

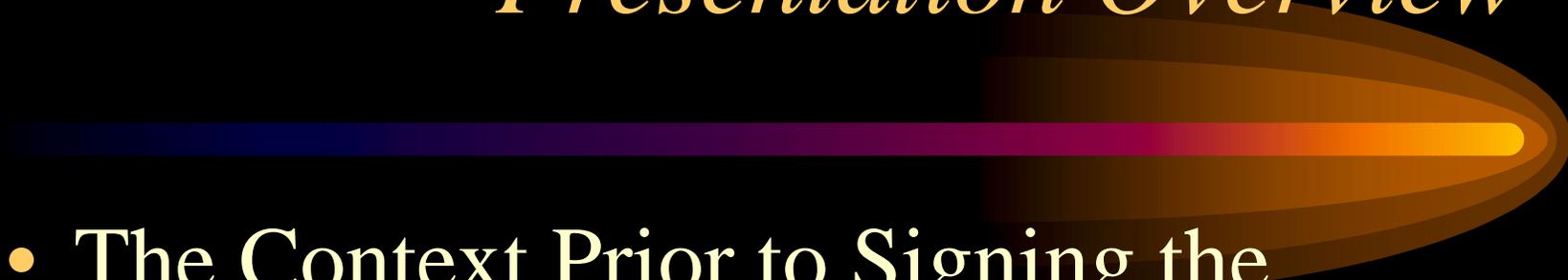
*Canada/Alberta
Labour Market Development
Agreement*



Alberta
HUMAN RESOURCES
AND EMPLOYMENT

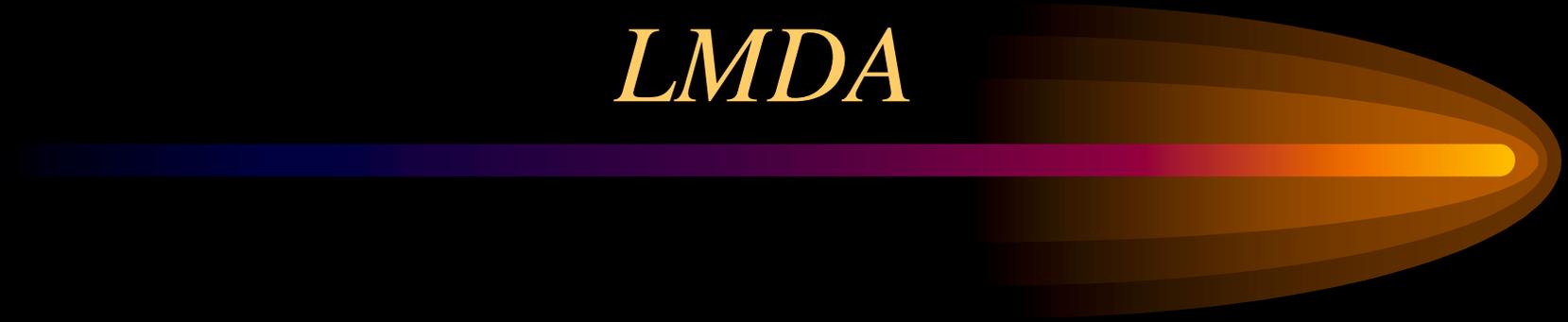
the people
& workplace
department

Presentation Overview



- The Context Prior to Signing the LMDA
- The Canada/Alberta LMDA
- Experience to Date
- Present and Future Challenges
- Lessons Learned

The Context Prior to Signing the LMDA



- An ongoing commitment to retraining and upskilling.
- A network of Career Development Centres.
- Cooperation between Alberta and HRDC includes Youth Services and Centres and Canada Alberta Centres.

Why Alberta Wanted an LMMA

- Build on Alberta's expertise and on our extensive service-delivery network.
- The efficiency of delivering programming through a single order of government.
- Reduce overlap and duplication.
- Increased resources for resolving Alberta's labour market challenges.

Canada/Alberta LMDA

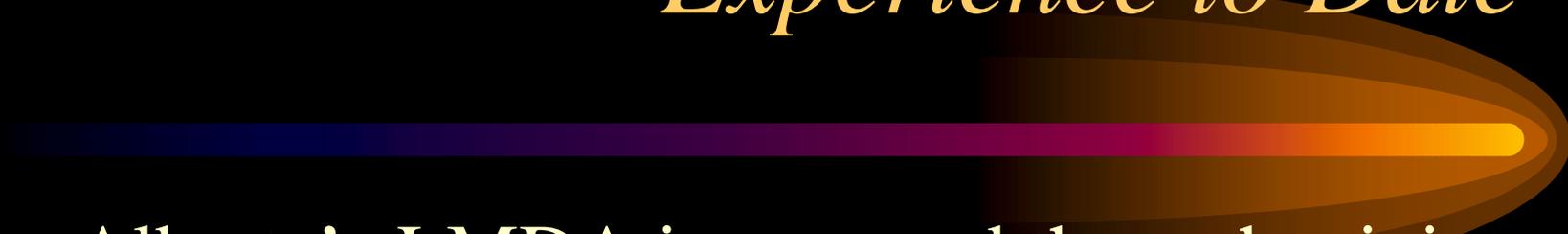


- Canada/Alberta LMDA signed December 6, 1996 and implemented April 1, 1997.
- HRDC delivered programs on behalf of Alberta for the first 7 months.
- On November 1, 1997, Alberta assumed full responsibility for the design and delivery of programs and services.

Canada/Alberta LMDA

- Start-up funds included: \$9M over 3 years for systems development and \$1000 per transferred employee.
- Ongoing funds include: over \$9M/year for salaries and administration and \$113M for programming.
- 204 full-time positions and 156 people transferred.
- Responsibility for Job Order Management also transferred.
- Co-located sites covered in specific annex to agreement.

Experience to Date



- Alberta's LMDA is assessed through a joint formative evaluation, summative evaluation, and Three Year Review.
- Short-Term Indicators include:
 - Short-term savings to EI account
 - Returns to work
 - Number of active claimants served

Experience to Date

Findings of the Three Year Review

- Successes:
 - More sites.
 - More people served.
 - Co-location and single window delivery.
 - Good working relationship between the two orders of government.
 - Implementation complete.
 - Positive results.

Experience to Date

Findings of the Three Year Review



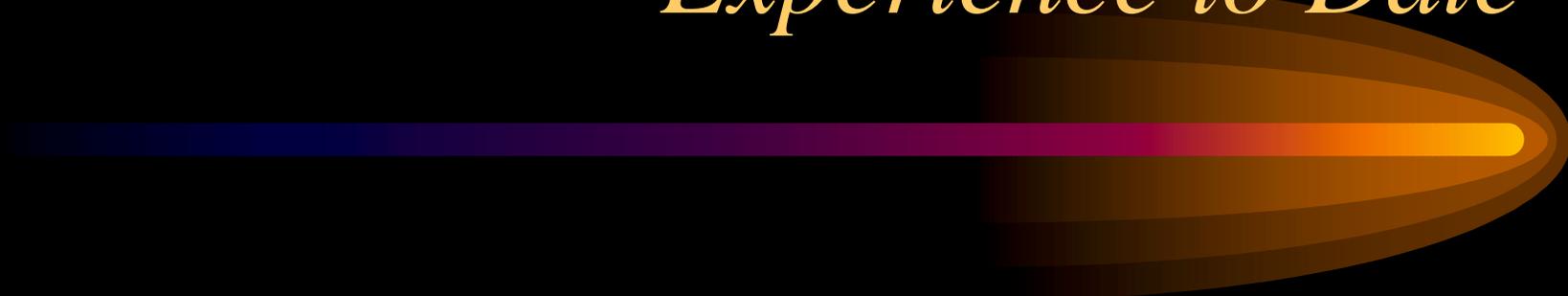
- Challenges:
 - Incompatible computer systems.
 - Privacy regulations.
 - Many EI claimants unaware of available programs and services.
 - Some co-located offices are having issues with accommodation.

Experience to Date

<u>Year</u>	<u>Returns to Work</u>	<u>Savings to EI</u>
• 98/99	20,000	\$79 M
• 99/00	25,000	\$110 M
• 00/01	21,000	\$117 M

- In the last two years, savings to the EI Account were greater than the program funds provided to Alberta.

Experience to Date



- Alberta's outstanding results are due to several other factors in addition to sound program management:
 - A strong economy.
 - A strong apprenticeship system.

Five Present & Future Challenges



1. Addressing growing skills shortages.
2. Providing skills training in highly-skilled, high demand occupations.

Five Present and Future Challenges



3. Increasing cooperation with industry and employers to address human resource issues.
4. Finding ways to support all workers who need retraining.
5. Ensuring Labour Market Information is available to support training decisions.

Lessons Learned



- It takes time to implement a transition.
- The two orders of government can work together.
- Different accommodation standards can make coordinated delivery difficult.
- LMDAs could help more Canadians.
- Fully devolved LMDAs are the key component of a comprehensive labour market strategy.