

A Presentation for the
Demographic Change in the North Atlantic Rim Workshop
October 17, 2011

Addressing the Impacts of Demographic Trends: Policy and Program Responses in Newfoundland and Labrador

Connecting People and Possibilities



Human Resources, Labour and Employment

Presentation Overview

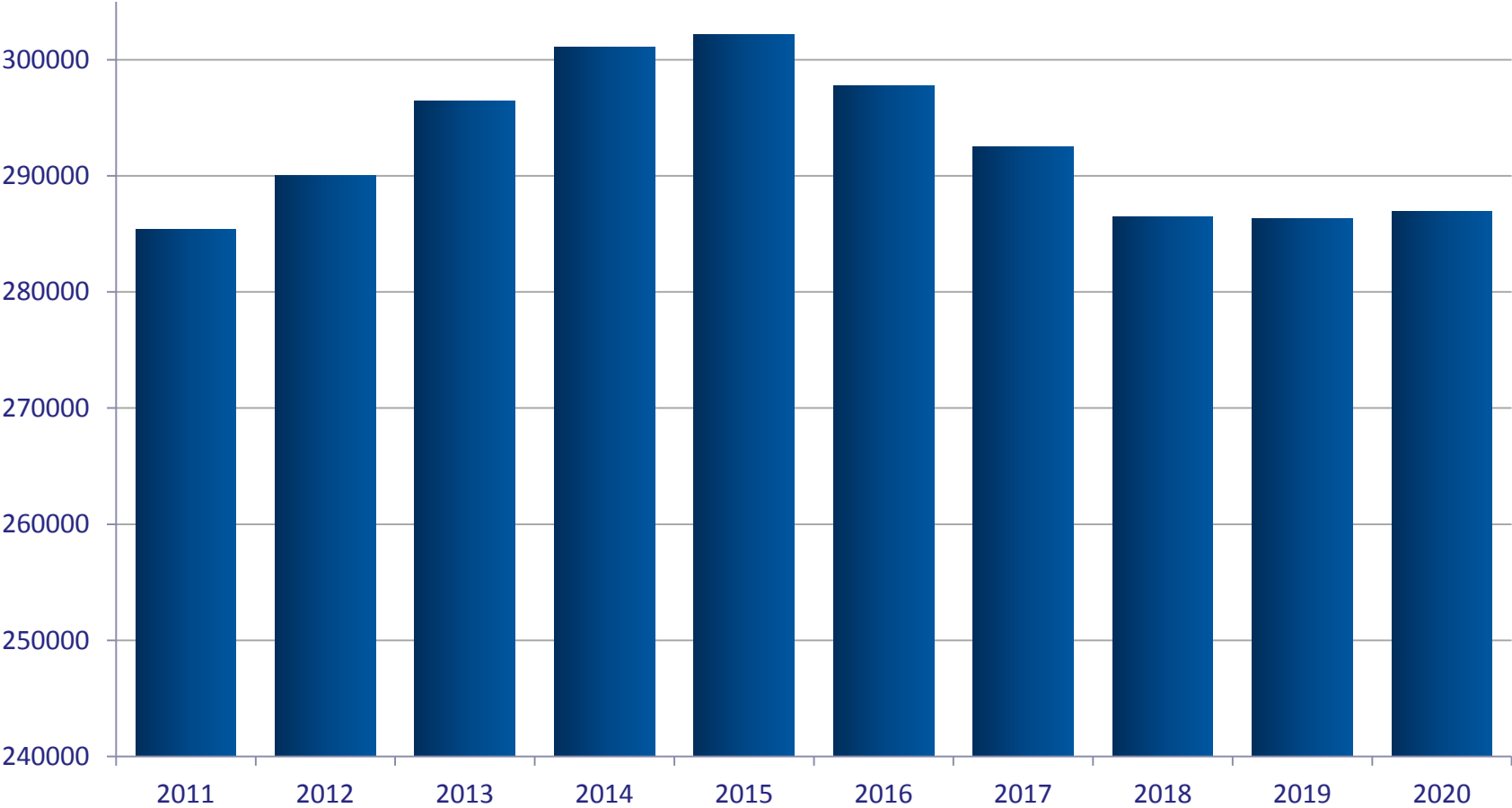
- Outlook 2020: Key Demographic and Labour Market Trends
- Policy and Program Directions:
 - Current and Planned Initiatives
 - Strategic Directions for the Future

- All key indicators point to improving job conditions in Newfoundland and Labrador
 - Employment has grown to record level highs.
 - The number of people in the labour force each year, either working or looking for work, is higher than ever.
 - Education levels among the workforce have been increasing.
 - People are working for longer periods throughout the year.
 - Wages have been increasing.

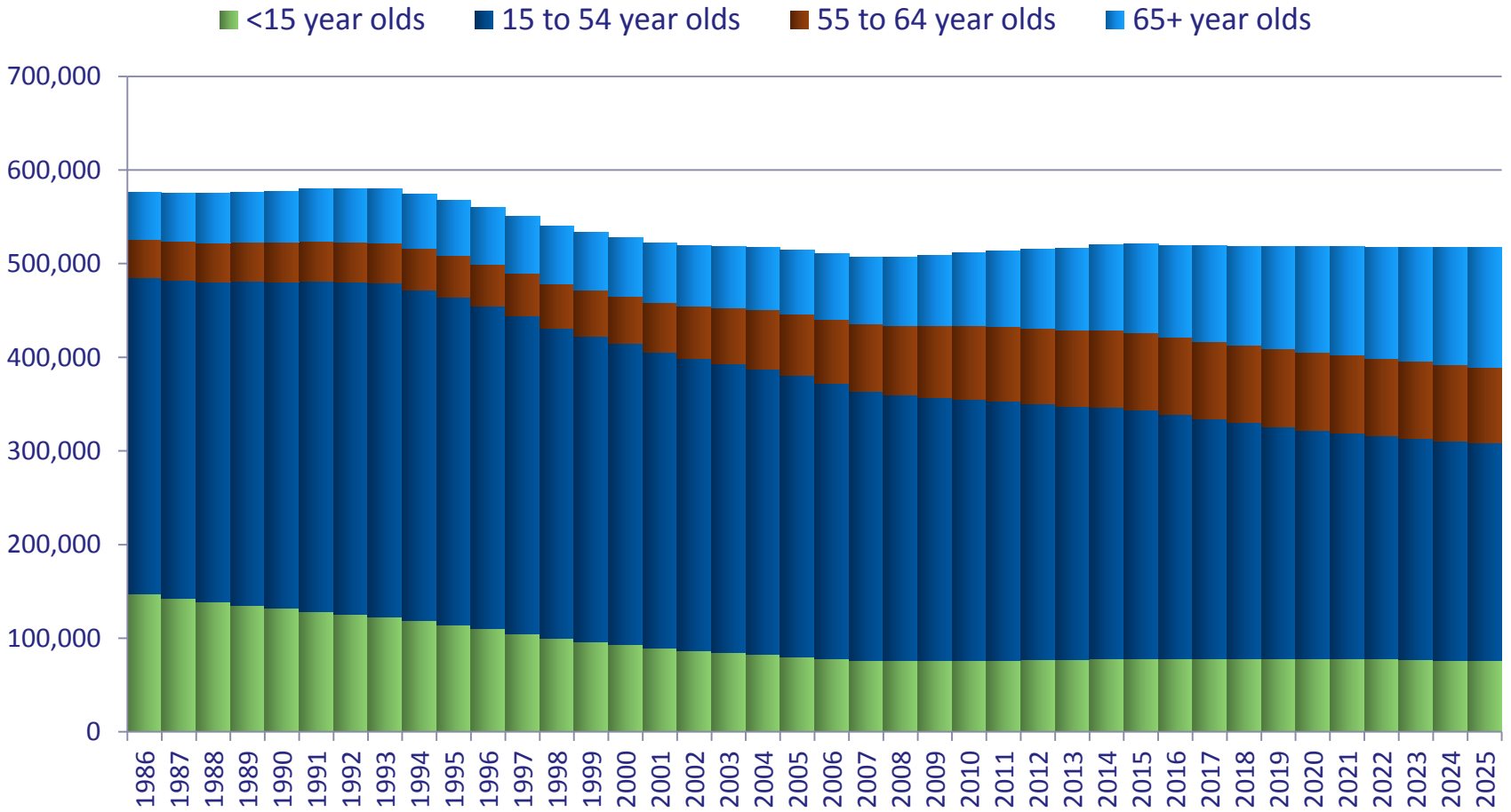
Key Trends for the Future

- New Job Growth
 - Major project developments
 - Economic growth in sectors such as Health, Trade, Construction, Mining, Oil and Gas and Utilities
- Population aging and decline
 - Increasing job openings due to retirements
 - Shrinking and aging labour force
- Increasing skills demands
- Tightening labour market conditions
 - Employment growth has been outpacing labour force growth

Outlook 2020: Employment Forecast



Outlook 2020: Labour Supply



Maximizing Opportunities: Current and Planned Initiatives

- Releasing “Opportunity and Growth: An Immigration Strategy for Newfoundland and Labrador”
- Releasing “All the Skills to Succeed”
- Opening a network of 14 Career Work Centres across the province
- Progressive Family Growth Benefit
- Parental Support Benefit
- Devolving the CA/NL Labour Market Development Agreement
- Ongoing Labour Market Review
- Releasing “Creating a Province of Choice: A Youth Retention and Attraction Strategy for Newfoundland and Labrador”
- Launching www.JOBSinNL.ca , the Province’s first online job posting site
- Launching www.NLHRmanager.ca

- Introducing a new Apprenticeship Wage Subsidy program
- Developing a provincial awareness campaign to raise awareness about current and emerging job opportunities in the province and the benefits of living here
- Other Provincial initiatives currently in progress include:
 - exploring family friendly public policy options that may help to attract and retain young workers and their families;
 - developing strategies to promote greater inclusion and access to employment opportunities among persons with disabilities; and
 - identifying opportunities to expand supports to employers to encourage them to hire young apprentices.

Maximizing Opportunities: Future Directions

- Increasing participation
 - among women, especially those in non-traditional occupations.
 - among groups who encounter employment barriers, such as youth; persons with disabilities; and persons receiving Income Support.
- Attracting and retaining mobile workers
- Attracting and retaining:
 - Expatriates
 - Immigrants
 - Workers from other provinces

- Providing incentives for older workers to stay in the workforce for longer periods, including opportunities to work in a second career after retirement; and
- Supporting skilled foreign workers who come to the province to help meet emerging demands, many of whom may also represent future residents
- Strengthening labour market partnerships through measures such as the Labour Market Committee of the Strategic Partnership Initiative (LMC)

THANK YOU!

- For further information please contact the Department of Human Resources, Labour and Employment @ 729-5701