An Integrated Labour Market Approach for Nova Scotia
A New Focus on Workforce Development

Why Now?
Demographics

- Aging & declining population
- Declining birth/death ratio
- Downward trend in working-age population
- Migration is important

Nova Scotia Population Projections
Core Working-Age (25-64)
## Literacy/essential skills

More than 240,000 residents of Nova Scotia have prose literacy scores below level 3.

### Characteristics of people at Levels 1 and 2 (population 16-65)

<table>
<thead>
<tr>
<th>Level 1</th>
<th>Level 2</th>
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<tbody>
<tr>
<td>• 75,000</td>
<td>• 168,000</td>
</tr>
<tr>
<td>• 56% male and 42% female</td>
<td>• 50% male and 50% female</td>
</tr>
<tr>
<td>• 47% were employed</td>
<td>• 58% were employed</td>
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<tr>
<td>• 14% were unemployed</td>
<td>• 13% were unemployed</td>
</tr>
<tr>
<td>• 39% not in labour force</td>
<td>• 29% not in labour force</td>
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<tr>
<td>• 67% less than high school</td>
<td>• 38% less than high school</td>
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Source: IALSS, 2003
Changing Nature of Work

Business using new technologies and processes

New kinds of business moving to province

New rules, regulations and societal norms

New worker attitudes and behaviours (older/younger)
What are the steps?

• Creation of a new department (Labour and Workforce Development) brings a stronger perspective to labour market issues

• Taking a broad horizontal view of labour market issues within the provincial government – an Integrated Labour Market Strategy
  – Co-operation across departments and stakeholders remains critical, whether further organizational change happens or not

• Development of new tools (LMA/LMDA) to compliment existing supports brings new client options
Update

• LMA/LMDA signed on June 13
• LMA funding for six years will flow this year
• LMDA funding, largely for existing Part II EI programming
  – Transfer of responsibility to the province on July 1, 2009
• LMA/LMDA worth $½ billion over 6 years
Labour Market Agreement

• In addition to employed people with low skills, LMA funding will focus on non-EI unemployed people from groups with low labour market participation:
  • Aboriginal people
  • African Nova Scotians
  • immigrants
  • new entrants and re-entrants
  • older workers
  • persons with disabilities
  • social assistance recipients
  • unemployed individuals previously self employed
  • youth
LMA Programs

Eligible programs

• skills training, ranging from training in basic skills, such as literacy and numeracy, to occupational skills training;

• on-the-job training and workplace-based skills upgrading;

• group interventions and job readiness assistance;

• wage subsidies and earning supplementation;

• employment counseling and services; and

• labour market connection, such as services to facilitate matching supply and demand and services that promote and enhance labour market efficiency.
LMA Implementation

• Interdepartmental working group is developing interim LMA strategies for fiscal 08/09

• Priority investments being considered inclusive of recent consultations, reports, recommendations, committees and working groups

• First-year emphasis will be on investments that will have an immediate impact, given the priority of a partial roll-out year
LMA Planning

• Going forward into 08/09 and beyond, there will be a greater direct role for community-based organizations in LMA planning and implementation
  – Consultation on:
    • issues and priorities
    • decision-making factors
    • messaging for clients
LMDA

- Effective July 1, 2009 Nova Scotia will become responsible for the delivery of EI based employment programming
- Employment Benefits and Support Measures under part II of the EI Act
  - Skill Development
  - Targeted Wage Subsidy
  - Job Creation Partnership
  - Self Employment Benefit
  - Employment Assistance Services
  - Labour Market Partnerships
  - Research and Innovation
LMDA

- Significant Federal/Provincial relationships until July 2009
  - Negotiation of Employee Transfer Agreement & associated HR management
  - Transition for existing program activity
  - IT system development for both interim and long-term IT solutions
  - Privacy, legal issues, and financial issues to be clarified
  - Significant multi-stakeholder communications agenda
What LMDA Means to Clients and Organizations

• Existing contracts will run until their scheduled end date
  – Community-based organizations will continue to be evaluated on how well they fulfill their agreements and goals

• Until July 2009, Service Canada can renew existing agreements for up to two years
  – Promotes a smooth transition with minimal impact for clients
What LMDA Means to Organizations

• Developing a strong workforce continues to be a team effort in Nova Scotia – government, business, employees, clients, schools and community-based organizations

• Nova Scotia will continue to deliver employment programming through community based organizations

• Going forward, as the Province adapts to its greater responsibility for labour market development, it will work with partners to adjust programming appropriately
What Remains Unchanged

- Nova Scotia is committed to services in both official languages.
- Program services will continue to be delivered in the same communities, with no Service Canada staff physically moving to provincial offices until at least July 2009, and possibly afterwards.
- Service Canada will continue to administer income support provided under Part I of the EI Act, even after devolution.
What Will Change

• Labour and Workforce Development will be primary point of contact for sponsors and proponents

• Programming will be more aligned with provincial priorities (literacy, apprenticeship, immigration, social assistance, etc.)

• Some Service Canada staff will transfer to LWD after July 2009

• Over time, the Province could review and adjust programming and service delivery
Time Line

• June 13 – LMA/LMDA signing
• Now to July 2009 – LMDA Transition planning
• Now to July 2010 – Transformation planning
• July 2008 – Technology RFP
• Summer 2008 – LMA Plan
• Fall 2008 – LMA implementation
• July 2009 – Province assumes LMDA
• Early 2010 – New IT system in place
Technology

• Will use existing Service Canada technology in the short term but must develop our own long-term solution

• Desire is to have a system that will meet the province’s reporting obligations yet provide a workable, easy-to-use process for agencies and clients

• IT Request for Proposals issued in July, assessment completed, contracting expected soon
Transition Team

• Labour Market Transition Office established

• Temporary structure (12 – 18 months) to provide extra capacity to assist with transition and program design
  • Implementation/delivery structures TBD

• Assist with coordination, project management, policy and program design, and communication
Transition team

- Jeff Conrad – TPB – Senior Executive Lead
- Kevin Hall – DCS – Director IT
- Anne Partridge – LWD – Corporate Strategist
- Sandy Graves – DCS – Corporate Strategist
- Keith Messenger – LWD – Director Labour Market Secretariat
- Kevin Finch – CNS – Communications Officer
- Bobbi Boudreau – LWD – Program Management Lead
- Mike Yeadon – SC – Program Advisor
- Lynn Bennett – LWD – Admin Support
- Lina Cheruiyot – LWD – MPA Intern