Minister Skinner:

The Student Investment and Opportunity Corporation, in accordance with the *Transparency and Accountability Act*, is considered a category 3 government entity and therefore is required to submit an Activity Plan.

For the current reporting period this Activity Plan will cover one year (i.e., 2007-08). Upon conclusion, a three year Activity Plan will be required which will cover the next reporting period.

The Board of Directors has developed the enclosed Activity Plan for 2007-08 and in cooperation with Department of Human Resources, Labour and Employment take full responsibility for ensuring the goals of the plan are achieved.

The goals established by this Activity Plan are consistent with those of the Department of Human Resources, Labour and Employment and government.

Sincerely,



Brenda Caul, Deputy Minister  
Chair

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# 1.0 OVERVIEW

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## **Background:**

The Newfoundland and Labrador Student Investment and Opportunity Corporation (SIOC) was established in March 2001 to facilitate the funding and management of existing youth programs and to identify key areas where government support is required.

Programming includes long-standing programs that offer career development opportunities to youth, such as the Student Work and Services Program and the Graduate Employment Program. Many programs include tuition vouchers as an incentive for participation, which help address financial issues associated with attending post-secondary education. For example, the Tutoring Work Experience Program provides opportunities for post-secondary students to accumulate tuition voucher credits that will assist them in the coming year to pay for a portion of their educational related costs.

The SIOC also provides funding through the Grants to Youth-Serving Organizations program and supports a broad range of youth-related activities.

## **Board of Directors – 31 March 2007**

The SIOC reports to the Minister of Human Resources, Labour and Employment and is administered by a Board of Directors. The SIOC directly supports administration as is required to oversee the operations of the board. As well, the Assistant Deputy Minister, Income, Employment and Youth Services, of the Department of Human Resources, Labour and Employment is responsible for the coordination of the activity of staff and advises the Board on relevant issues.

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|----------------------|--|
| <b>Chairperson -</b> | Brenda Caul, Deputy Minister<br>Department of Human Resources, Labour and Employment                                   |
| <b>Director -</b>    | Terry Paddon, Deputy Minister<br>Department of Finance   |
| <b>Director -</b>    | Rebecca Roome, Deputy Minister<br>Department of Education  |
| <b>Director -</b>    | Don Keats, Deputy Minister<br>Department of Health and Community Services  |
| <b>Treasurer -</b>   | Ronald Williams, Comptroller General<br>Treasury Board   |
| <b>Secretary -</b>   | Denise Tubrett, Assistant Deputy Minister (Corporate Services)<br>Department of Human Resources, Labour and Employment |

## **Financial Overview**

The SIOC receives its funding through an annual allocation from the province's budget. For fiscal year 2006-07, the SIOC received \$6.474 million. Funding commitments and expenditures are reflected in the Corporation's annual audited financial statements.

## **Contact Information**

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## **2.0 MANDATE**

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The four main objectives of the Corporation are:

1. To strategically support young people in their pursuit of post-secondary education and/or employment opportunities by providing financial resources to successful existing initiatives and to identify new requirements.
2. To complement the province's student debt reduction strategies.
3. To act as a coordinating agency with respect to student employment programs, enhanced career opportunities and priority youth-related programs and services within line departments.
4. To particularly focus on youth in rural areas of Newfoundland and Labrador.

## 3.0 LINES OF BUSINESS

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The lines of key program areas for the Student Investment and Opportunity Corporation are listed below:

### *(i) Student Employment Programs:*

SIOC supports the Department of Human Resources, Labour and Employment in its delivery of student employment programs within its network of offices throughout the province. The SIOC also partners with the Community Services Council and the Community Youth Network to deliver specific student employment programming. Programming generally includes wage subsidies and tuition vouchers. The following programs are funded under this area:

- Student Work and Service Program (Paid, Community Services, and Year-Round Components)
- Student Employment Program (Levels I, II & III)
- Summer Student Support Program

### *(ii) Graduate Employment Program:*

The Graduate Employment Program is funded through the SIOC and is delivered in a network of offices. Many new graduates have difficulty landing their first job after graduation, due mainly to a lack of experience. The Graduate Employment Program provides a \$10,000 wage subsidy to employers who are willing to hire recent graduates to gain much needed experience. This program allows the province to retain these graduates and businesses to benefit from their expertise.

### *(iii) Secondary and Post-Secondary Employment Programs:*

Supporting students attending high school is a major focal point of programs funded through the SIOC. Programs designed to offer tutoring services for high school students facing academic challenges increases the chance of these students completing high school. These same programs provide much needed employment opportunities for students who want to be tutors and enables these students to save for their future education. Without these services, many students would not be able to afford private tutoring, which could impact on the likelihood of graduation.

The SIOC also supports post-secondary institutions by offering a variety of initiatives. From support in the form of wage subsidies for co-operative education students, support for rural work placements in a number of disciplines and offering employment opportunities to students experiencing financial barriers, the SIOC continues to invest in the future of the province. Without these programming initiatives, many students would not be able to complete their programs due to financial constraints.

The following is a list of these funded programs:

- Student Work and Service Program - Memorial University and College of the North Atlantic (Regular and Above and Beyond Components)
- Small Enterprise Co-op Placement Assistance Program (SECPAP) - Memorial University/College of the North Atlantic
- Social Work Recruitment Initiative
- Rural Practice Placements - Medical Students
- Faculty of Education Professional Practice Seminar and School Placement Program
- Marine Institute Co-op Program
- Marine Camps
- Tutoring Work Experience Program
- IT-Tutoring for Tuition Program

***Grants to Youth-Serving Organizations:***

SIOC funding is also utilized to support a number of youth-serving organizations to assist with the delivery of programs and services for youth which focus on a number of vital areas of youth development, including career development, employment, leadership and education. Services range from career fairs to employment and youth leadership initiatives such as the Newfoundland and Labrador Conservation Corporation and the Youth Advisory Committee.

## **4.0 VALUES**

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The Student Investment and Opportunity Corporation follows the stated values of the Department of Human Resources, Labour and Employment.

### **Respect**

Employees treat the public and other employees with courtesy and tolerance and make the workplace a productive and healthy environment. Employees are committed to making the experience of dealing with government as congenial, satisfying and helpful as possible.

### **Self-reliance**

Employees support people to gain maximum independence and contribute to their own well-being and the well-being of their families and communities.

### **Fairness**

Employees treat all members of the public and other employees fairly and seek solutions based on each person's needs and abilities.

**Confidentiality**

Employees are committed to ensuring that sensitive information is held in confidence, is shared only with those who need to know and is treated with care and responsibility in order to protect people's privacy.

**Inclusion**

Employees support clients and other employees to participate in the decisions that affect them. Employees are committed to dialogue and consultation with the public. Within their capacities, citizens have a right and a responsibility to participate in the economic and social life of their communities.

**Partnership**

Employees are committed to building strong networks with counterparts in other departments, government and community agencies. Employees engage partners to ensure that appropriate supports are developed and delivered.

**Plain Language**

Employees use clear and simple language to provide clients and other employees with the information they need about programs, policies, decision-making processes and appeals.

## **5.0 PRIMARY CLIENTS**

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Funding for the Student Investment and Opportunity Corporation supports programs that serve youth from all segments of society. The provision of services and programs to this population is coordinated through HRLE offices and a variety of community groups that focus on youth or include youth in their mandates. Youth are defined as generally less than 30 years of age.



## 6.0 VISION

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The Student Investment and Opportunity Corporation funding supports the vision of the Department of Human Resources, Labour and Employment:

*Newfoundland and Labrador will have a diverse, self-reliant population with minimal dependency on Income Support and a labour market supply that meets the economic development requirements of the province.*

## 7.0 MISSION

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The Student Investment and Opportunity Corporation supports the mission of the Department of Human Resources, Labour and Employment:

*By 2011 the Department of Human Resources, Labour and Employment will have enhanced supports and services to better assist people, particularly youth, to enter the labour market and reduce dependency on Income Support.*

Measure 1: ENHANCED SUPPORTS AND SERVICES TO BETTER ASSIST PEOPLE TO ENTER THE LABOUR MARKET

Indicators:

- Number of clients supported to enhance their employability
- Number of reports and products providing provincial labour market information
- Client satisfaction

Measure 2: REDUCED DEPENDENCY ON INCOME SUPPORT

Indicators:

- Proportion of the population of the province receiving Income Support
- Number of Income Support clients available for employment

The Student Investment and Opportunity Corporation supports this mission by specifically addressing the following:

- Support to young people in pursuit of post-secondary education and employment through a range of projects.
- Assist youth eligible for income support in accessing programs.

## 8.0 ISSUES

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**Issue 1:** Ensure SIOC funded programs are meeting intended outcomes.

Evaluating programming is an important aspect of future planning. Ensuring SIOC funded programs are meeting intended outcomes will help guide decisions and directions for the future.

**Goal 1:** By 2008, the Student Investment and Opportunity Corporation will have undertaken an evaluation of selected programs supported by the Corporation.

**Measure:** Undertake an evaluation of selected programs by an outside, independent agency.

**Indicators:**

- The evaluation report is submitted.

## 9.0 APPENDIX A: STRATEGIC DIRECTIONS

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### Strategic Directions

Strategic directions are the articulation of the desired physical, social or economic outcomes and normally require action by more than one government entity. The *Transparency and Accountability Act* requires departments and public bodies to take into account these strategic directions in the preparation of their performance-based plans.

As is reflected in the Department of Human Resources, Labour and Employment's strategic plan for 2006-07 and 2007-08, the strategic directions of self-reliance, poverty and labour market development are the responsibility of its Minister. The corresponding components of these strategic directions that are applicable to the SIOC are listed below.

### **SELF-RELIANCE**

Outcome Statement: Reduced dependency on Income Support. This outcome supports a policy direction of government and requires systemic intervention in the areas of:

1. Labour market attachment
2. Financial supports
3. Social supports
4. Youth
5. Non-traditional labour pools, including women, immigrants and persons with disabilities

SIOC funding supports initiatives aimed at youth in their pursuit of post-secondary education and/or employment opportunities. It follows that this SIOC activity plan contains relevant direction relating to the above five components. The SIOC contributes to these strategic directions along with other areas of the Department of Human Resources, Labour and Employment.