

Post-Secondary Education, Training and Labour

ANNUAL REPORT

2023-2024

Post-Secondary Education, Training and Labour

ANNUAL REPORT 2023-2024

Province of New Brunswick
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TRANSMITTAL LETTERS

From the Minister to the Lieutenant-Governor

Her Honour The Honourable Brenda Murphy

Lieutenant-Governor of New Brunswick

May it please your Honour:

It is my privilege to submit the annual report of the Department of Post-Secondary Education, Training and Labour, Province of New Brunswick, for the fiscal year April 1, 2023, to March 31, 2024.

Respectfully submitted,



Honourable Alyson Townsend
Minister

From the Minister to the Lieutenant-Governor

Her Honour The Honourable Brenda Murphy

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Respectfully submitted,



Honourable Jean-Claude D'Amours
Minister

TRANSMITTAL LETTERS

From the Deputy Minister to the Minister

Honourable Alyson Townsend
Minister of Post-Secondary Education, Training and Labour

Minister:

I am pleased to be able to present the annual report describing operations of the Department of Post-Secondary Education, Training and Labour for the fiscal year April 1, 2023, to March 31, 2024.

Respectfully submitted,



Dan Mills
Deputy Minister

From the Deputy Minister to the Minister

Honourable Jean-Claude D'Amours
Minister of Intergovernmental Affairs
Minister responsible for Immigration
Minister responsible for Military Affairs

Minister:

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MINISTER'S MESSAGE - TOWNSEND

The Department of Post-Secondary Education, Training and Labour is a great asset to our province.

Through innovative programs and services, the department positions New Brunswickers for individual success. It also plays a vital role in strengthening the labour market and economy.

It helps thousands of people get a post-secondary education, develop new skills, and find meaningful work. It also helps build the province's workforce and meet labour market demands.

Every day, the department strives to find new and better ways to serve the province's residents. I am grateful for the efforts of the incredible staff which has resulted in numerous accomplishments in 2023-2024.



Honourable Alyson Townsend
Minister of Post-Secondary Education, Training and Labour

MINISTER'S MESSAGE – D'AMOURS

Immigration NB plays a key role in the strategic growth of our province.

We are pleased to work with the Federal Department of Immigration, Refugees and Citizenship Canada, to grow the population responsibly.

The Immigration division focuses on recruiting, settling, and integrating immigrants. It aims to attract skilled workers who can quickly join the labor market.

I am proud that New Brunswick continues to be a leader in Francophone immigration across the country. This is a top priority for the government and remains crucial to ensuring New Brunswick maintains its unique linguistic profile.

It is important that I acknowledge the hard work and dedication of the division's staff. Without this amazing team, we could not support a record number of newcomers and nominations for permanent residency.



Honourable Jean-Claude D'Amours
Minister of Intergovernmental Affairs
Minister responsible for Immigration
Minister responsible for Military Affairs

DEPUTY MINISTER'S MESSAGE

On behalf of the Department of Post-Secondary Education, Training and Labour (PETL), I am pleased to present our annual report for the 2023-2024 fiscal year ending March 2024.

The Department of Post-Secondary Education, Training and Labour strives to support our post-secondary education system, promote population growth through immigration, and ensure the needs of our workforce are met.

The department continues to work very hard to support a rapidly growing population and increasing demands for the services the department provides.

We continue to make strategic decisions to address areas of most need, while encouraging creative and innovative thinking as we seek solutions to the province's challenges.

Our collaboration with key stakeholders, partners and other government departments is critical to identifying and developing those solutions and we are very proud of the success we have found working with others.

The 2023-24 reporting period saw several initiatives that will make a difference for New Brunswickers immediately and in the future. We continued to focus on increasing training and supporting recruitment of nurses to bolster the health care system and also renewed focus on promoting the skilled trades. Our attention to these files has resulted in record enrolment in nursing programs, and a record number of people pursuing the skilled trades through apprenticeship programs.

PETL's front line staff continued to provide regular assistance to New Brunswickers through several branches, including WorkingNB, Skilled Trades NB, New Brunswick Public Libraries, Employment Standards, Immigration NB, and Student Financial Services.

As Deputy Minister, I am grateful to be surrounded by civil servants who go above and beyond every day. I thank them for their continued efforts and dedication to the province and to making a real difference for our fellow New Brunswickers. Great things can be accomplished when you have a great team which was once again the case in 2023-24!



Dan Mills
Deputy Minister

GOVERNMENT PRIORITIES

Strategy and Operations Management

The Government of New Brunswick (GNB) uses leading business practices to develop, communicate and review strategy. This provides the Public Service with a proven methodology to execute strategy, increase accountability and continuously drive improvement.

Government Priorities

Our vision for 2023-2024 is a vibrant and sustainable New Brunswick. To make progress towards this vision, we must focus on our government's priorities.

- Energize private sector
- Vibrant and sustainable communities
- Affordable, responsive and high-performing government
- Dependable public health care
- World-class education, and
- Environment

HIGHLIGHTS

During the 2023-2024 fiscal year, the Department of Post-Secondary Education, Training and Labour focused on these government priorities through:

- Supporting record levels of labour force and employment growth.
 - Labour force - 428,700 in April 2024.
 - Employment - 398,700 in April 2024.
- Supporting the admission of 12,515 immigrants to NB between April 1, 2023, and March 31, 2024 (12-month record)
- Supporting an unprecedented influx of migrants from Ontario. As of October 1, 2023, an estimated 27,002 individuals moved from Ontario to New Brunswick since the beginning of 2021, while only 10,579 individuals moved from New Brunswick to Ontario (representing a net gain of 16,423 residents).
- Partnering with the New Brunswick Community College to build a new mobile training unit that will provide hands-on and customized training to people directly in their communities, such as First Nations communities. Our \$2M investment supported an adaptable classroom that can deliver training in a variety of sectors, including health care, IT, and skilled trades.
- WorkingNB's funding agreement with the Port of Belledune to implement a workforce adjustment committee. The committee will be a forum for information sharing and allow stakeholders to work collaboratively to pursue community education, workforce development, training, and recruitment opportunities, and enable broader stakeholder engagement on future goals and opportunities with the Port's Green Energy Plan.
- Supporting of Future NB's initiatives that provided hands-on experiences to students as early as possible so they can explore and be better informed of the different careers that await them in New Brunswick.
- Receiving and processing 15,000 applications for student financial assistance.
- Transitioning ten medical school seats for New Brunswickers from Memorial University in St. John's Newfoundland, to Dalhousie Medicine in Saint John, which started in September 2023.
- Funding four new medical seats for the province at the Centre de formation médicale du Nouveau-Brunswick at l'Université de Moncton that started in September 2023, increasing the number of seats total to 28.
- Supporting the launch of a three-year Bachelor of Nursing program at UNB Saint John.
- Executing the launch of the Study NB website. The goal of Study NB is to increase enrolment by raising awareness about what's available and highlighting opportunities that are available while living in the province.
- Providing \$1.48M to enhance both the Bachelor of Nursing, and the Master of Nursing-Nurse Practitioner programs at UNB, which will double seats available in the nurse practitioner program from ten to 20.
- Supporting the expansion of the Université de Moncton nurse practitioner program from part-time to full-time and the increase of annual graduates from three to 12.
- Committing funding for the initial phase of a modernization project at the Bathurst campus of Collège Communautaire du Nouveau-Brunswick (CCNB).

- Executing legislative changes in the fall of 2018 that have led to five consecutive decreases in WorkSafeNB annual assessment rates. WorkSafeNB announced another reduction of rates coming for 2024, an average of \$1.18 per \$100 of assessable payroll, which is the lowest average rate in Atlantic Canada and second lowest in the country. Rates have decreased a total of 55 per cent since 2019, down from \$2.65.
- Supporting the launch of Step Up to Nursing, a new education model combining work and education to help produce more licensed practical nurses and registered nurses.
- Creating new ten-year performance-based funding agreements, supporting up to an additional 85 bachelor of nursing seats between the University of New Brunswick and the Université de Moncton.
- Partnering with Beal University in Bangor, ME, to allow up to 100 New Brunswick students to enrol in its Bachelor of Science in nursing program in 2023.
- Funding a five-year initiative to cover the costs associated with credentialing up to 300 internationally educated nurses (IENs) per year, who are becoming registered to work in New Brunswick.
- Tabling a framework meant to achieve greater accessibility in the Legislative Assembly. *Achieving Greater Accessibility: New Brunswick's Framework for Accessibility Legislation* is a blueprint for the government to collaboratively create comprehensive accessibility legislation that would result in meaningful improvements for people with disabilities.

PERFORMANCE OUTCOMES

Labour force growth

The aging of the baby-boom generation, coupled with decades of declining fertility rates, has led to a significant shift in the demographic makeup of New Brunswick's population. This shift has resulted in considerable labour market challenges. Over the past 20 years, retirements have nearly doubled, leading to thousands of vacant jobs across New Brunswick businesses, hospitals, and schools. The department's focus continues to be on building a skilled workforce that will enable businesses to effectively establish, operate and grow in our province. The department's current target is to grow the labour force to at least 421,900 by December 2024.

Why is it important?

In order to improve the quality of life of New Brunswickers and continue to provide sustainable, high-quality public services, we must continue to find innovative ways to foster growth in the labour force and economy as a whole.

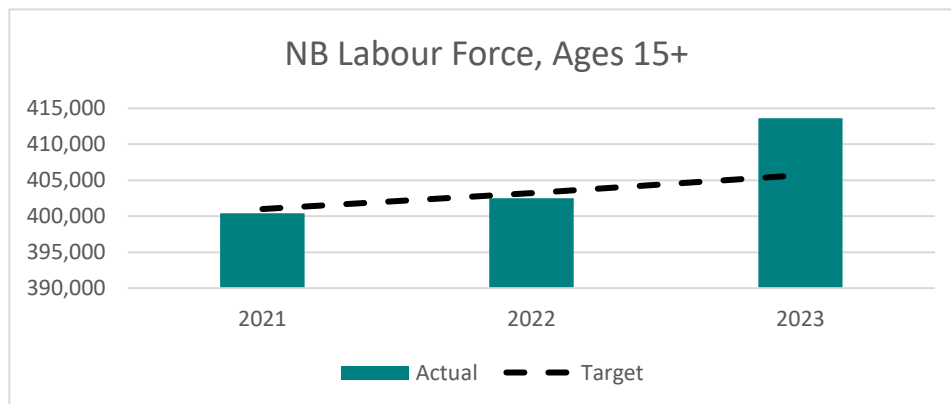
Overall performance

New Brunswick's labour force grew by 11,100 individuals in 2023 – a trend largely attributable to record immigration levels. Not only did this growth surpass targets, it also represented the largest year-over-year gain in labour force on record for the province. While recent trends have been encouraging, it will be an ongoing challenge to grow the labour force.

Initiatives or projects undertaken to achieve the outcome

Increases in provincial allocations over recent years have allowed the department to increase recruitment efforts and support of temporary residents, including international students, towards a path to permanent residency.

NB nominations for permanent residency contribute to population growth, retention and labour force growth as most provincial programs require permanent employment. NB continues to invest in provincial, national and international recruitment events, in collaboration with partners such as Immigration, Refugees and Citizenship Canada (IRCC) and employers, to meet the demand for skilled workers in priority sectors. Additionally, the department implemented funding agreements with all 12 regional service commissions focused on the development of regional labour force growth plans and newcomer retention.



Skilled trades in residential construction

New Brunswick is facing significant labour shortages in the construction sector due to the aging workforce and an increased demand for housing as the population grows. The department continues to execute its three-year action plan focused on growing registered apprentices in identified priority residential construction occupations by 35 per cent by October 2024. It should be noted the target was increased given the original target of 21 per cent was surpassed in November 2023.

Why is it important?

The province’s construction sector is facing labour shortages driven by rapidly increased demand for residential construction, retirements, and an insufficient supply of workers. Reducing the labour shortage is critical to ensuring employers remain productive and can grow to meet the increased demand for residential construction in New Brunswick.

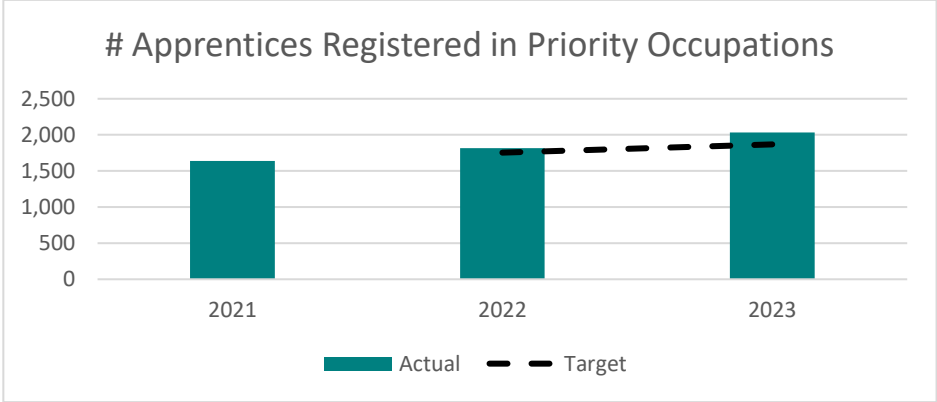
Overall performance

The number of registered apprentices in the specified priority residential construction occupations grew over the 2023-2024 fiscal year surpassing overall targets. However, some of the priority occupations did not meet their targets and require improvement.

Initiatives or projects undertaken to achieve the outcome

In 2021-2022, the department established an industry working group to develop a three-year action plan with the goal of growing the number of registered apprentices in priority residential construction occupations. The working group identified five initial priority trades of focus: construction electrician, carpenter, bricklayer, plumber and roofer. In 2023-2024, working with industry and partner organizations, the three-year action plan has resulted in:

- delivery of seven skilled trades exploration programs that will graduate approximately 74 individuals from equity deserving groups for careers in the skilled trades, increasing participation rate of the defined skilled trades groups from 75 per cent to 88 per cent;
- launch of a labour force adjustment committee to develop short-term and long-term solutions to labour shortages in New Brunswick’s construction sector with a specific focus on how the province and industry can fill job vacancies by better leveraging immigration;
- ongoing support to the New Brunswick Teen Apprenticeship Program;
- launch of the NBCC/CCNB two-year carpentry program targeting international students;
- piloting of pre-assessments in support of international recruitment efforts; and
- continuation of “This is Skilled Trades” marketing campaign, the first of its kind in several years, targeted at recruitment into the skilled trades.



Public university enrolment

In response to a trend of reduced enrolment overall in public universities since the early 2000s, the department has worked with public institutions to support initiatives aimed at attracting new students. In 2021-2022, PETL created a performance funding incentive to award institutions for achievement of enrolment growth targets. This incentive continued into 2023-2024. As well, to better promote New Brunswick as a learning destination for students in post-secondary education, the eight publicly funded institutions are collaborating with the provincial government to implement Study NB, a new brand and website that was launched this year. The goal is to increase enrolment in the various institutions by raising awareness about them and highlighting the opportunities that are available while living in the province. This collaborative initiative is recruiting students from within the country and internationally through advertising and promotional events.

Why is it important?

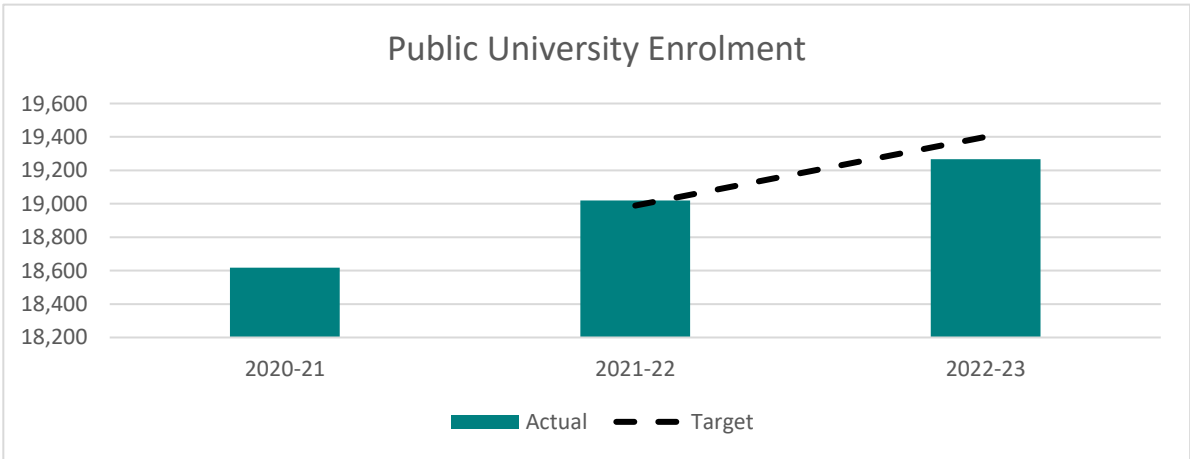
Enrolment growth can boost the economy, grow the population, and support provincial productivity. The lost competitiveness of New Brunswick in university education easily costs the sector over \$100M based on annual student spending alone. The value is greater still when considering the longer-term impacts: boosting the ROI on our university investment; retaining graduates; upskilling our workers; and filling our immigration pipeline with young, ambitious, and skilled individuals.

Overall Performance

New Brunswick’s public university enrolment grew by 1.30 per cent year-over-year in fall 2023 due in part to considerable growth in international student enrolment. This steady, responsible, and ethical enrolment growth is critical to ensure the institutions and the province can provide the right level of services and supports to the student population.

Initiatives or projects undertaken to achieve the outcome

The post-secondary sector experienced a significant disruption on January 22, 2024, when the federal government announced the introduction of a cap on international students. The department responded quickly with New Brunswick designated learning institutions to meet the new requirements by designing and implementing the provincial attestation letter system. The department funded the creation of a portal to process applications for the provincial attestation letters required by international students during the application process for a study permit. The department funded recruitment and retention activities as part of the implementation of Study NB. Together, with member institutions, Study NB completed brand activations and student recruitment events within Canada. The Study NB team also worked to drive traffic to the new Study NB website through digital marketing and promotions. This has resulted in significant traffic from the Study NB website to the public institutions websites.

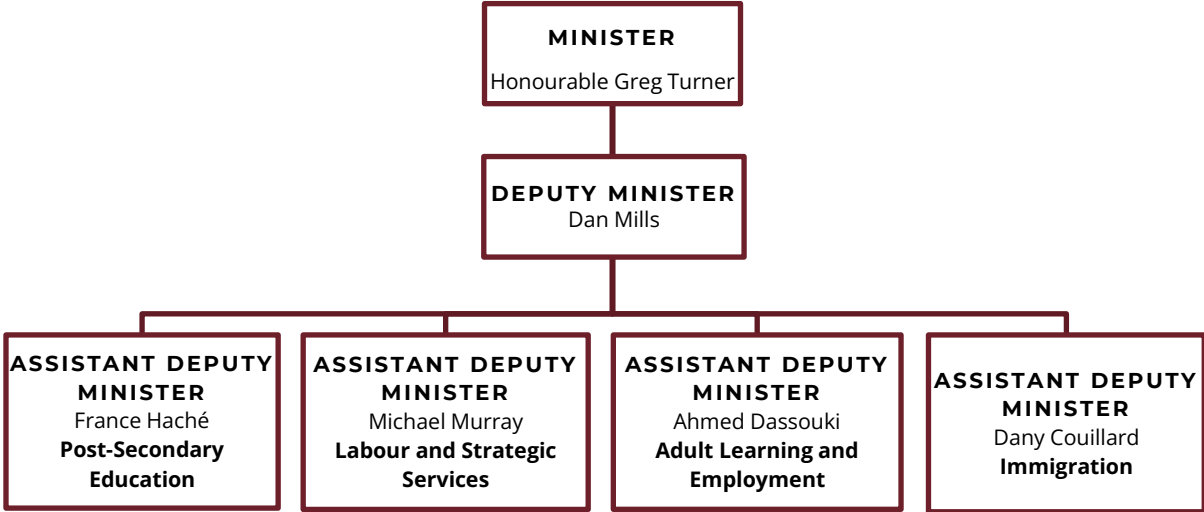


OVERVIEW OF DEPARTMENTAL OPERATIONS

The mission of the Department of Post-Secondary Education, Training and Labour is to empower people with the skills and knowledge to succeed in New Brunswick as a place to live, learn and work in a fair, safe and inclusive environment. The department also aims to cultivate a well-educated, highly skilled and productive workforce and population through innovative programs and services that contribute to a prosperous province.

The vision of the department is a prosperous New Brunswick where post-secondary educational institutions, businesses, communities and government collaborate to encourage innovation, diversity and employment opportunity.

High-Level Organizational Chart



DIVISION OVERVIEW AND HIGHLIGHTS

POST-SECONDARY EDUCATION DIVISION

The **Post-Secondary Education Division** is responsible for overseeing the post-secondary education system, including public and private universities and colleges, the delivery of student financial assistance programs and the operation of the New Brunswick College of Craft and Design. The division provides funding to public institutions and works closely with them to further prioritize research and student-centered initiatives relating to broadening access to post-secondary education; developing experiential learning opportunities; ensuring successful pathways to graduation; and facilitating credit transfers among public institutions.

The division consists of the **Post-Secondary Relations Branch**, the **Student Financial Services Branch** and the **New Brunswick College of Craft and Design**.

The **Post-Secondary Relations Branch** promotes post-secondary education in the province through collaboration with institutions of higher learning, both publicly funded as well as privately owned. It supports and advises the Minister to fulfill GNB's responsibilities under the *New Brunswick Community Colleges Act*. It is also responsible for the administration of the *Degree Granting Act* and the *Private Occupational Training Act (POTA)*. POTA regulates private career colleges in the province and ensures students are financially protected in the event of a college closure.

Highlights

- To better promote New Brunswick as a learning destination for students in post-secondary education, the eight publicly funded institutions are collaborating with the provincial government to implement Study NB, a new brand and website, which was launched this year.
- Invested \$105M in the operations of NBCC, CCNB and NBCCD for community college corporations.
- Supported over 55,000 students from high school to the end of post-secondary studies in accessing valuable experiential learning opportunities across the province through Future NB / Future Wabanaki. Transferred key labour market information in real time prior to graduation by connecting students to over 2,800 New Brunswick employers.
- Implemented a new Quality Assurance Inspection team to review compliance of post-secondary institutions under the *Private Occupational Training Act* and the International Student Policy.
- Launched a revised International Student Policy in November 2023 to ensure policies, services, and supports are in place for international students attending New Brunswick post-secondary institutions.
- Designed and implemented the Provincial Attestation Letter processes and system to respond to new federal requirements for international students.
- Developed and implemented the Step Up to Nursing initiative in partnership with UNBSJ, UMoncton, CCNB, NBCC along with employers, Horizon, Vitalité, Nursing Home Association, Medavie.
- Granted Beal University Canada designation to deliver a Bachelor of Nursing program as private post-secondary institution operating in New Brunswick, starting in January 2024.

- Granted Oulton College designation to deliver a Bachelor of Nursing program as private post-secondary institution operating in New Brunswick, starting in September 2024.

The **New Brunswick College of Craft and Design** exists to empower learners to forge sustainable creative careers, resting on the values of community, curiosity, and creativity. The combination of craft and design, technical proficiency, and creative career readiness that our learners experience ensures they can make a living, make a life, and make our world. Our students have 10 per cent of their programming dedicated to entrepreneurship. Additionally, credit hour for credit hour, NBCCD offers more hands-on material course time than any of our two- and four-year competitors, such as NSCAD, OCAD, Haliburton School of Arts, and Emily Carr University of Art + Design. Our outstanding efforts in training learners to be part of the \$58B creative cultural industry in Canada positions New Brunswick as an energetic leader in creative innovation and design.

Highlights

- Created a quality assurance process and have signed an MOU Degree Pathway Agreement with NSCAD University for a 2-to-2 transfer.
- Opened a second cohort for our innovative Foundation Visual Arts Online program for our 2024 intake due to enrolment demands.
- The Honeybee Folk School increased continuing education gross revenue by 20 per cent in the past year.
- Students have had numerous experiential learning opportunities including student summer residency program (over ten per cent of students participated) and selling at the Garrison Night Market and at the Christmas Craft Sale (over \$25K earned). We also facilitated six+ commission projects, generating over \$21K paid directly to students for their work.

Key Performance Indicators

NBCCD DATA	2023-2024	2022-2023
Enrolment	243	288
Countries Represented	21	34
Retention	94%	91%
Applications	673	468

The **Student Financial Services Branch** administers and delivers federal and provincial government student financial assistance programs. It encourages access to post-secondary education by providing needs-based student financial assistance to thousands of qualifying New Brunswick residents. The branch is responsible for implementing program and policy changes and continuously enhancing its service offerings to ensure student financial assistance is meeting the needs of the people of New Brunswick. It provides information to stakeholders and partners, including educational institutions, to facilitate the delivery of student financial assistance for students across the province.

Highlights

- Administered \$240.9M in student financial assistance to 14,107 students.
- Increased the maximum amount of New Brunswick Student Loan from \$140 to \$200 per week of study.
- Increased the maximum amount of New Brunswick Bursary from \$130 to \$160 per week of study.
- Adjusted living allowances to align with Consumer Price Index increases.
- Offered monthly online virtual Q&A Sessions in English and French.
- Reviewed approximately 400 new programs for eligibility for student financial assistance.

Key Performance Indicators

STUDENT FINANCIAL SERVICES DATA [^]	2023-2024*	2022-2023**
Number of unique clients	14,107	13,835
Average repayable funding per client (loans)	\$11,551	\$8,608
Average non-repayable funding per client (grants and bursaries)	\$4,474	\$5,733

[^]Student Financial Services data is reported based on academic year (August 1st to July 31st)

*2023-2024 data is as of August 1, 2024

**2022-2023 data is as of August 1, 2023

LABOUR AND STRATEGIC SERVICES DIVISION

The **Labour and Strategic Services Division** supports the department through policy, ensuring consistency with government priorities and activities; research and analysis, including labour market information and program evaluations; labour market forecasts; environmental scans; and legislative and regulatory services. The division also provides corporate services for the delivery of programs by the operational branches of the department.

The division consists of **Workplace Services** (Industrial Relations and Employment Standards), **Advocates' Services** (Workers' Advocates and Employers' Advocates), **Policy, Research and Labour Market Analysis Branch, Finance and Operations Branch, Information Management and Technology Services Branch, Performance Excellence Branch** and the **Human Resources Services Branch**.

The **Workers' Compensation Appeals Tribunal (WCAT)** is independent from the department, but for administrative purposes it reports to the Minister through the Assistant Deputy Minister of the Labour and Strategic Services Division. The division plays a key role in supporting WCAT, as appropriate, while at the same time recognizing its independence. This may include partnership and dialogue with WorkSafeNB and industry stakeholders as they pertain to the development of legislative, regulatory and policy initiatives related to occupational health and safety and workers' compensation. The tribunal releases an annual report separate from the department.

The **New Brunswick Human Rights Commission (HRC)** reports administratively to the Minister through the Assistant Deputy Minister of the Labour and Strategic Services Division. The HRC is independent from the department but receives administrative supports from the Finance and Operations Branch. The division also plays a key role in supporting appropriate partnership and dialogue with stakeholders as they pertain to the development of legislative, regulatory and policy initiatives. The commission releases an annual report separate from the department.

Workplace Services (Industrial Relations) facilitates relations between labour and management in the private and quasi-public sectors by providing neutral, third-party assistance and preventive mediation services. It provides third-party assistance to help parties overcome impasses during negotiations through the appointment of a conciliation officer, mediation officer, conciliation board, arbitration board or a combination thereof. It also provides preventive mediation services to promote healthy labour relations between parties while a collective agreement is in force. The branch administers the *Industrial Relations Act* and its regulations by promoting labour management relations in the unionized private and quasi-public sectors of the province.

Highlights

- 25 labour disputes were assigned with the involvement of the branch. The disputes occurred during the negotiation of collective agreements.
- 24 labour disputes were settled before strike or lockout action, one of which resulted in a work stoppage.
- 14 expedited arbitrators were appointed, and 18 grievances were mediated.
- The branch provided 58 preventative mediation files.

Key Performance Indicators

INDUSTRIAL RELATIONS ACTIVITY	2023-2024	2022-2023
Labour disputes assigned with involvement of the branch	25	24
Industrial labour disputes settled before strike or lockout	24	23

Workplace Services (Employment Standards) promotes, oversees and enforces the *Employment Standards Act (Act)* and its regulations. The act, which applies to all provincially regulated employee-employer relationships, specifies the minimum standards of employment, such as minimum wage, overtime rates, hours of work, vacation pay, and paid public holidays. The branch is responsible for representing the director at hearings before the New Brunswick Labour and Employment Board. A significant piece of the mandate is to raise awareness and educate employers, employees and students about their rights and responsibilities vis-à-vis the legislation. Staff conducts numerous educational sessions throughout the province to encourage better awareness of the act.

Highlights

- Held 117 information sessions on the basics of the *Employment Standards Act*. The groups to whom these sessions were offered include students in public schools and post-secondary institutions, as well as stakeholders (employees/employers), professional associations and newcomers.
- Responded to 10,657 inquiries about employment-related concerns.
- Investigated 1,137 formal complaints and completed 25 audits.
- 46,525 individuals visited the branch’s website.

Key Performance Indicators

EMPLOYMENT STANDARDS ACTIVITY	2023-2024	2022-2023
Information sessions held	117	127
Inquiries received	10,657	10,166
Formal complaints investigated	1137	999

Advocates Services (Workers’ Advocates) is mandated under the *Workers’ Compensation Act* to help injured workers and their dependents on matters relating to claims for workers’ compensation. Advocates help by providing information, advice, and representation at appeal hearings.

Highlights

- There were 504 new cases, 620 cases closed and 606 active cases at the end of the period.
- Represented injured workers at 392 hearings before the Workers’ Compensation Appeals Tribunal.

Key Performance Indicators

WORKERS’ ADVOCATES DATA	2023-2024	2022-2023
Number of new cases	504	501
Number of hearings	392	417

Advocates Services (Employers’ Advocates) helps employers with workers’ compensation matters through communication and consultation. The office also provides educational services and offers employers with specialized advice and representation on workers’ compensation issues before the Worker’s Compensation Appeals Tribunal. It gives advice to employers on all aspects of workers’ compensation and its governing legislation.

Highlights

- There were 206 new cases, 238 cases closed and 107 active cases at the end of the period.
- Represented employers at 44 hearings before the Workers' Compensation Appeals Tribunal.

Key Performance Indicators

EMPLOYERS' ADVOCATES DATA	2023-2024	2022-2023
Number of new cases	206	209
Number of hearings	53	44

The **Policy, Research and Labour Market Analysis Branch** is responsible for policy development, research, evaluation and labour market analysis, including the development and dissemination of labour market information, to advance the department's mission, while ensuring consistency with government priorities.

Highlights

- Through its role as New Brunswick representative to the Continuing Committee of Officials for Human Rights, the branch facilitated New Brunswick's submission to Canada's report on the United Nations Universal Periodic Review and represented New Brunswick as part of the Canadian delegation.
- Delivered a labour market information presentation, focusing on New Brunswick's careers in demand, to over 6,000 students enrolled in career planning classes across anglophone and francophone high schools in the province. A [video](#) was developed to support the presentations featuring New Brunswickers working in careers in demand.
- Distributed the newly developed Careerosity career exploration card game to middle and high schools across the province (anglophone and francophone sectors).
- Led the 8th Annual Provincial ChatterHigh Competition in 2023, an online edu-game that enables students to research and explore higher education and career options. A total of 64 high schools participated in the competition this year, including over 3,000 active participants, setting a record for participation.
- Maintained the [NBjobs.ca / emploisNB.ca](https://nbjobs.ca/emploisNB.ca) website, which continued to see strong site traffic and engagement in 2023-24. Canadian sessions exceeded 300k, and international sessions exceeded 1M in 2023-24 from April 1, 2023, to March 31, 2024.
- New forecast data covering the period 2023 to 2032 was released. This new forecast provides a more accurate picture of current realities and future labour market expectations to inform decision making. Alongside the forecast updates, all occupational profiles were aligned with the latest occupational classification system (NOC 2021).
- Prepared several labour market information reports, including "New Brunswick Labour Market Outlook Report", "New Brunswick Regional Profiles", "Job Vacancy Report (Quarterly)", "Labour Market Profile of the Indigenous Population in New Brunswick", "New Brunswick Population Report", "New Brunswick Quarterly Demographics Snapshot", "New Brunswick Minimum Wage Report", and "Post-Secondary Enrolments and Credentials Granted in New Brunswick".

- Partnered with the New Brunswick Institute for Research, Data and Training (NB-IRDT) to deliver various research reports on topics such as demographic trends, retention and labour market outcomes of graduates, immigrants, and more. These studies are regularly used for decision making across government and by its stakeholders.

The **Finance and Operations Branch** manages the financial resources of the department, boards and commissions under the Minister and provides audit assurance. It helps all branches achieve their program and service delivery objectives by providing support in such areas as financial management and reporting, facilities management, procurement, departmental information coordination, financial systems and internal audit.

Highlights

- Provided financial analysis and support to key government priorities throughout the fiscal year including but not limited to Main Estimates, Public Accounts, memos to executive council, briefing notes, quarterly reporting and variance analysis.
- Received and coordinated more than 3,065 online inquiries and coordinated responses to over 722 pieces of correspondence and other documents for senior management committee signature.
- Provided facilities management oversight for all the department's regional and central locations.
- Represented the department on the New Brunswick Emergency Measures Organization's Provincial Emergency Action Committee.
- Coordinated the execution of numerous internal audit functions under the oversight of the internal audit committee.

The **Information Management and Technology Services Branch** provides leadership and guidance in the planning, design, development, quality assurance, risk management, implementation and support of information technology solutions and record management solutions with the department's vision and strategic plan. Some of the services are offered internally to the department while others are delivered by Service New Brunswick's business application unit.

Highlights

- Continuing partnership with SNB to ensure PETL's application and hardware are maintained properly.
- Working on development of an all PETL database of staff and equipment, for inventory, auditing of invoices from SNB and other purposes.
- Assisted with the development of the Provincial Attestation Letter System.

The **Performance Excellence Branch** provides departmental leadership in strategic planning and the comprehensive implementation of the Formal Management System. The Formal Management System is intended to provide the best possible value for taxpayers through a structured approach to strategy management, initiative management, daily management, process management and performance management.

Highlights

- Provided support to GNB, departmental and branch priority initiatives through project management, change management, performance measurement, process mapping, data analysis and facilitation.
- Led the completion of branch business continuity plans to ensure critical departmental activities can resume and service delivery is maintained should a crisis or disaster occur.

The **Human Resources Services Branch** provides support and services to management and staff to increase organizational effectiveness and maximize performance while supporting the strategies and goals of the department. It is responsible for workforce planning, recruitment, classification, employee and labour relations, performance management, official languages, employee recognition as well as human resources strategy and programs.

Highlights

- Attended career fairs at provincial universities and emphasized student recruitment within the department.
- Supported the Mosaik program in hiring educated and experienced newcomers within the department.
- Hosted an International Diversity event to welcome and celebrate our departmental employees who have chosen GNB as their employer.
- Continued to highlight the importance of Health, Safety and Wellness by supporting people leaders in understanding and implementing the numerous health and safety responsibilities across workplaces.
- Delivered training to people leaders on the Employee Experience Survey results and promoted the creation of action plans at the branch level to increase employee engagement.

ADULT LEARNING AND EMPLOYMENT DIVISION

The **Adult Learning and Employment Division** supports the development of human resources in New Brunswick by supporting the delivery of adult literacy and learning programs and services; recognizing achievement of competencies; developing and providing public library services to help New Brunswickers' informational, educational, recreational and cultural needs; and delivering services that assist unemployed, underemployed and newcomers to acquire the skills and employment experiences necessary to secure full-time employment and assist New Brunswick employers find the right individuals for their jobs.

The division consists of **WorkingNB**, **Skilled Trades NB** and the **New Brunswick Public Library Service**.

The **WorkingNB Branch** strategically responds to the evolving needs of the labour market by providing information, services and supports that are responsive to the needs of individuals (job seekers and adult learners), employers and labour market partners. The branch ensures collaborative, customized, flexible, and strategic interventions are designed to produce positive and measurable outcomes for clients. In addition to employment and training needs, the branch is also responsible for increasing adult literacy and workplace essential skills.

Highlights

- Working NB served 13,554 clients under the Labour Market Development Agreement, and 6,059 clients under the Workforce Development Agreement. Among those actively seeking employment, we successfully assisted 9,208 individuals in finding jobs. Additionally, we helped 4,412 active employment insurance claimants return to work, resulting in projected EI savings of \$24 million.
- Renewed collaboration among key port stakeholders through Workforce Partnership 2.0 to develop scalable recruitment and training strategies to meet demand for up to 800 new roles in Port Saint John and improve port operations with a focus on efficiency and meeting operational targets.
- Invested \$250,000 through the Labour Force Adjustment program to support the Community Workforce Development Committee to review the implementation goals of the Belledune Port Authority's Master Development Plan.
- Continued supporting the McKenna Institute which led key initiatives to help drive economic development in New Brunswick by focusing on talent development and technology adoption. The institute focused on priority sectors such as education and agriculture as well as individuals seeking to improve their digital skills.
- Established funding contracts with Regional Service Commissions to support workforce development and labour force growth planning through a network of labour market partnership forums. WorkingNB provided \$5,749,776 to the 12 designated RSC regions to support these labour force growth plans and initiatives.
- Generated 268 pairings across the province through the Retiree Employment Agency pilot project. Organizations have been working in partnership with WorkingNB to pair retirees over 50 who wish to re-enter the labour market and employers looking for short-term labour.
- Supported the continued operations of avenueNB Cooperative, a non-profit organization that oversees specialized third-party employment service delivery for persons with a disability across the province. The new collaborative approach is person-centered and ensures individuals with a disability and employers have equitable access to employment services and supports.
- Focused on its strategic partnerships, WorkingNB met regularly with the New Brunswick Multicultural Council and with immigrant serving agencies to plan and coordinate service delivery efforts to serve and retain newcomers in the labour market.
- Invested \$6.7M to support employers to fill 1,128 positions which represents 93 per cent of the recommended Student Employment Experience Development (SEED) positions.
- Supported the review of the GNB's priority occupations. The updated list of priority occupations consists of 24 occupations in six sectors: Healthcare, Education, Food Production, Forestry, Construction (Residential), and Information Technology. Work continued with the development and implementation of recruitment and retention

strategies to address current and forecasted labour shortages for these occupations and sectors.

- Supported the establishment of a labour force adjustment (LFA) committee for the construction sector. Led by the Construction Association of NB, the committee was composed of industry and government representatives. The LFA committee launched a 100-Day Challenge focusing on the engagement of the sector to identify solutions to address barriers associated with international recruitment of talent.
- Supported New Brunswick employers with in-person and virtual recruitment events at the national level. Employers were invited to attend national recruitment events based on their human resource support services assessments, which are conducted by WorkingNB workforce consultants. Ten virtual national events were hosted where 89 employers participated and over 4,901 candidates registered; Eight face-to-face national events were attended by 40 employers.
- Supported the caregiving sector with its efforts to attract and retain personal support workers (PSW). Under the Labour Force Training program, employers were eligible to receive enhanced supports to cover the cost to train potential and current employees as PSWs. In 2023-2024, 601 individuals were trained as PSWs or personal care aides through this program. Under the Training Skills and Development program, 130 individuals received enhanced funding to support their training costs while attending a recognized post-secondary training institution.
- In 2023-2024, 1006 placements were provided through the Workplace Connections program. Workplace Connections is one of the supports available to maximize the province's labour force potential by providing employment opportunities for job seekers. Individuals may be provided with workplace opportunities to address employment barriers or acquire experience/skills required for an occupation.
- Training and skills Development (TSD) provides grants to qualified individuals to help them receive training or educational programs which will allow them to return quickly to work. Of the 1,461 individuals who received TSD, 32 per cent (462) were in priority occupations such as residential construction trades and health related fields.

The **New Brunswick Public Library Service** (NBPLS) is a network of public libraries that offer services and programs to keep people connected, learning, reading, playing, and creating in today's ever-changing world. NB public libraries are provided through partnerships between the provincial government and participating municipalities and are regulated by the *New Brunswick Public Libraries Act*. The provincial library system is made up of one provincial office, five regional offices, 52 public libraries, 11 public-school libraries, a virtual branch, and a provincial Talking Books Service by Mail. NBPLS maximizes resource sharing and allows public libraries to share a single library card as well as collections, programs, statistics, online services, administration, and an automated library system.

Highlights

- Started lending equipment for the public to test radon and carbon dioxide in their homes. This equipment was made possible through partnerships with NB Lung, the Community Access to Ventilation Information organization (CAVI) and New Brunswick Public Libraries Foundation.

- The Memramcook Public Library reopened after being closed for a year due to a major flood. All shelving, furniture and collections were replaced.
- Partnered with 12 tourist attractions to permit the public to receive free passes. With these passes, patrons could visit historic sites, aquaria, art galleries and other provincial attractions. Combined, these campaigns resulted in the loan of more than 35,000 library passes, and the creation of 3,700 new library cards.
- In partnership with the Atlantic Publishers Marketing Association, NB public libraries offered the *Read Atlantic* collection of 50 local eBooks and audiobooks with no holds or waitlists. There were on average 1,000 checkouts each month of the program. The eBooks incorporated various features to enhance accessibility for readers with print disabilities.
- Started providing free menstrual hygiene products to patrons. Tampons and sanitary pads are now available in all public washrooms for patrons to take as needed.
- Released its Strategic Plan 2024-2026 which has a focus on the following themes: Libraries are for Everyone, Discover your Library, and Employee Experience. Over 1,000 survey responses from the public, community partners and staff were used in the development of the plan.

Key Performance Indicators

LIBRARY SERVICES DATA	2023-2024	2022-2023
Library membership cards	352,656	323,654
Library visits	1,654,051	1,354,197
Program participants	203,087	148,672
Circulation - print	2,666,639	2,101,936
Circulation - electronic	533,230	432,972
Total circulation	3,199,869	2,534,908

The **Skilled Trades NB Branch** provides quality apprenticeship learning and certification opportunities in designated occupations that are standardized, current and relevant to the needs of industry and its workforce. The branch provides these services to thousands of skilled trade apprentices and trades professionals by ensuring the delivery of apprenticeship training, validating curriculum, and working to ensure those performing work in the various sectors have the proper qualifications. The branch ensures the skilled trades workforce has the skills and knowledge necessary to function effectively in the labour market. It identifies training needs in conjunction with industry, develops programs in the 45 occupations for which apprenticeship training is offered and provides certification services in the 82 designated occupations.

Highlights

- New Brunswick's rates in skilled trades exams outperformed the national average by 20 per cent.
- New Brunswick, along with the other 12 provinces and territories, attained 75 per cent national harmonization for trade name, required hours and sequencing of training.
- New Brunswick, along with the other three Atlantic Provinces, attained 82 per cent harmonization of the 23 trades identified under the Atlantic Harmonization project. This accounts for 16 trades that have been fully implemented and entering renewal and the remaining 7 in various stages of implementation. The Atlantic provinces are the only provinces that have 100 per cent harmonization of trade name, hours, sequencing, curriculum, exams, and log books.
- The branch continued to deliver the Virtual Learning Strategist Program (VLS) that supports New Brunswick apprentices to overcome learning challenges and help them become successful in their certifications. Due to its success, NB is leading the continued expansion of VLS across Canada with federal funding that extends to 2026.
- The branch continues to support a dedicated training counselor to support skilled trades careers in Indigenous communities. In 2022-2023 there were 21 Indigenous apprentices certified. As of March 31, 2024, there are 124 Indigenous apprentices registered, 17 per cent of which are female.
- The branch continued its partnership with the MAP Strategic Workforce Services (MAPSWS). In 2023-2024, MAPSWS ran 7 STEP programs targeting underrepresented groups Women, Indigenous, New Canadian, Youth and Persons with Disabilities which resulted in 74 participants. The department will continue its partnership with MAPSWS to help fill the expected labour supply gaps again focusing on Women, Indigenous, New Canadian, Youth and Persons with Disabilities with a focus on priority skilled trade occupations.
- The branch continues the 'This is Skilled Trades' marketing campaign in partnership with Skills Canada New Brunswick. The campaign focused on increasing awareness and the promotion of skilled trades careers in New Brunswick with an emphasis on priority skilled trade occupations, the advertisements highlighted our very own New Brunswick skilled trade professionals, both apprentices and journeypeople.
- The branch created a new brand, Skilled Trades NB, which launched in April 2024. This new brand aims to elevate skilled trades, promoting them as a valuable and respected option for four-year post-secondary education, rather than a second choice.
- On July 1, 2021, the branch launched personal support worker (PSW) and human services councillor (HSC) certification under the Apprenticeship and Occupational Act. This also marked the start of the four-year legacy period during which existing PSW and HSC can have their previous training and work experience recognized for certification. As of May 2024, the branch issued certification to 744 PSWs and 300 HSCs.
- The branch reinstated the position of and retained a new education and compliance officer to address compliance concerns within the industry. Of the ten complaints that were reviewed, nine were resolved and one is still in progress. Seven of the complaints provided opportunities for educational interventions.
- In partnership with the Atlantic Provinces, the branch supported the distribution of the federal government's Canadian Apprenticeship Service (CAS) financial incentive to employers for hiring apprentices. The financial incentive was doubled if the employer registers an apprentice from an equity-deserving group. These efforts resulted in 385 new apprentices.
- The branch continues to work on creating curriculum and assessments for the gasfitter A & B occupations, which will be transitioned from a government certification previously managed by the department of Justice and Public Safety.

Key Performance Indicators

APPRENTICESHIP DATA	2023-2024	2022-2023
Apprenticeship registrations (increase or decrease from previous year)	1,469 (+6%)	1,389 (+12%)
Certificates issued (increase or decrease from previous year)	1,541 (-2%)	1,573 (+79%)
Total registered apprentices (increase or decrease from previous year)	5,714 (+10%)	5,176 (+6%)

LEARNING STRATEGIST INTERVENTIONS	2023-2024	2022-2023
Clients served (increase or decrease from previous year)	1,492 (+114%)	697 (+4%)
Interventions started (increase or decrease from previous year)	4,742 (+36%)	3,495 (-12%)
Interventions completed (increase or decrease from previous year)	2,996 (+17%)	2,566 (-21%)

IMMIGRATION DIVISION

The **Immigration Division** transitioned from Opportunities NB (ONB) to the Department of Post-Secondary Education, Training and Labour in July 2023. The Division facilitates New Brunswick employers' access to international skilled talent to fill labour gaps, helps newcomers navigate the immigration system, works with immigrant-serving agencies to facilitate the integration and improve the retention of newcomers, maintains the integrity of provincial immigration programs, supports international students to plant roots in New Brunswick and remain long after graduation, and streamlines programs to ensure immigration policies helps both employers and the provincial economy.

The division consists of the **Immigration Services, Workforce Development, Strategic Partnerships and Integration** and **Operations, Compliance and Integrity** branches.

The **Immigration Services branch** is responsible for the administration of the New Brunswick Provincial Nominee Program (NBPNP) and the Atlantic immigration Program (AIP). It oversees the processing and issuance of provincial nominations, and the development of immigration pathways to align with provincial priorities. The branch also works closely with federal and provincial counterparts in respect to policy and operations and provides education sessions around immigration pathways.

The **Workforce Development branch** helps New Brunswick employers by having access to skilled international labour, building relationships with international partners, and supporting eligible employers through the best matched immigration programs and services for their needs. The branch also organizes and conducts international recruitment missions with employers to recruit skilled workers in the NB priority occupations.

The **Strategic Partnerships and Integration branch** focuses on maintaining and building relationships in international markets by developing agreements of shared interest around ethical recruitment; skills and training; and cultural exchanges. It also administers the funding to community-based immigrants settlement organizations to ensure quality services are provided to newcomers and communities. The branch provides support to international students who want to make New Brunswick their permanent home by working with institutions and stakeholders to help international students transition into professional life in the province, as well as offering immigration support through information sessions and coordinating the Study and Succeed in NB program.

The **Operations, Compliance and Integrity branch** is responsible for the Immigration Navigation Service, which provides front-line support and information to immigration applicants. It manages and maintains the online provincial immigration application platform. The branch also supports the Immigration Division in the detection and prevention of immigration fraud and related integrity concerns and provides internal divisional administrative support.

Key Performance Indicators

Provincial Nominations	2023	2022
Provincial Nominee Program (PNP)	3,167	2,584
Atlantic Immigration Program (AIP)	2,228	489
Certificates issued to International Graduates	2,547	1,233
Certificates issued to Francophones	1,139	992

FINANCIAL INFORMATION

Departmental Gross Revenue

For the fiscal period ending March 31, 2024 (000's)

	2023-2024			
	BUDGET	ACTUAL	VARIANCE OVER/(UNDER)	NOTES
Return on Investment	\$12,939.0	\$12,520.6	(\$418.4)	
Licenses and Permits	\$1,857.0	\$1,540.0	(\$317.0)	
Sale of Goods and Services	\$3,782.0	\$3,302.4	(\$479.6)	
Miscellaneous Revenue	\$440.0	\$2,002.5	\$1,562.5	1
Conditional Grants – Canada	\$113,699.0	\$136,698.2	\$22,999.2	2
Total – Ordinary Revenue	\$132,717.0	\$156,063.7	\$23,346.7	

Explanations for variances greater than \$1M are found as *Financial Information 2023-2024 Notes*.

Special Purpose Revenue

For the fiscal period ending March 31, 2024 (000's)

	2023-2024			
	BUDGET	ACTUAL	VARIANCE OVER/ (UNDER)	NOTES
Canada Student Grant for Services and Equipment for Students with Permanent Disabilities	\$2,700.0	\$1,418.1	(\$1,281.9)	3
Library Trust Fund	\$300.0	\$461.1	\$161.1	
Recoverable Projects	\$426.0	\$582.0	\$156.0	
Total – Special Purpose Revenue	\$3,426.0	\$2,461.2	(\$964.8)	

Explanations for variances greater than \$1M are found as *Financial Information 2023-2024 Notes*.

Departmental Gross Expenditures

For the fiscal period ending March 31, 2024 (000's)

	2023-2024			
	BUDGET	ACTUAL	VARIANCE OVER/ (UNDER)	NOTES
Post-Secondary Education Division				
Post-Secondary Education	\$514,639.2	\$497,481.4	(\$17,157.8)	4
Labour and Strategic Services Division				
Labour and Strategic Services	\$12,827.9	\$12,351.7	(\$476.2)	
Adult Learning and Employment				
NB Public Libraries	\$18,778.0	\$18,342.4	(\$435.6)	
Skilled Trades NB	\$9,258.5	\$12,224.4	\$2,965.9	5
Working NB	\$123,331.7	\$164,688.6	\$41,356.9	6
Total - Ordinary Expenditures	\$678,835.3	\$705,088.5	\$26,253.2	

Explanations for variances greater than \$1M are found as *Financial Information 2023-2024 Notes*.

Capital Expenditures

For the fiscal period ending March 31, 2024 (000's)

	2023-2024			
	BUDGET	ACTUAL	VARIANCE OVER/ (UNDER)	NOTES
Deferred Maintenance Program	\$2,200.0	\$2,165.9	(\$34.1)	
Total - Capital Expenditures	\$2,200.0	\$2,165.9	(\$34.1)	

Explanations for variances greater than \$1M are found as *Financial Information 2023-2024 Notes*.

Special Purpose Expenditures

For the fiscal period ending March 31, 2024 (000's)

	2023-2024			
	BUDGET	ACTUAL	VARIANCE OVER/ (UNDER)	NOTES
Canada Student Grant for Services and Equipment for Students with Permanent Disabilities	\$2,700.0	\$1,735.3	(\$964.7)	
Library Trust Fund	\$300.0	\$476.0	\$176.0	
Recoverable Projects	\$426.0	\$550.8	\$124.8	
Total – Special Purpose Expenditures	\$3,426.0	\$2,762.1	(\$663.9)	

Explanations for variances greater than \$1M are found as *Financial Information 2023-2024 Notes*.

Student Loans: Advances and Recoveries

For the fiscal period ending March 31, 2024 (000's)

	2023-2024			
	BUDGET	ACTUAL	VARIANCE OVER/ (UNDER)	NOTES
Student Loans Advances	\$90,500.0	\$83,350.0	(\$7,149.1)	7
Student Loans Recoveries	\$45,000.0	\$44,538.8	(\$461.2)	

Explanations for variances greater than \$1M are found as *Financial Information 2023-2024 Notes*.

Student Loans Portfolio

(000's)

	MARCH 31, 2024	MARCH 31, 2023
Loans in Good Standing	\$503,282.6	\$467,965.8
Defaulted Loans	\$177,513.9	\$176,864.4
Total – Portfolio	\$680,796.5	\$644,830.2
Allowance for Doubtful Accounts	\$210,662.0	\$198,919.9

New Brunswick College of Craft and Design Special Operating Agency

For the fiscal period ending March 31, 2024 (000's)

	2023-2024			
	BUDGET	ACTUAL	VARIANCE OVER/(UNDER)	NOTES
Opening Balance	\$1,696.0	\$1,770.9	\$74.9	
Revenue				
Return on Investment	\$1.0	\$1.0	\$0.0	
Sales of Goods and Services	\$1,377.0	\$1,310.0	(\$67.0)	
Miscellaneous Revenues	\$0.0	\$31.0	\$31.0	
Transfer from Department	\$3,521.0	\$3,961.5	\$440.5	
Total - Revenue	\$4,899.0	\$5,303.5	\$404.5	
Expenditures	\$4,722.0	\$5,111.7	\$389.7	
Surplus (Deficit) for the year	\$177.0	\$191.8	\$14.8	
Closing Balance	\$1,873.0	\$1,962.7	\$89.7	

Explanations for variances greater than \$1M are found as *Financial Information 2023-2024 Notes*.

NOTE: The annual report was prepared prior to the publication of Public Accounts Volume 2: Supplementary Information. Consequently, the financial information reported herein may not reflect the final figures as reported in Public Accounts.

Financial Information 2023-2024 Notes

Note 1: Miscellaneous Revenue

The variance is mainly due to greater than anticipated prior year expenditure recovery from various programs.

Note 2: Conditional Grants - Canada

The variance is mainly due to the federal fund top-up that was not included in Main Estimates.

Note 3: Special Purpose Revenue

The variance is mainly due to fewer files processed for Canada Student Grant for Services and Equipment for Students with Permanent Disabilities.

Note 4: Post-Secondary Education

The variance is mainly due to federal funding to students and unspent funding due to project deferrals.

Note 5: Skilled Trades NB

The variance is mainly due to spending on the Housing Strategy and the timing of Virtual Learning Strategist projects.

Note 6: WorkingNB

The variance is mainly due to program uptake and federal fund top-up that was not included in Main Estimates. A special warrant budget increase of \$45.0 million received in-year is not included in these tables.

Note 7: Student Loan Advances

This variance is mainly due to less uptake than expected.

Summary of Expenditures – Employment, Literacy and Workplace Essential Skills Programs

For the fiscal period ending March 31, 2024 (000's)

EMPLOYMENT PROGRAMS	CANADA-NB WORKFORCE DEVELOPMENT AGREEMENT	EMPLOYMENT DEVELOPMENT	CANADA-NB LABOUR MARKET DEVELOPMENT	TOTAL
Workforce Expansion	\$0.0	\$428.4	\$4,645.0	\$5,073.4
Workplace Connections	\$3,137.0	\$4,451.6	\$3,593.4	\$11,182.0
Training and Skills Development	\$6,134.5		\$39,116.2	\$45,250.7
Student Employment Experience Development		\$6,899.6		\$6,899.6
Employment Services	\$9,411.4	\$1,400.0	\$56,762.1	\$67,573.5
Workplace Essential Skills	\$2,014.2			\$2,014.2
CALNET Academic	\$3,520.7	\$401.0	\$2,125.6	\$6,047.3
Subtotal Programs	\$24,217.8	\$13,580.6	\$106,242.3	\$144,040.7
Administration	\$1,106.4	\$4,940.6	\$14,596.1	\$20,643.1
Total Employment Programs Expenditures	\$25,324.2	\$18,521.2	\$120,838.4	\$164,683.8
2023-2024 Budget	\$14,975.0	\$21,047.7	\$87,309.0	\$123,331.7
Variance over/(under)	(\$10,349.2)	\$2,526.5	(\$33,529.4)	(\$41,352.1)

Summary of Expenditures – Operating Assistance to Public Universities and the Maritime College of Forest Technology (MCFT)

For the fiscal period ending March 31, 2024 (000's)

OPERATING ASSISTANCE	MOUNT ALLISON UNIVERSITY	ST. THOMAS UNIVERSITY	UNIVERSITÉ DE MONCTON	UNIVERSITY OF NEW BRUNSWICK	MARITIME COLLEGE OF FOREST TECHNOLOGY	TOTAL
Unrestricted Operating Grants	\$22,644.4	\$13,318.7	\$71,052.7	\$125,401.2	\$2,295.8	\$234,712.7
Restricted Operating Grants	\$1,077.8	\$462.1	\$2,870.1	\$5,132.3	\$108.0	\$9,650.3
Total Operating Assistance	\$23,722.2	\$13,780.8	\$73,922.8	\$130,533.5	\$2,403.8	\$244,363.0

NOTE: Information on how this funding was used by the public universities and MCFT can be found at the following links:

- Mount Allison University: <https://mta.ca/about/leadership-and-governance/reports-and-accountability>
- St. Thomas University: <https://www.stu.ca/about/administrative-offices/vice-president-academic-and-research/policies-and-reports/>
- University of New Brunswick: <https://www.unb.ca/finance/reports-publications/cfs.html>
- Université de Moncton: <https://www.umoncton.ca/acces-information/information-financiere>
- MCFT: <https://www.mcft.ca/publications-2/>

SUMMARY OF STAFFING ACTIVITY

Pursuant to section 4 of the *Civil Service Act*, the Secretary to Treasury Board delegates staffing to each Deputy Head for his or her respective department(s). Please find below a summary of the staffing activity for 2022-2023 and 2023-2024 for the Department of Post-Secondary Education, Training and Labour.

NUMBER OF PERMANENT AND TEMPORARY EMPLOYEES AS OF DEC. 31 OF EACH YEAR		
EMPLOYEE TYPE	2023	2022
Permanent	711	598
Temporary	102	134
TOTAL	813	732

The department advertised 40 competitions, including 27 open (public) competitions and 13 closed (internal) competitions.

Pursuant to sections 6, and 16 of the *Civil Service Act*, the department made the following appointments using processes to establish merit other than the competitive process:

APPOINTMENT TYPE	APPOINTMENT DESCRIPTION	SECTION OF THE CIVIL SERVICE ACT	NUMBER
Merit Principal	An appointment designed to establish the merit of candidates, and which is in the best interest of the Civil Service.	6(1)	26
Specialized Professional, Scientific or Technical	An appointment may be made without competition when a position requires: <ul style="list-style-type: none"> a high degree of expertise and training a high degree of technical skill recognized experts in their field 	15(1)	0
Equal Employment Opportunity Program	Provides Aboriginals, persons with disabilities and members of a visible minority group with equal access to employment, training and advancement opportunities.	16(1)(a)	6
Department Talent Management Program	Permanent employees identified in corporate and departmental talent pools, who meet the four-point criteria	16(1)(b)	52

APPOINTMENT TYPE	APPOINTMENT DESCRIPTION	SECTION OF THE CIVIL SERVICE ACT	NUMBER
	for assessing talent, namely performance, readiness, willingness and criticalness.		
Lateral transfer	The GNB transfer process facilitates the transfer of employees from within Part 1, 2 (school districts) and 3 (hospital authorities) of the Public Service.	16(1) or 16(1)(c)	32
Regular appointment of casual/temporary	An individual hired on a casual or temporary basis under section 17 may be appointed without competition to a regular properly classified position within the Civil Service.	16(1)(d)(i)	87
Regular appointment of students/ apprentices	Summer students, university or community college co-op students or apprentices may be appointed without competition to an entry level position within the Civil Service.	16(1)(d)(ii)	0

Pursuant to section 33 of the *Civil Service Act*, zero complaints alleging favouritism were made to the Deputy Head of Post-Secondary Education, Training and Labour and zero complaints were submitted to the Ombud.

SUMMARY OF LEGISLATION AND LEGISLATIVE ACTIVITY

BILL #	NAME OF LEGISLATION	DATE OF ROYAL ASSENT	SUMMARY OF CHANGES
Bill 3, Third Session, 60 th Legislature	<i>An Act Respecting the Fisheries Bargaining Act and the Industrial Relations Act</i> , Chapter 30 of the Acts of New Brunswick, 2023 Chap-30.pdf (gnb.ca)	Royal Assent December 13, 2023, came into force upon proclamation April 2, 2024.	This Bill removed the requirement for a one-dollar payment as evidence of union membership and clarified outdated references to communication by telegram.

REG #	NAME OF REGULATION	EFFECTIVE DATE	SUMMARY OF CHANGES
2023-24	Standards Regulation under the <i>Public Service Labour Relations Act</i> Reg 2023-24.pdf (gnb.ca)	Filed and came in force May 3, 2023.	This Regulation prescribed standards by which a striking or locked-out employee must abide when engaging in picketing activity at the place of employment.
2023-27, amending 2007-78	Amendment to the General Regulation under the <i>Post-Secondary Student Financial Assistance Act</i> Reg 2023-27.pdf (gnb.ca)	Filed May 18, 2023, came in force retroactively October 1, 2022.	This amendment updated the list of designated educational institutions listed in Schedule "A" of the Regulation.
2023-43, amending 2007-78	Amendment to the General Regulation under the <i>Post-Secondary Student Financial Assistance Act</i> Reg 2023-43.pdf (gnb.ca)	Filed July 18, 2023, came into force August 1, 2023.	This amendment increased the maximum weekly loan and bursary amounts for post-secondary students.
2023-45, amending 2004-130	Amendment to the First Aid Regulation under the <i>Occupational Health and Safety Act</i> Reg 2023-45.pdf (gnb.ca)	Filed and came into force August 9, 2023.	This amendment harmonized the first aid provisions with changes to the Pan-Canadian Occupational Health and Safety Reconciliation Agreement.

The consolidated acts for which the department was responsible in 2023-2024 may be found at:
<https://laws.gnb.ca/en/bycategory/cs?categoryId=departmentId&itemId=postsecondary>

SUMMARY OF OFFICIAL LANGUAGES ACTIVITIES

Introduction

In 2023-2024, the Department of Post-Secondary Education, Training and Labour continued to ensure its obligations under the *Official Languages Act* were met throughout the organization. Below are associated activities that were carried out on an ongoing basis during the year.

Focus 1

Activities that took place to meet the objective of Language of Service:

- Ongoing consultation and discussions between human resources consultants and managers to best meet linguistic profile requirements and needs. The percentage of linguistic profile completion for 2023-2024 was 89.7 per cent.

Focus 2

Activities that took place to meet the objective of Language of Work:

- Second-language training offered to employees who met the requirements of the department's Second-Language Training Policy. 12 employees received second-language training in 2023-2024.

Focus 3

Activities that took place to meet the objective of Promotion of Official Languages:

- The department's onboarding program requires new employees to familiarize themselves with the *Official Languages Act* by completing the mandatory eLearning modules.
- The yearly Performance Management process required review of the *Official Languages Act* by all employees.
- Yearly communication is sent out to all employees as a reminder of their obligations and service requirements in relations to the *Official Languages Act*. This includes links to the Toolkit, Policies as well as the GNB Knowledge Centre online courses on Official Languages.

Focus 4

Activities that took place to meet the objective of Knowledge of the *Official Languages Act*:

- The department's Official Languages Coordinator attended meetings established through Finance and Treasury Board to remain knowledgeable and proactive on all activities regarding Official Languages.

Conclusion

The results achieved by various initiatives stemming from the action plan had positive effects in raising awareness and acceptance of Official Languages within the department.

SUMMARY OF RECOMMENDATIONS FROM THE OFFICE OF THE AUDITOR GENERAL

Section 1 – Includes the current reporting year and the previous year.

The Department of Post-Secondary Education, Training and Labour did not receive any recommendations from the Office of the Auditor General in the 2022-2023 and 2023-2024 fiscal years.

NAME AND YEAR OF AUDIT AREA WITH LINK TO ONLINE DOCUMENT	RECOMMENDATIONS
	TOTAL
None	0

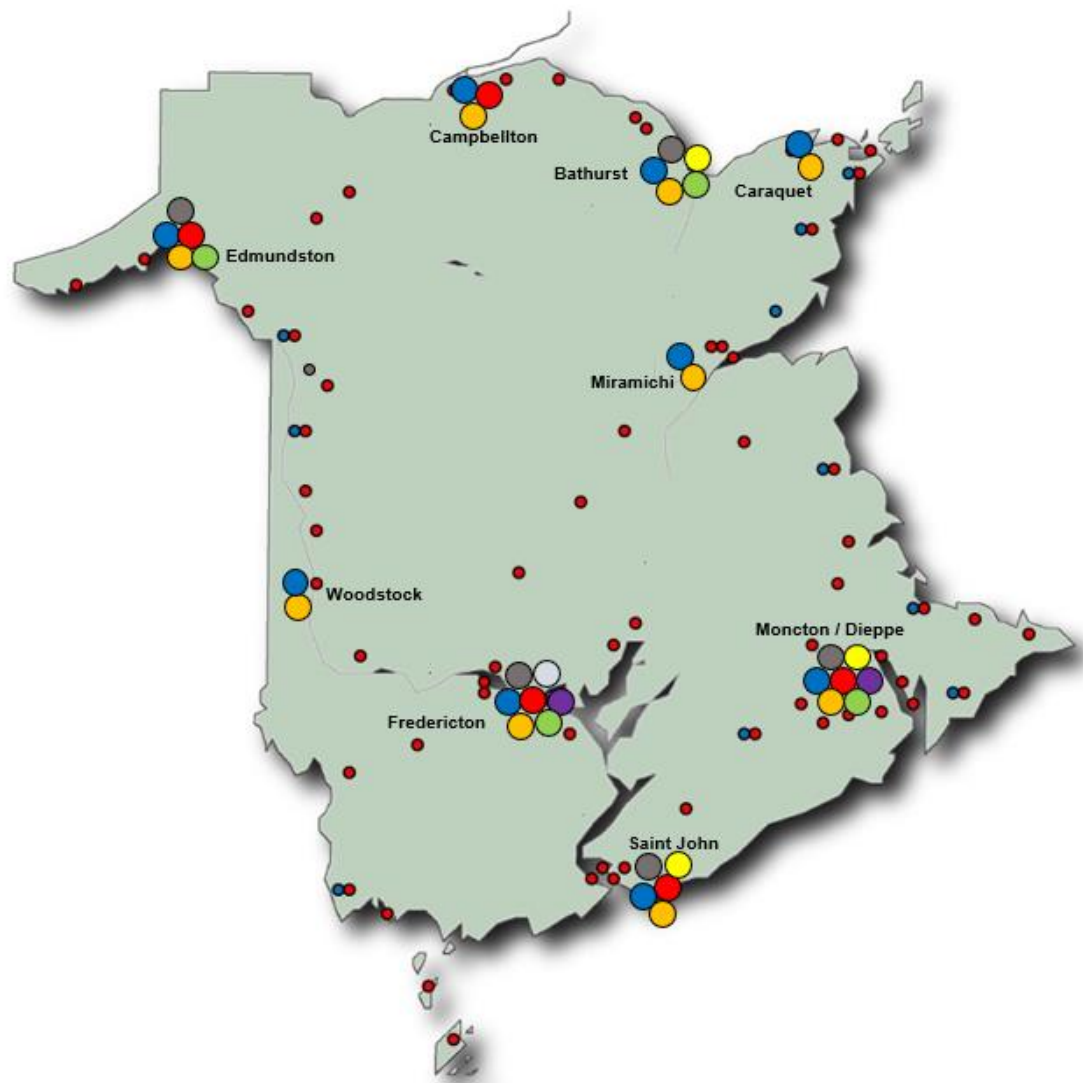
Section 2 – Includes the reporting periods for years three, four and five.

NAME AND YEAR OF AUDIT AREA WITH LINK TO ONLINE DOCUMENT	RECOMMENDATIONS	
	TOTAL	IMPLEMENTED
2021 V1 Chapter 3: Department of Post-Secondary Education, Training and Labour – Covid-19 Funding – New Brunswick Workers’ Emergency Income Benefit https://www.agnb-vgnb.ca/content/dam/agnb-vgnb/pdf/Reports-Rapports/2021v1/Chap3e.pdf	14	14
2019 V2 Chapter 2 – Department of Post-Secondary Education, Training and Labour – Provincial Funding to Universities and Maritime College of Forest Technology (MCFT) https://www.agnb-vgnb.ca/content/dam/agnb-vgnb/pdf/Reports-Rapports/2019V2/Chap2e.pdf	10	9
2018 V1 Chapter 2: WorkSafeNB – Phase 1 – Governance https://www.agnb-vgnb.ca/content/dam/agnb-vgnb/pdf/Reports-Rapports/2018V1/Chap2e.pdf	7	7

REPORT ON THE *PUBLIC INTEREST DISCLOSURE ACT*

As provided under section 18(1) of the *Public Interest Disclosure Act*, the chief executive shall prepare a report of any disclosures of wrongdoing that have been made to a supervisor or designated officer of the portion of the public service for which the chief executive officer is responsible. The Department of Post-Secondary Education, Training and Labour received zero disclosure of wrongdoing in the 2023-2024 fiscal year.

APPENDIX A SERVICES AND OFFICE LOCATIONS



- WorkingNB – Satellite offices*
- Skilled Trades NB
- Workers' Advocate
- Employers' Advocate
- Employment Standards**
- Library region headquarters – Public libraries ***
- New Brunswick Human Rights Commission
- New Brunswick College of Craft and Design

* WorkingNB has satellite offices in Shippagan, Tracadie, Neguac, Grand Falls, Perth-Andover, Sussex, St. Stephen, Richibucto, Sackville and Shediac.

** Employment Standards has a satellite office in Grand Falls.

*** In addition to five library regions, New Brunswick has 63 public libraries as follows: 11 in Chaleur Region, 14 in York Region, 12 in Haut-Saint-Jean Region, 16 in Albert-Westmorland-Kent Region and 10 in Fundy Region.