

Labour Market Agreement Annual Implementation Plan 2008 - 2009 Province of Nova Scotia

Introduction and Context

The 2008 - 2009 Annual Implementation Plan lays out the strategic investments planned by the Province of Nova Scotia under the Canada Nova Scotia Labour Market Agreement (LMA). The plan provides an overview of current labour market challenges in Nova Scotia; a description of the eligible clients who will benefit from priority services; a description of the priority areas for programming and the intended objectives. It also identifies eligible programs, describes planned activities and projected expenditures for the year, and the expected results for the planned activities.

The implementation plan for the LMA is guided by the vision put forward in the *New Nova Scotia, a Path to 2020* document.¹ The New Nova Scotia vision leading to 2020 is supported by *Opportunities for Sustainable Prosperity* economic plan and *Weaving the Threads: A Lasting Social Framework* social plan. The five priorities of the New Nova Scotia vision have a strong focus on building a skilled workforce. This focus is further reflected in the business plans, reports and strategies of several departments, including the Skills Nova Scotia Framework and recommendations from the report of the Poverty Reduction Working Group.

A major focus of all the strategies and plans is that of building a skilled workforce. The vision, objectives and principles of the LMA support key government priorities outlined in the economic and social plans of Nova Scotia.

The LMA implementation plan provides a strategic process for Nova Scotia to target new investments to unemployed individuals, and to significantly improve the labour force participation of a number of currently under-represented populations within the province, while contributing to the achievement of the goals and priorities of both the economic and social prosperity frameworks.

Aboriginal People

As of May 2006, there are approximately 17,870 Aboriginal people in Nova Scotia of working age 15 years and over. Of those, 53.2% report being employed, which falls short of the general population (57.2%). The below average employment rate experienced by Aboriginals in Nova Scotia is largely the result of high unemployment, as opposed to low labour force participation. Low education and literacy are common predictors of poor labour market performance and 27% of Aboriginals in Nova Scotia (ages 20 to 64) have no formal degree, certificate or diploma.

¹Province of Nova Scotia website <http://www.gov.ns.ca/2020/>

People with Disabilities

A substantial number (103,730) of Nova Scotians aged 15-64 self-report living with a disability, which puts Nova Scotia top on the list of provinces/territories with respect to the incidence of disability (20%). Currently, those with a disability are less likely to be employed in Nova Scotia's labour market (46.7% versus 72.8% for those without a disability aged 15-64). The most commonly cited barriers to employment relate to the loss of some or all income, the loss of some or all additional supports and the perception the training would be inadequate.

Immigrants

As of 2006, an estimated 43,000 immigrants aged 15 years and older reside in Nova Scotia. However, many immigrants struggle to find employment and make use of their skills in occupations relevant to their training. These challenges are most prevalent for recent arrivals to the country regardless of their education level or age. The unemployment rate for immigrants arriving over 2001 to 2006 with a degree, certificate or diploma was 12.1%, compared to 6.7% for non-immigrants (ages 25-64). The issue is even more alarming when the earnings differential between recent immigrants and non-immigrants is considered (\$45,367 versus \$23,874 for recent immigrants with a University degree, aged 25-64).

African Nova Scotians

There are an estimated 13,730 African Nova Scotians of working age 15 years and over within the province. As of 2006, 55.7% of these individuals were employed, which is up considerably from 2001 (48.9%) and this has reduced the gap versus the general population from a difference of 6 percentage points to 1.5 percentage points. Despite the improvement in employment rates, there are still labour market development issues impacting the African Nova Scotian community that need to be further addressed, such as unemployment, low income incidence and educational attainment.

Acadian and Francophone Nova Scotians

There are almost 30,000 Francophone Nova Scotians (defined by a French mother tongue) of working age 15 years and over, however, over 100,000 Nova Scotians identify themselves as bilingual. This community experiences comparable labour market outcomes to the general population with respect to participation and unemployment, however, they are an older population and less likely to have a formal degree, certificate or diploma, leaving them vulnerable to the transitioning knowledge-based economy. Many barriers still exist preventing the Francophone community from accessing and utilizing labour market programs and resources to their full potential.

Older Workers

Older workers are a growing segment of the workforce due the aging of our population, yet many face unique and significant challenges preventing them from succeeding in today's labour market. The transition to a services-based, knowledge intensive economy has resulted in outdated skills and barriers to re-integration from both the employer and employee side. Older

workers who have been displaced due to industry restructuring or who may be entering the labour market for the first time require additional, often intensive, support.

Women

Females represent a significant share of Nova Scotia's labour force (49%) and their participation has been steadily increasing over the past several decades. However, their outcomes differ from their male counterparts in many regards. On average, females earn approximately 25% less than males regardless of their education level or age. Females with disabilities, visible minorities and lone-parents are segments of the female population that encounter significant challenges.

There is reason to believe a greater percentage of females are working in occupations not typically requiring their education level; in other words, their skills are being underemployed. For instance, females in Nova Scotia with a post-secondary education are 1.3 times as likely to work in occupations typically requiring only a high school diploma or no formal requirements.

43% of unemployed female job seekers did not have recent labour force attachment compared to 29% of unemployed male job seekers. These circumstances stress the need for targeted resources to enable females to make informed decisions and access a full range of career opportunities.

Social Assistance Recipients

Approximately 65% of those individuals involved with Employment Support Services and receiving income assistance are women. In a recent evaluation of services in Nova Scotia it was determined that 42% of those surveyed possessed four or more barriers to employment. The most common barrier was a low level of academic education, demonstrated by 78% of those surveyed. 63% had low job seeking skills, and 50% had other life situations that were barriers to employment.

The Nova Scotia Labour Market Agreement will target other segments of the population that have demonstrated a clear need for additional support including youth, new entrants and re-entrants into the labour market and unemployed individuals previously self-employed.

Literacy as a recurring barrier

Although educational attainment in Nova Scotia is comparable to the rest of Canada, there are notable differences. The share of Nova Scotia's population aged 25-64 with a post-secondary diploma, certificate or degree is just short of the national average (59.8% versus 60.3%). However, Nova Scotia has a higher share of its population without a high school diploma than the national average (16.3% versus 13.4% nationally). From a long-term perspective, educational attainment rates have been steadily improving in Nova Scotia and across Canada.

Those with a high level of educational attainment are more likely to be employed. For Nova Scotia, 82.2% of individuals, aged 25-64, with a university degree are employed, compared to only 50.2% for those with less than a high school diploma. The employment rates for Nova

Scotia fall short of the national average at all levels of educational attainment, especially at the below high school level (50.2% versus 57.3% nationally).

Objectives

In negotiating the Labour Market Agreement, these various policy documents and governmental objectives were an important framework for the discussions. As a result, the LMA has objectives that are congruent with the provincial priorities:

- To increase the participation of Canadians and immigrants in the workforce to meet current and future labour market requirements.
- To enhance the quality of skills development.
- To facilitate workforce mobility and provide the information necessary to make informed labour market choices.

Guiding Principles:

Funds available under the LMA are an investment opportunity for Nova Scotia. These funds represent an opportunity to begin to address barriers for clients who have few other options in accessing the labour market. Our guiding principles assist in making decisions on how to invest the LMA funding.

Investments will be based on input and evidence from both community and government, and will support the strategic direction of government.

Wherever possible, input from existing consultation with labour market stakeholders will be used to inform investment directions and decisions. A commitment to continued use of existing forums, and where necessary, the creation of new opportunities for additional consultation exists. Investments will address the economic and social goals of Nova Scotia.

Programs will be designed in a client centric approach and will improve services for Nova Scotians.

Program design will take a client centric approach by avoiding duplication, creating seamless connections between stakeholders, reducing administrative burden, and maximizing the percentage of program funds invested in direct client delivery. Attention will be paid to ensure access to a range of services geographically, and that wherever possible, improvements are made to the quality of existing programs and services.

Investments will build on existing capacity and assets within community and government.

Recognizing and relying on current strengths is the best way to achieve and sustain client success. Opportunity for innovation and new approaches is important, and those opportunities will build on existing networks and will lever existing resources in order to increase impacts and outcomes.

An inclusive approach to investments will be taken.

Investments will be labour market focused, but will not be solely restricted to any one segment of the population or client group, nor to any one program. Efforts will be made to invest funds in a way that begins to address a range of issues identified by both community and government, and which does not concentrate programming to any one geographic area or priority group.

Decisions and actions will be forward looking.

LMA funding is only assured for a 6 year period, and has constraints based on the program designs. Efforts will be made to balance needs and priorities while avoiding longer term negative impacts on clients and communities that could be caused when LMA funding ceases. Strategies and plans must be adaptable, and care must be taken to ensure that investments in one fiscal period do not remove all future flexibility.

Accountability for results must be shared.

Government commits to public reporting on LMA activities and outcomes. Funding to community based agencies will include a Service Level Agreement that includes accountabilities for both financial and client outcomes. Plans will include resources and strategies for requirements for regular public reporting, performance measurement, and evaluation.

Eligible Clients

The LMA will target service at unemployed Nova Scotians who are not EI eligible including;

- social assistance recipients
- immigrants
- people with disabilities
- older workers
- youth
- Aboriginal people
- African Nova Scotians
- new entrants and re-entrants
- unemployed individuals previously self employed
- Acadian and francophone Nova Scotians
- women

Nova Scotians who are currently employed but who have less than grade 12, no certificates, and/or low literacy and essential skills are also eligible.

Priority Areas for Programming**Client access and service provision****Objectives:**

To improve equity of access to clients regardless of income attachment.

To address system and program shortfalls associated with high demand areas.

To ensure integration of new programs and ability to support and measure client outcomes.

Labour Market Skills Development

Objective

To increase the essential and occupational skills capacities of individuals and the system to support better transition readiness for clients.

Workforce Attachment and Retention

Objective

To actively facilitate the attachment and retention of that attachment for labour market participants to workforce activity through employer associated engagement programs.

Workforce Development

Objective

To develop the skills of low-skilled workers already in the workforce, and the capacity of the workforce community to support those workers.

**Investment Plan by Priority Area
2008 – 2009**

Client Access and Service Provision			
Investments will be made in coordinating strategies and provision of labour market and business development programs and services required by Aboriginal peoples, African Nova Scotians, immigrants, people with disabilities, social assistance recipients, and low skilled employed Nova Scotians.			
Program Description	Activities	Stakeholders	Investment
Labour Market planning and overall coordination for priority client groups	Strategic coordination and navigation of labour market initiatives Overall program coordination	Labour Workforce Development ANSA Office of Aboriginal Affairs Office of Acadian Affairs	\$300,000
Business Development & Entrepreneurship Counseling for Immigrants	To provide business development and entrepreneurship Counseling for immigrant people considering self employment as a labour market attachment option.	Immigration Community based service providers	\$120,000
TOTAL			420,000

Labour Market Skills Development			
Investments will be made to enhance and expand literacy and essential skills programs; adult high school programming for off reserve Aboriginal people, immigrants; increase apprenticeship opportunities for priority groups; create targeted initiatives for older workers; increase access to community college programs for social assistance recipients, Acadian and Francophone Nova Scotians, and immigrants; and enhance profession specific English as a Second Language training opportunities for immigrants.			
Program Description	Activities	Stakeholders	Investment
Bridging to Apprenticeship	To expose target groups to trade specific career opportunities through the existing Apprenticeship system.	Department of Labour & Work Force Development	\$810,000
Targeted Initiatives for Older Workers	Provision of employment counseling services to older workers	Department of Labour & Work Force Development Community Based Agencies	\$612,300
Occupational Skills Training for Priority Clients	Educate to Work Skill Development and Bridging to Work Initiatives for Immigrants	Community Services, LWD, Immigration, training providers	\$775,000
Language Training Supports for Labour Market Participation	Labour Market Language Training English as a Second Language for Adults French Language Training ESL in the Workplace	Immigration, LWD, Community based delivery agents, training providers	\$646,000
Totals			\$2,843,300

Workforce Attachment and Retention			
Investments will be made in sector specific training that engages employers in the development and delivery of programs, including apprenticeship and employer specific training and placement. Employers and community groups will be invited to submit proposals for action in 2008-09 through increased funding to the Canada Nova Scotia Skills and Learning Framework, and investments in successful models such as One Journey Work & Learn will be made.			
Program Description	Activities	Stakeholders	Investment
Development of Transferable Work Skills	One Journey Work and Learn Youth Leadership Program: Experiential Learning for Youth Canada-Nova Scotia Skills and Learning Framework Call for Proposals Mentorships and Work Placements for Immigrants Adult Learning Program Employability Skills and On The Job Training	DCS LWD Immigration Community Based Agencies	\$1,890,890
Integrated Educational Certification and Workplace Experience	Nova Scotia School for Adult Learning Programming for Aboriginal Peoples LINK	LWD training providers	\$300,000
First Nation-Business Government Liaison Group	Creation of First Nation - Business - Government Liaison group focused on building employment partnerships between First Nations and private sector	Office of Aboriginal Affairs Aboriginal Community	\$50,000
Employer Adaptation Programs	Expansion of Workforce Participation Initiative for African Nova Scotians Expansion of Workforce Participation Initiative for Aboriginal Nova Scotians Employer of Choice	ANSA Office of Aboriginal Affairs LWD Employers	\$363,450
Totals			\$2,604,340

Workforce Development for Low Skilled Workers & Workforce Community			
Investments will be made in the expansion of mentorship opportunities for immigrants; technical and vocational supports to sustain employment of people with disabilities. Workplace education will be provided to low skilled people who are employed, including the provision of English as a Second Language in the workplace.			
Program Description	Activities	Stakeholders	Investment
Workplace Essential Skills	Provision of workplace essential skills to low skilled workers already in the workforce.	LWD, Business, Business Associations	\$360,000
Bridging Adult Learning Programs and Workplace Education	Create a model that aligns outcomes of workplace education programs to laddering within the adult high school diploma.	Department of Labour & Work Force Development Community Based Agencies	\$50,000
Supports for Persons with Disabilities	Provision of disability related goods and services for people with disabilities who are already employed but have challenges adapting to changes in the workplace due to disability.	Department of Community Services Disabled Persons Partnership Committees	\$600,000
Totals			\$1,010,000

Category	Total
Client Access	\$420,000
Skill Development	\$2,843,300
Workforce Attachment	\$2,604,340
Workforce Development	\$1,010,000
Total	\$6,877,640

The Province of Nova Scotia will work with Canada to re-profile the remaining \$7,081,360 in funding available for the 2008-09 agreement period, and are proposing an equal distribution of the re-profiled funding over each of the next three fiscal years.

APPENDIX A

Connection to Key Policies and Priorities

The LMA objectives and investment plan provide a vehicle to support the following provincial priorities embedded in government strategies and business plans:

Opportunities for Sustainable Prosperity:

- Engage our Black, Aboriginal, youth, immigrant and women populations in the economy
- Provide better labour market access and supports to Nova Scotians
- Strengthen Nova Scotia's system of lifelong learning opportunities
- Support agencies that work with historically disadvantaged communities

Weaving the Threads: A Lasting Social Framework:

- Lifelong Learning: All Nova Scotians have opportunities to gain useful skills, knowledge, and experience that contribute to their personal growth throughout their lives.
- Access, Inclusion: The talents and contributions of all Nova Scotians are recognized, valued, and celebrated—and all Nova Scotians have equitable access to opportunities to meet their full potential and contribute to our social prosperity.
- Citizenship Development, Engagement: All Nova Scotians have meaningful, relevant opportunities to contribute to their communities and to understand their shared responsibility for their individual and collective well-being.

Skills Nova Scotia Framework:

- Meet the skill needs of Nova Scotia's labour market
- Provide better labour market access and supports to Nova Scotians
- Strengthen Nova Scotia's system of lifelong learning opportunities

Poverty Reduction Working Group Report:

- Government departments and agencies must work collaboratively with multi-sectors to improve education and apprenticeship opportunities; and to ensure accessibility and affordability for all Nova Scotians.
- The Province must ensure equitable access to literacy, adult education and training for all Nova Scotians.
- In collaboration with community, the province must increase access and supports to a full spectrum of training and education from community-based training to post secondary education, with a particular focus on those with barriers.
- The Province must identify shortages in labour and link to skills training and invest in education that matches these labour opportunities.

Office of Aboriginal Affairs:

- Labour market development and skills training has been identified as a key priority of the Tripartite Forum. Nova Scotia will continue to work with the Mi'kmaq to identify collaborative approaches that support greater Mi'kmaq participation in the Nova Scotia labour force.
- With an expanding young, urban Aboriginal population, the Office will strive to further engage departments and agencies to better support the work of the Micmac Native Friendship Centre.

Department of Community Services

- Develop specific strategies designed to better support individuals having multiple barriers to employment.
- Increase the percentage of income assistance recipients with wage income.
- Increase employability among youth (16 - 24) receiving income assistance through the provision of employment services.

Office of Acadian Affairs/Conseil de développement économique de la Nouvelle-Écosse

- Ensure that the needs of the Acadian and francophone community are considered in government initiatives, programs, policies, and services.
- Support the Conseil de Développement Économique in its efforts to improve the economic well-being and the quality of life of Acadians and francophones in Nova Scotia.

Office of Immigration

- Fund enhanced language and employment focused settlement programs.
- Promote benefits of hiring immigrants to employers.
- Work with business, labour and other partners to address barriers to social and economic inclusion that prevent immigrants from finding meaningful work.
- Form strategic alliances with business, industry, labour and ethno-cultural organizations to better align recruitment efforts of the nominee program with labour market needs.
- Help to address credential recognition issues in specific occupations.
- Demonstrate to employers and communities how hiring and attracting immigrants can assist in meeting workforce and economic challenges.

Labour and Workforce Development

- Create innovative pathways and solutions in partnership with business, industry, labour, and education providers to remove barriers to access and increase participation in learning, particularly for Nova Scotians with low skills or education, high unemployment, and low income.
- Coordinate the collection, analysis, and dissemination of labour market information and career planning information to address the needs of our partners and stakeholders.
- Promote the value of cooperative and apprenticeship initiatives to employers and increase their knowledge of human resource planning as a required business practice.

APPENDIX B

Environmental Scan

Nova Scotia's workforce is being affected by significant demographic changes. According to the 2006 Census, Nova Scotia's population grew a modest 0.6% over the previous five-year period, compared to national growth of 5.4%. Factors such as a declining birth-to-death ratio and low growth in net migration played a role.

Between 2001 and 2006, the population under age 25 declined 6.5%. At the same time, the population ages 65 and over increased by an alarming 9.2%. With an increasing the rate of exit (retirements) and decreasing the rate of new entrants (declining youth population), the dynamics and conditions in the labour market and workplace will evolve.

For the third consecutive year, Nova Scotia has experienced a net loss of population to other regions in Canada (-2,401 in 2006/07). Alberta received 35% of out-migrants from Nova Scotia in 2006/07. This number has doubled since 2001/02.

In Nova Scotia in 2007, the labour market rebounded with growth in the labour force and full-time employment. Labour force growth was dominated by older worker entrants, as younger workers exited the labour force.

To some extent, these age-related labour force trends may correlate with interprovincial migration trends – in recent years, Nova Scotia has experienced a net loss of its younger population and a net gain of its older population to/from other regions. As the demographic profile of Nova Scotia changes, labour productivity and labour input will become increasingly important determinants of the province's future performance.

Labour productivity in Nova Scotia grew above the national average in 2006 at 1.4% (versus 1.0% nationally); however, the province's labour productivity remains at 16.5% below the national average (ranking third lowest among the provinces).

Growth in labour input is affected by factors such as the size of the working-age population, labour force participation, work intensity and human capital. Growth in labour input can be viewed in terms of quantity and quality. The first three factors primarily impact the quantity of labour input, whereas the latter impacts the quality. Given our aging population may limit future labour supply (in terms of quantity), education and training will play a vital role in improving the quality of an hour worked, supporting continued economic growth.

Employment in Nova Scotia grew a modest 1.3% in 2007 reaching 447,600, which is the strongest annual growth since 2004.

Nova Scotia has the second lowest labour force participation rate in Canada, next to Newfoundland and Labrador, at 63.7% in 2007.

After two consecutive annual declines, Nova Scotia's labour force rebounded in 2007 growing 1.4% to 486,700. Given working-age population growth in 2007 was almost nil (0.2%), the growth in the labour force appears to be the outcome of increased labour force participation. The labor force lost younger workers and gained older workers in 2007. Unfortunately, the data does not shed light on the motivations behind these trends.

The unemployment rate in Nova Scotia increased slightly in 2007 from 7.9% to 8.0%, reflecting stronger growth in the labour force relative to employment. From a long-term perspective, the unemployment rate in Nova Scotia is considerably lower than in previous decades, which is partly because the province is moving away from employment in highly seasonal industries such as agriculture and fishing. Nova Scotia's unemployment rate is the third highest in Canada at 8.0%, compared to a national rate of 6.0%

There is a clear trend toward a concentration of employment in services-producing industries both in Nova Scotia (80.3% in 2007) and at the national level (76.3% in 2007). Based on 30 years of data, employment in Nova Scotia has always been more concentrated in services-producing industries than the Canadian average, despite a strong history and livelihood in primary producing industries such as agriculture, forestry and fishing.

Despite unfavourable global economic conditions (e.g., a strong Canadian currency and weakening U.S. economy), employment in goods-producing industries rebounded by 2,500 (+2.9%) in Nova Scotia in 2007. Goods-producing employment at the national level slowed down in 2007 with growth of only 0.2%. In 2007, agriculture (+900), manufacturing (+2,300) and utilities (+100) drove the upward trend in goods employment, while forestry, fishing, mining, oil and gas (-500) and construction (-100) experienced slight declines (see Figure 17 on following page).

The impact of recent plant closures in non-durable goods manufacturing in Nova Scotia in mid-to-late 2007 will only partially affect the annual employment number; the full impact of the losses will be more evident in 2008 data. In addition, Nova Scotia saw annual growth in employment in plastics and rubber products and electrical equipment and component manufacturing.

Growth in employment in the services-producing sector in 2007 was moderate at 0.9% (+3,200), which fell far short of the national average service sector growth of 3.0%. In Nova Scotia, the growth was dominated by industries such as educational services (+1,600), health care and social assistance (+2,400), information, culture and recreation (+3,200) and finance, insurance, real estate and leasing (+900). Service industry losses were observed in trade (-1,200), business, building and other support services (-1,700), public administration (-1,100) and professional, scientific and technical services (-900).

APPENDIX C

Consultation Process

In developing the 2008-2009 annual plan, the Province recognizes the significance of taking into account existing sources of stakeholder input and consultation. Engagement with Nova Scotians is not a static activity that happens only as part of a specific program consultation, but rather is an inclusive process which exists to support the Government advancing its many policy priorities.

Information on the interests of the various stakeholders comes to the province in many forms. It may be sought through an active consultation process such as the Provincial Working Group on Reduction of Poverty; received through unsolicited submissions such as letters and proposals to departments; or included in the business plans and reports of significant provincial stakeholder agencies.

These various consultative processes create a knowledge base which can be used to frame the LMA investment funding process. The following section illustrates some of the existing consultation and information processes and material available to the province, and summarizes the key messages from that material that have been used in the decisions associated with the LMA investments for 08/09.

During the second and third quarters of 08/09, this existing information and these forums, as well as other targeted engagements, will be used by the province to engage in a validation and consultation exercise. The results from this exercise will be used in the development of the 09/10 LMA investment plan.

Consultation with Business

The Province consults extensively with business. Results from the following consultations and forums were used to develop the 08/09 investment strategy:

- CEO Roundtable
- Fair Access Regulation
- Opportunities for Sustainable Prosperity
- CFIB public resources
- Sector Councils Reports and Research
- WCB Reports
- APEC Reports
- AIMS Reports

Key Messages from Business:

There is a continued need for training in essential skills and employability issues (including literacy, numeracy, teamwork, etc). Government needs to invest training most heavily in areas of occupational skill shortages. Supports are needed, particularly for small business lacking HR capacity, if there will really be an adjustment to an “Employer of Choice” approach. A more

diverse workforce can bring unexpected gains such as language skills that allow new markets to be explored, marketing ideas, etc. Supported transition programs (e.g. One Journey) are a significant investment, but have yielded good outcomes like diversity, worker loyalty, improved moral, etc. Current government programming is too administratively burdensome, and needs to be streamlined and simplified.

Consultation with Labour

Results from the following consultations and forums were used to develop the 08/09 investment strategy:

- Fair Access Regulation
- Union reports and research
- WCB Reports
- Joint apprenticeship trade committees

Key messages from Labour:

The shrinking workforce and population is putting pressure on existing membership - overtime, stress, safety concerns, etc. meaning that a robust workforce is helpful in creating a robust unionized environment. Although there is some concern that new types of work arrangements may cause member displacement, unions state that they could play a role as providers of training, services, and information. Current government programming is too administratively burdensome, it needs to be streamlined and simplified

Consultation with Community

There were significant amounts of information available to government from community consultations. Key documents and events used in the formulation of this annual implementation plan include:

- Weaving the Threads Social Framework strategy
- Working Group on the Reduction of Poverty Strategy
- Women's Roundtable on Economic Security
- International Adult Literacy and Life Skills Survey
- Canada Nova Scotia Skills and Learning Framework Fall Meeting
- Bradshaw's Report on Literacy
- BBI Reports
- BLAC Report and update
- Nova Scotia High School Graduate Diploma for Adults Follow-up Survey
- Prior Learning and Assessment Recognition Survey
- 2007 Annual Symposium - Adult Learning Knowledge Centre
- Nova Scotia School for Adult Learning Partners' Forum
- Council of Ministers of Education Pan-Canadian Literacy Symposium
- PLAR Provincial Advisory Council
- Nova Scotia School for Adult Learning Student Success Committee Nova Scotia Symposium

- Too Many Left Behind
- National Roundtable - Reaching for the Tipping Point in Literacy
- Canadian Council of Learning - 2007 Composite Learning Index
- Community Development Strategy
- African Nova Scotian Employment Partnership Committees (ANSEPC) 2007 Activity Report under sub-title: Consultation with Community

Key messages from community:

Provide services for “gap” clients who are not attached to an income program. There is a need to provide longer term supports leading to employment as most services are designed for people close to labour market ready. Employers need to adapt as well as clients - client training doesn't deal with racism, culture, incentives, wages, workplace conditions, adaptive aids, workplace modifications, etc. Some tools were designed for the “old” labour market - the current labour market requires more flexible tools that recognize realities like part-time work, mobility, self-employment, etc. the system doesn't do a good job at “matching” clients and opportunities - beyond labour exchange and job development there needs to be facilitated engagement (like the One Journey concept).

Consultation with Members of Priority Client Groups:

Nova Scotia sought to use feedback from users of the programs and services. Information that was provided through the following forums was used to inform decision making:

- Acadian Affairs Business Plans and progress reports
- Le Réseau de développement économique et d'employabilité (RDÉE) Nouvelle-Écosse Annual Reports and Community Profiles
- La Fédération Acadienne de la Nouvelle-Écosse (FANE)- Strategic development Plan
- Acadian Employability Stakeholders Network
- Collaborative Partnership Network Presentation by the African Nova Scotian Employment Partnership Committees (ANSEPC) to ANSA
- Apprenticeship Trades Strategy
- Tripartite Forum
- Atlantic Policy Congress of First Nations Chiefs
- Nova Scotia's Immigration Strategy
- Multi-Stakeholder work groups in the fields of Medicine, Nursing, Pharmacy, Medical Laboratory Technology, Engineering, Teaching, and the Skilled Trades
- Youth Employment Strategy
- Attitudes on Youth Employment
- Disabled Person's Commission
- Accommodation Working Group
- Expert Panel on Older Workers
- Panel on Aging
- 2nd Nova Scotia Immigrant Women's Round Table - A Summary Report

- International Qualifications Assessment Recognition: Focus on the Skilled Trades Summary Report
- CEO Roundtable Consultation on Immigration
- Discussion Paper on Credential Recognition: Canadian Labour Mobility and International Credential Recognition - with Department of Education

Key messages from users:

There is a lack of longer term supports leading to employment, most services are designed for people close to labour market ready. High need and special need clients tend not to function well as part of a generic employment service - there is still some need for specialized services. There are "gap" clients who cannot access any direct benefits (e.g. clients not attached to an income program). There needs to be more targeted engagement between employers, priority clients and the agencies that support them. Language training in all its forms is required. There is a need for an apprenticeship strategy that accommodates priority client groups.