

# **Jobs and the Economy**

## **Emploi et Économie**

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**Annual Report  
2014-2015**

**Rapport annuel  
2014-2015**

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Her Honour the Honourable Janice C. Filmon, C.M., O.M.  
Lieutenant Governor of Manitoba  
Room 235, Legislative Building  
Winnipeg, Manitoba  
R3C 0V8

Your Honour:

I am pleased to present the Annual Report for the Department of Jobs and the Economy for the fiscal year ending March 31, 2015.

Respectfully submitted,

*Original signed by*

Kevin Chief  
Minister



Son Honneur l'honorable Janice C. Filmon, C.M., O.M.  
Lieutenante-gouverneure du Manitoba  
Palais législatif, bureau 235  
Winnipeg (Manitoba)  
R3C 0V8

Madame la Lieutenante-Gouverneure,

J'ai l'honneur de vous présenter le rapport annuel du ministère de l'Emploi et de l'Économie pour l'exercice financier terminé le 31 mars 2015.

Je vous prie d'agréer, Madame la Lieutenante-Gouverneure, l'expression de mon profond respect.

Le ministre,

*Document original signé par*

Kevin Chief





**Deputy Minister of Jobs and the Economy**

Room 311  
Legislative Building  
Winnipeg, MB, R3C 0V8

Honourable Kevin Chief  
Minister of Jobs and the Economy  
Room 333, Legislative Building  
Winnipeg, Manitoba

Dear Minister:

We have the honour of presenting the Annual Report for the Department of Jobs and the Economy for the period April 1, 2014 to March 31, 2015. The activities and efforts undertaken by the Department with our industry partners are intended to support the growth and prosperity of the Manitoba economy and the influence of our province within a united Canada and a changing world. Working towards these goals, we are pleased to profile a few outcomes achieved in 2014-2015.

On April 23, 2014, the Province launched the new Manitoba Innovation Strategy with a vision to re-align and re-focus Provincial resources to better meet the needs of our entrepreneurial and business communities by providing assistance directly to businesses and entrepreneurs who bring new ideas, processes and products to be commercialized; targeting assistance to more effectively meet the needs of the new and existing businesses that most require support so as to capitalize on their ideas; and ensuring that the resources invested result in measurable economic outcomes and tangible results.

The Department provides assistance to businesses and entrepreneurs through the Commercialization Support for Business Program. In 2014/15, the Department confirmed cost-sharing assistance for 105 new business development projects totaling \$3.9 million, providing valuable support in the areas of life-sciences, information and communications technology, agri-products and manufacturing.

In December 2014, the Department announced TechFutures; a new program that provides \$3,000 in financial assistance and a variety of training supports to young entrepreneurs to assist them in launching or growing early stage technology startups. This competitive program awards up to 20 grants annually to applicants that demonstrate the greatest potential for commercialization based upon the market potential of the business idea, the degree of innovation and the relevant skills and/or experience of the applicant.

The Department continued to work with organizations such as the Composites Innovation Centre, Vehicle Technology Centre, World Trade Centre Winnipeg and Canadian Manufacturers and Exporters to strengthen Manitoba's economy through innovation, building on existing advantages, creating new employment opportunities, promoting Manitoban companies and enhancing provincial economic growth. The support of the Department's Economic Development Initiatives (EDI) funding enabled the organizations to continue to expand and strengthen economic development in the Province.

The Workforce Development and Income Support Division is leading *Manitoba's Strategy for a Sustainable Employment and Stronger Labour Market*, as well as supporting *Manitoba's All Aboard Poverty Reduction Strategy*. New federal/provincial training agreements, apprenticeship activities, and the Rent Assist benefit were implemented that support the Strategy goals.

Three labour market agreements were entered into with the federal government in April 2014 to link job training to employer needs (the Canada-Manitoba Job Fund, the Canada-Manitoba Labour Market

Agreement for Persons with Disabilities, and the Targeted Initiative for Older Workers). Manitoba was the first and only province to successfully implement the Canada Job Grant in July 2014. In its first year of delivery, funding of \$1.4M was provided to 47 employers (who also contributed \$1.05M) to enable approximately 1,600 new and existing employees to participate in over 5,300 training events.

Apprenticeship Manitoba has a record high of almost 11,000 active apprentices in over 55 designated trades. In addition, as of March 2015, there are 1,168 high school apprentices who are gaining credits with paid, part-time, on-the-job apprenticeship practical training. In May 2014, employers became eligible to receive \$1,000 for engaging in the apprenticeship system for the first time through Manitoba's New Employer Hiring Grant. Additionally, Manitoba's tax credits for hiring apprentices and journeypersons were enhanced and made permanent, and easier for employers to apply for.

Manitoba enacted legislation that was the first of its kind in Canada. The *Military Trades Recognition Regulation* (October 2014) allows veterans to more easily become certified in a Manitoba designated trade and transition into the civilian workforce. *The Apprenticeship Employment Opportunities Act (Public Works Contracts)* - November 2014 - ensures that all major government building projects support apprenticeship training.

Rent Assist, a new portable shelter benefit that enhanced the former RentAid program with expanded eligibility and benefit increases, was launched in July 2014. Employment and Income Assistance recipients and low-income Manitobans who are renting in the private market are eligible for the benefit. This is the most significant change to Manitoba's income support system in decades and will provide stable housing so that individuals have a foundation to transition from assistance to work. When fully implemented, maximum Rent Assist benefits will be increased to 75 per cent of Median Market Rent (MMR).

Canada-US and International Relations (CUSIR) planned and supported outgoing missions to China and the US, and assisted in preparations for the Premier's mission to France. The Branch also supported the Premier's and Ministers' meetings with diplomats and international delegations, as well as the participation of Members of the Legislative Assembly in events in Minnesota, Nebraska, and South Dakota.

CUSIR helped coordinate Manitoba's ongoing advocacy in the US on transboundary water issues, Canada-US work on border issues and regulatory cooperation, Country of Origin Labeling, and hydroelectric power. The Branch supported Manitoba's participation at several ongoing international fora, including the Western Governors' Association, the Southeastern United States – Canadian Provinces Alliance, North American Strategy for Competitiveness (NASCO), the regional International Legislators' Forum, and the Midwestern Legislative Conference. CUSIR also coordinated work on Manitoba's international development partnerships, including the successful conclusion of a multi-year partnership project in Philippines and a successful study tour to Manitoba by South African government officials from Western Cape Province. The Branch also continues to support Manitoba's participation in the World Bank's Private Sector Liaison Officer Network.

The Protocol Office facilitated numerous diplomatic visits, coordinated and organized Order of Manitoba activities and several presentations for the Order of the Buffalo Hunt, and maintained responsibility for the office of the Military Envoy and its related functions, notably by assisting with the Premier's mission to Normandy (France) to commemorate the 70<sup>th</sup> anniversary of D-Day and by organizing a candlelight service at Brookside cemetery in Winnipeg to mark the 75<sup>th</sup> anniversary of the start of World War II. The Protocol Office also played the lead role for the province in the Royal Visit by the Prince of Wales and the Duchess of Cornwall in May 2014, and a key role in organizing a Premier-led trade and investment mission to New York City, which was complemented by a performance of the Winnipeg Symphony Orchestra.

Manitoba Trade and Investment is the lead provincial agency for international business development. Manitoba Trade and Investment works with Manitoba firms to become export ready, to enter new markets outside of Manitoba and to diversify in existing markets. To assist Manitoba companies in their market



diversification, Manitoba Trade and Investment has Foreign Trade Representatives in Brazil, China, Europe, India and Mexico.

Manitoba's domestic exports in 2014 were \$13.4 billion. This represents an increase of \$915.7 million over 2013 exports. 2014 was the 2<sup>nd</sup> year in a row that Manitoba's domestic exports to a non-US destination exceeded \$1.0 billion (China \$1.0 billion).

To best serve clients, Manitoba Trade and Investment works in partnership with organizations both domestically and internationally. In fiscal year 2014-2015, Manitoba Trade and Investment worked with/supported over 520 Manitoba companies and/or organizations; providing export counselling, market intelligence, mission and trade show development and in-market services.

In fiscal year 2014-2015, Manitoba Trade and Investment launched its new website [www.Manitoba-Canada.com](http://www.Manitoba-Canada.com). This website promotes the programs and services offered by Manitoba Trade and Investment. In addition, the website also promotes Manitoba as a destination for foreign investment/partnership.

Business Transformation and Technology (BTT) focussed on modernizing government's Information Technology infrastructure and recently completed the contract negotiations for new Workplace Technology Services.

BTT has implemented numerous technology projects with government departments including the Planning, Budgeting and Financial Management project to modernize the financial system and provide a central budgeting and forecasting system, the Senior's School Tax Rebate system and an e-Ticket system to automate the manual Common Offense Notice Ticket process.

Respectfully submitted,

*Original signed by*

Hugh Eliasson

Deputy Minister of  
Jobs and the Economy

*Original signed by*

Jim Eldridge

Interim Deputy Minister of  
Federal/Provincial and International Relations





**Sous-ministre de l'Emploi et de l'Économie**

Bureau 311

Palais législatif

Winnipeg (Manitoba) R3C 0V8

Monsieur Kevin Chief

Ministre de l'Emploi et de l'Économie

Palais législatif, bureau 333

Winnipeg (Manitoba)

Monsieur le Ministre,

Nous avons l'honneur de vous présenter le rapport annuel du ministère de l'Emploi et de l'Économie pour la période du 1<sup>er</sup> avril 2014 au 31 mars 2015. Les activités et les efforts entrepris par le ministère avec nos partenaires de l'industrie ont pour but d'appuyer la croissance et la prospérité de l'économie manitobaine, ainsi que l'influence de notre province au sein d'un Canada uni et d'un monde en évolution. Permettez-nous de vous présenter un aperçu des réalisations du ministère qui, au cours de l'exercice 2014-2015, nous ont rapprochés de ces buts.

Le 23 avril 2014, le gouvernement a lancé la nouvelle Stratégie d'innovation du Manitoba afin de réaffecter et de réorienter ses ressources pour mieux répondre aux besoins des communautés entrepreneuriales et commerciales de la province. La Stratégie vise à offrir un soutien direct aux entreprises et aux entrepreneurs qui apportent de nouvelles idées et de nouveaux processus et produits à commercialiser. On ciblera les entreprises nouvelles et existantes qui ont le plus besoin de soutien pour mettre à profit leurs idées et on veillera à ce que les ressources investies permettent d'obtenir des résultats économiques mesurables et tangibles.

Le ministère fournit une aide aux entreprises et aux entrepreneurs dans le cadre du Programme d'aide à la commercialisation destinée aux entreprises. En 2014-2015, le ministère a confirmé une aide à frais partagés pour 105 nouveaux projets de développement d'entreprise dont les coûts s'élèvent à 3,9 millions de dollars, afin de fournir un soutien précieux dans les domaines des sciences de la vie, des technologies de l'information et des communications, des produits agricoles et de la fabrication.

En décembre 2014, le ministère a annoncé la création de TechFutures, un programme qui offre un financement de 3 000 \$ et diverses aides à la formation à de jeunes entrepreneurs pour les appuyer dans le lancement ou le développement d'entreprises technologiques innovantes. Ce programme concurrentiel accorde jusqu'à 20 subventions annuellement aux demandeurs dont les projets présentent le plus grand potentiel de commercialisation en fonction du potentiel de marché de l'idée d'entreprise, du degré d'innovation et des compétences ou de l'expérience pertinentes du demandeur.

Le ministère a poursuivi sa collaboration avec des organismes tels le Composites Innovation Centre, le Vehicle Technology Centre, le World Trade Centre de Winnipeg et Manufacturiers et Exportateurs du Canada afin de renforcer l'économie manitobaine grâce à l'innovation, à la mise à profit d'atouts existants, à la création d'emplois, à la promotion des entreprises manitobaines et à la stimulation de la croissance économique de la province. Le financement consacré par le ministère aux initiatives de développement économique a permis à ces organismes de favoriser et de consolider le développement économique dans la province.

La Division du perfectionnement de la main-d'œuvre et du soutien du revenu dirige la mise en œuvre de la Stratégie manitobaine de création d'emplois durables et de renforcement du marché du travail et

appuie celle de Tout le monde à bord : Stratégie manitobaine de réduction de la pauvreté et d'inclusion sociale. Les nouvelles ententes fédérales-provinciales sur la formation, les activités relatives à l'apprentissage et l'allocation manitobaine pour le loyer mises en œuvre contribuent à la réalisation des objectifs des deux stratégies.

Trois ententes concernant le marché du travail ont été conclues avec le gouvernement fédéral en avril 2014 afin d'harmoniser la formation professionnelle avec les besoins des employeurs (l'Entente Canada-Manitoba sur le Fonds pour l'emploi, l'Entente Canada-Manitoba sur le marché du travail visant les personnes handicapées et l'Initiative ciblée pour les travailleurs âgés). En juillet 2014, le Manitoba était la première et l'unique province à pouvoir offrir la Subvention canadienne pour l'emploi. Au cours de la première année, un financement de 1,4 million de dollars a été réparti entre 47 employeurs (qui ont, pour leur part, versé 1,05 million de dollars) afin de permettre à environ 1 600 nouveaux employés et employés actuels de participer à plus de 5 300 activités de formation.

Apprentissage Manitoba compte un nombre record d'apprentis en formation, soit près de 11 000 dans plus de 55 métiers désignés. De plus, en mars 2015, 1 168 apprentis qui fréquentaient l'école secondaire accumulaient des crédits en suivant une formation pratique à temps partiel rémunérée en milieu de travail. En mai 2014, les employeurs qui embauchent un apprenti pour la première fois sont devenus admissibles à une aide de 1 000 \$ dans le cadre de la Subvention à l'embauche pour les nouveaux employeurs du Manitoba. De plus, les crédits d'impôt manitobains pour l'embauche d'apprentis et de compagnons ont été bonifiés et rendus permanents, et en faire la demande est désormais plus facile pour les employeurs.

Le Manitoba a adopté des dispositions législatives uniques en leur genre au Canada. Le *Règlement sur la reconnaissance des métiers militaires* (octobre 2014) facilite l'obtention des titres de compétences d'un métier désigné au Manitoba par les vétérans et leur transition au sein de la population civile active. La *Loi sur les occasions d'apprentissage en milieu de travail (marchés de travaux publics)*, adoptée en novembre 2014, exige que tous les projets de construction importants du gouvernement appuient la formation d'apprentis.

L'allocation pour le loyer, une nouvelle allocation-logement transférable qui bonifie l'ancien programme d'aide au loyer grâce à l'élargissement des critères d'admissibilité et l'augmentation du montant des prestations, a vu le jour en juillet 2014. Les bénéficiaires de l'Aide à l'emploi et au revenu et les Manitobains à faible revenu qui occupent un logement locatif privé y sont admissibles. Cela constitue le changement le plus important apporté au système manitobain d'aide au logement depuis des décennies et offrira une sécurité en matière de logement qui favorise la transition des personnes vers le marché du travail. Une fois la mise en œuvre achevée, le montant maximum de l'allocation pour le loyer augmentera pour atteindre 75 pour cent du loyer médian du marché.

La Direction des relations canado-américaines et internationales a planifié et appuyé des missions menées en Chine et aux États-Unis, en plus d'aider aux préparatifs de la mission du premier ministre en France. La Direction a également fourni un appui dans le cadre de rencontres du premier ministre et des ministres avec des diplomates et des délégations de l'étranger ainsi que de la participation de membres de l'Assemblée législative du Manitoba à des événements au Minnesota, au Nebraska et au Dakota du Sud.

La Direction a aidé à coordonner les campagnes du Manitoba en cours aux États-Unis sur les questions transfrontalières liées à l'eau, le travail du Canada et des États-Unis sur les questions frontalières et la coopération réglementaire, l'étiquetage du pays d'origine et l'énergie hydroélectrique. Elle a aussi appuyé la participation du Manitoba à plusieurs forums internationaux, y compris la Western Governors' Association, l'Alliance des États du Sud-Est des États-Unis et des provinces canadiennes, la North American Strategy for Competitiveness, le volet régional de l'International Legislators' Forum et les Représentants des corps législatifs du Midwest. La Direction a également coordonné des travaux liés aux partenariats de développement international du Manitoba, y compris la conclusion réussie d'un partenariat pluriannuel aux Philippines et une visite pédagogique fructueuse au Manitoba par des représentants du gouvernement sud-africain de la province du Cap-Ouest. De plus, la Direction continue

à appuyer la participation du Manitoba au sein du réseau des agents de liaison du secteur privé de la Banque mondiale.

Le Bureau du protocole a facilité la tenue de nombreuses visites diplomatiques, en plus de coordonner et d'organiser les activités liées à l'Ordre du Manitoba ainsi que plusieurs présentations de l'Ordre de la chasse au bison. Il a continué à assumer les fonctions du bureau de l'envoyée spéciale du Manitoba pour les affaires militaires, notamment en offrant un appui à la mission du premier ministre en Normandie, en France, pour célébrer le 70<sup>e</sup> anniversaire du Débarquement, et en organisant un service à la chandelle au cimetière Brookside à Winnipeg pour marquer le 75<sup>e</sup> anniversaire du début de la Seconde Guerre mondiale. De plus, le Bureau du protocole a dirigé la participation de la province à la visite royale du prince de Galles et de la duchesse de Cornouailles en mai 2014 et a joué un rôle clé dans l'organisation d'une mission consacrée au commerce et à l'investissement menée par le premier ministre dans la ville de New York et agrémentée d'un spectacle du Winnipeg Symphony Orchestra.

La Direction générale du commerce du Manitoba est l'organisme gouvernemental chargé du développement du commerce international. Elle travaille avec des entreprises manitobaines pour les préparer à l'exportation, pour les aider à pénétrer de nouveaux marchés à l'extérieur de la province et à se diversifier au sein des marchés existants. Afin d'appuyer les entreprises manitobaines dans la diversification de leurs marchés, la Direction générale du commerce du Manitoba a des délégués au commerce extérieur au Brésil, en Chine, en Europe, en Inde et au Mexique.

En 2014, les exportations de produits manitobains ont totalisé 13,4 milliards de dollars. Cela représente une augmentation de 915,7 millions de dollars par rapport aux exportations de 2013. L'année 2014 était la seconde année consécutive où les exportations de produits du Manitoba vers une destination autre que les États-Unis ont dépassé le milliard de dollars (un milliard vers la Chine).

Pour bien servir ses clients, la Direction générale du commerce du Manitoba travaille en partenariat avec des organismes au Canada et dans le monde entier. Au cours de l'exercice 2014-2015, la Direction a offert sa collaboration ou son appui à plus de 520 entreprises ou organismes manitobains en fournissant des conseils en matière d'exportation, des renseignements commerciaux, de la formation relative aux missions et aux foires commerciales, et des services sur le terrain.

Au cours de l'exercice 2014-2015, la Direction générale du commerce du Manitoba a lancé son nouveau site Web à [www.Manitoba-Canada.com](http://www.Manitoba-Canada.com). Ce site Web fait connaître les programmes et les services offerts par la Direction. De plus, il présente le Manitoba comme un excellent endroit pour les investissements de l'étranger et l'établissement de partenariats internationaux.

Technologie et transformation opérationnelle a centré ses efforts sur la modernisation de l'infrastructure des technologies de l'information et a récemment conclu les négociations du nouveau marché de services liés aux technologies en milieu de travail.

Technologie et transformation opérationnelle, de concert avec les ministères, a mis en œuvre de nombreux projets liés aux technologies, y compris le projet concernant la planification, l'établissement de budget et la gestion financière qui vise à moderniser le système financier et à offrir un système centralisé pour établir les budgets et les prévisions, le système de remboursement de la taxe scolaire pour les personnes âgées et le système d'avis de contravention électronique afin d'automatiser le processus de remise de contraventions.

Le tout respectueusement soumis.

*Document original signé par*

Hugh Eliasson

Sous-ministre  
Emploi et Économie

*Document original signé par*

Jim Eldridge

Sous-ministre par intérim  
Relations fédérales-provinciales et internationales

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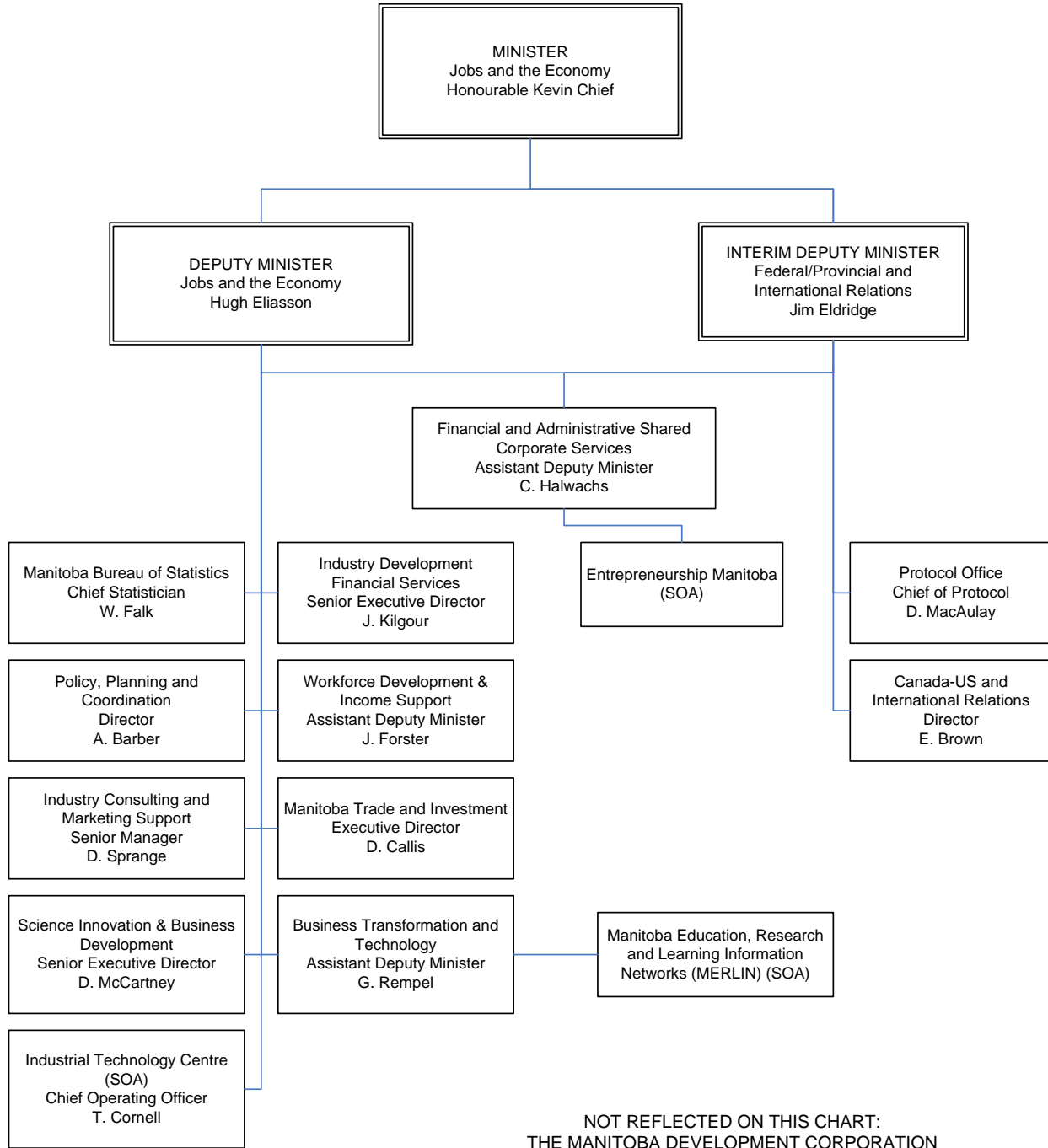
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# JOBS AND THE ECONOMY ORGANIZATION CHART As at March 31, 2015





# PREFACE

## REPORT STRUCTURE

The Annual Report is organized in accordance with the department's appropriation structure and the Main Estimates of Expenditure for the Province. The Report includes financial performance and variance information at the main and sub-appropriation levels and information relating to the department's objectives and results at the sub-appropriation level. The Report also includes information about associated agencies, business assistance, revenue and expenditures, a five-year comparison of expenditures and a staffing analysis.

## STATUTORY RESPONSIBILITIES

The Advisory Council on Workforce Development Act .....	A 6.5
The Apprenticeship and Certification Act .....	A 110
The Apprenticeship Employment Opportunities Act (Public Works Contracts).....	A110.5
The Manitoba Assistance Act.....	A150
The Business Names Registration Act .....	B 110
The Convention Centre Corporation Act (S.M. 1988-89, c. 39).....	-
The Corporations Act [except Part XXIV] .....	C 225
The Crocus Investment Fund Act (except section 11) .....	C 308
The Design Institute Act .....	D 40
The Manitoba Development Corporation Act.....	D 60
The Education Administration Act (clause 3(1)(h), as it relates to training).....	E 10
The Electronic Commerce and Information Act .....	E 55
The Manitoba Evidence Act [Parts II and III] .....	E 150
The Franchises Act.....	F 156
The Income Tax Act [section 10.5] .....	I 10
The Innovation Funding Act .....	I 37
The Labour Mobility Act .....	L 5
The Labour-Sponsored Venture Capital Corporations Act (Part 2, and sections 16 to 18 as they relate to Part 2) .....	L 12
The Labour Administration Act (as it relates to certain training programs) .....	L 20
The Partnership Act .....	L 30
The Personal Information Protection and Identity Theft Prevention Act .....	P 33.7
The Religious Societies' Lands Act .....	R 70
The Research Manitoba Act.....	R 118
*The Social Services Administration Act (as it relates to employment and income support) .....	S165
The Statistics Act .....	S 205
and	
The Rent Aid Regulation, M.R. 148/2006, made under The Housing and Renewal Corporation Act	
*Under the Social Services Administration Act, responsibility for	
•. Income Supplement for Persons Eligible for Old Age Security Benefits, (55 PLUS) Regulation, M.R. 65/90	
•. Income Supplement for Persons Not Eligible for Old Age Security Benefits, (55 PLUS) Regulation, M.R. 64/90	
•. Manitoba Child Benefit Regulation, M.R. 85/2008	
•. Vocational Rehabilitation of Disabled Persons Regulation, M.R. 1/90	

As per Schedule "M" referred to in Order-In-Council No 388/2013  
Amended per Order-In-Council No. 142/2014  
Amended per Order-In-Council No. 458/2014

## **SUSTAINABLE DEVELOPMENT**

The department is committed to the Principles and Guidelines set out in The Sustainable Development Act and works to have them incorporated into departmental activities, programs and business practices. Sustainable development initiatives undertaken within the operation of the department's programs are: minimizing waste through the efficient use of office supplies and recycling; increased utilization of the internet to communicate and disseminate information to our internal and external clients; delivery of a variety of workshops, seminars, business counselling sessions and research assistance suitable for use by businesses involved with the production/delivery of environmental products and services; and participation on various sustainable development committees and working groups such as the Code of Practice; Financial Management and Sustainability Reporting teams.

The Principles and Guidelines of Sustainable Development are:

1. Integration of Environmental and Economic Decisions
2. Stewardship
3. Shared Responsibility and Understanding
4. Prevention
5. Conservation and Enhancement
6. Global Responsibility
7. Efficient uses of Resources
8. Public Participation
9. Access to Information
10. Integrated Decision Making and Planning
11. Waste Minimization and Substitution
12. Research and Innovation.

The Sustainable Development Procurement Goals:

1. Education, Training and Awareness
2. Pollution Prevention and Human Health Protection
3. Reduction of Fossil Fuel Emissions
4. Resource Conservation
5. Community Economic Development

## **ORGANIZATION**

The department's 2014/15 organization structure is illustrated in the Organization Chart, page i. The Vision, Mission, Critical Priorities, roles, responsibilities and staffing are outlined in the following information.

### **VISION**

The Department of Manitoba Jobs and the Economy is committed to improving quality of life through furthering the economic, labour market and social inclusion of all Manitobans and growing an innovative economy that benefits all Manitobans by advancing the Province as a thriving place to live, learn, work and invest.

### **MISSION STATEMENT**

Manitoba Jobs and the Economy provides programs and services by:

- Fostering trade, innovation, investment and entrepreneurship in partnership with stakeholders to maximize opportunities for prosperity for all Manitobans;
- Supporting the development of a skilled and sustainable workforce;
- Supporting training and employment opportunities to allow citizens to achieve fuller participation in society and greater self sufficiency and independence;
- Providing financial and other supports to citizens who need help meeting their basic needs so that they may achieve fuller participation in society; and
- Continuously transforming service delivery in government to provide better and more accessible services to citizens.

The department is organized in five divisions:

**THE ADMINISTRATION AND FINANCE DIVISION** provides central financial, administrative and computer support services to the Departments of Jobs and the Economy, Labour and Immigration and Mineral Resources; provides analytical, advisory and coordination support services to the department and related agencies in the areas of trade, economic development issues and departmental planning; monitors and reports on the activities and policies of the federal government; provides statistical and labour force information to the department and other agencies of government.

**THE BUSINESS SERVICES DIVISION** provides or facilitates businesses' access to capital; promotes investment; coordinates and delivers a range of services for the enhancement and growth of Manitoba's entrepreneurial and small business community and promotes economic development. Supports the co-ordinated development and growth of knowledge-based industries and leading-edge research activities in Manitoba.

**WORKFORCE DEVELOPMENT AND INCOME SUPPORT DIVISION** provides labour market programming for Manitobans, as well as financial supports to low income eligible individuals. The Division designs and implements a broad range of programs and services by working with individuals, employers and communities to connect Manitobans to independence and sustainable employment. Programs and services are delivered through Employment Manitoba, Apprenticeship Manitoba, Industry Workforce Development, and Employment, Income and Rental Assistance Programs.

**INTERNATIONAL RELATIONS AND TRADE DIVISION** supports businesses and organizations in marketing Manitoba to become export capable while supporting and promoting investment opportunities domestically and abroad. The division also supports Manitoba's relationships with international governments, their representatives and diplomats and advances Manitoba's interests internationally, including involvement in international development.

**BUSINESS TRANSFORMATION AND TECHNOLOGY** provides leadership for service delivery activities, operational transformation activities and the SAP implementation across the Government of Manitoba ensuring the best possible use of the province's existing information and communications technology resources, systems, platforms, applications and skills, while finding new ways to meet service challenges, plan for future needs, and respond to economic opportunities. Provides a secure technological environment with highly responsive support services and reliable systems that address business requirements of diverse users in the Legislative Building.

## ADMINISTRATION AND FINANCE

### MINISTER'S SALARY AND EXECUTIVE SUPPORT

The Administration and Finance Division comprises the Executive Support Offices, Financial and Administrative Services, Policy, Planning and Coordination, and Manitoba Bureau of Statistics.

#### EXECUTIVE SUPPORT

Executive Support includes the Offices of the Minister and Deputy Minister. The Minister provides leadership and direction to ensure the goals and objectives of the department are accomplished. The Office of the Deputy Minister provides the Minister with advice and information regarding issues and matters of concern to the department. Executive Support is responsible for providing the department with policy direction and the overall planning and co-ordination of departmental activities.

##### 10-1(a) Minister's Salary

Expenditures by Sub-Appropriation	Actual 2014/15 \$	Estimate 2014/15 FTE	Estimate 2014/15 \$	Variance Over (Under)	Expl. No.
Minister's Salary	37	1.00	37	-	
<b>Total Expenditures</b>	<b>37</b>	<b>1.00</b>	<b>37</b>	<b>-</b>	

##### 10-1(b) Executive Support

Expenditures by Sub-Appropriation	Actual 2014/15 \$	Estimate 2014/15 FTE	Estimate 2014/15 \$	Variance Over (Under)	Expl. No.
Total Salaries & Employee Benefits	897	10.00	781	116	
Total Other Expenditures	70		73	(3)	
<b>Total Expenditures</b>	<b>967</b>	<b>10.00</b>	<b>854</b>	<b>113</b>	

## FINANCIAL AND ADMINISTRATIVE SERVICES

Financial and Administrative Services is comprised of two primary components; Finance and Administration and Computer Services. The branch provides shared Financial and Administrative and Computer Services to the departments of Jobs and the Economy, Mineral Resources and Labour and Immigration.

### OBJECTIVES

The objectives of Financial and Administrative Services are as follows: to provide leadership, program direction and operational coordination to support department activities; to provide high quality, timely and customer responsive administration, financial management, and information technology; develop and administer appropriate administrative and financial standards, policies and procedures; and to develop and maintain appropriate reporting systems to provide timely and accurate decision-making information to senior management in the departments and in central agencies through a centralized support service.

### ACTIVITIES/RESULTS

**Finance and Administration** supports the mission and goals of the Department by:

- Processing payments and receipts;
- Providing computer business application development and support services;
- Administering and coordinating the Department's parking and pool vehicle programs;
- Providing for physical accommodations;
- Providing advisory and specialized accounting and financial management services to departmental personnel and related entities;
- Coordinating the departmental administration of the *Freedom of Information and Protection of Privacy Act* and *The Public Sector Disclosure (Whistleblower) Protections Act*;
- Managing the department's records management program and
- Providing timely, accurate and relevant information to departmental and central agency decision-makers including budgetary, cash flow and year end reporting.

**Computer Services** provides the department with information technology coordination and support services including: Strategy Planning, IT Planning, Value Management, IT Governance, Project Portfolio and Business Analysis, Alignment of Business & Technology Services, Business Process Improvement, Innovation and Change Management; user education and assistance (outside the standard suite); and implementation of government wide initiatives, and adherence to guidelines and standards.

#### 10-1(c) Financial and Administrative Services

Expenditures by Sub-Appropriation	Actual 2014/15 \$	Estimate 2014/15 FTE	\$	Variance Over (Under)	Expl. No.
Total Salaries & Employee Benefits	2,233	31.00	2,044	189	
Total Other Expenditures	429		422	7	
Less: Recoverable from Mineral Resources	(150)		(150)	-	
<b>Total Expenditures</b>	<b>2,512</b>	<b>31.00</b>	<b>2,316</b>	<b>196</b>	



## **POLICY, PLANNING AND COORDINATION**

### **OBJECTIVES**

Policy, Planning and Coordination provides analytical, advisory and research support services to the Minister, Cabinet and other provincial departments and agencies. This includes undertaking analysis of trade, labour market and economic policy issues, providing critical information and working closely with other partners to promote economic development in Manitoba. The Branch's Labour Market Information Unit provides labour market analysis to support program and policy development in government departments involved in education, training and immigration, as well as coordinates, develops and disseminates labour market information directly to the public to support service delivery within the Department.

### **ACTIVITIES/RESULTS**

The Branch manages the ongoing implementation of the current Agreement on Internal Trade (AIT) in Manitoba. Efforts in this area include: supporting the Minister's participation as a member of the Ministerial Committee on Internal Trade; serving as Manitoba's Internal Trade Representative; coordinating the government-wide participation in the Agreement; direct responsibility for negotiations pursuant to the Agreement on Internal Trade, including the ongoing implementation and monitoring of the Labour Mobility Chapter and monitoring and participating in disputes arising under the Dispute Resolution Chapter, including as an Intervenor in a recent dispute between Saskatchewan and Quebec concerning dairy blends, dairy analogues and dairy alternatives.

In August 2014 the Council of the Federation directed Ministers Responsible for Internal Trade to engage in negotiations to modernize the Agreement on Internal Trade. The Branch is supporting these negotiations, functioning as Chief Negotiator on behalf of Manitoba. These negotiations are scheduled to be completed by March 2016.

As lead provincial agent for international trade policy, the Branch develops provincial policy for implementation of international trade agreements such as the North American Free Trade Agreement (NAFTA) and the World Trade Organization (WTO). The Branch also works to ensure that Manitoba's priorities and concerns are reflected in new trade negotiations through consultations with key stakeholders. In 2014/2015, the Branch served as Manitoba's Chief Negotiator in a wide range of international trade negotiations in which Canada is currently engaged including the Trans Pacific Partnership, the Canada/Japan Economic Partnership Agreement and the Canada/India Comprehensive Economic Partnership Agreement. The Branch participated in the successful conclusion of negotiations with the European Union on a Comprehensive Economic and Trade Agreement. Consultations and updates on the status of these negotiations were provided to government, industry and civil society stakeholders.

The Branch provides support for ministerial meetings and conferences, including meetings of Ministers and Deputy Ministers responsible for International Trade, Industry and Labour Markets. The Branch also provides support to the Premier including briefings on trade, labour market and competitiveness issues for the Western Premiers' Conference, Western Governors' Meetings, the Annual Meetings of the Council of the Federation, and First Ministers' Meetings.

Activities of the Labour Market Information Unit include: production of electronic and printed career and labour market information products, including the Manitoba Occupational Forecasts 2014 to 2020 report; active participation in the Forum of Labour Market Minister's Working Groups on Labour Market Information and Labour Mobility; internal labour market analysis and briefings; and, increasing the access to labour market information through partnerships, websites, presentations to job seekers, students, regulators, sector organizations, employment practitioners, employment counsellors and career symposia.

The Branch provides policy advice and support to economic development initiatives including provincial small business policy service improvements, as well as support to Entrepreneurship Manitoba as a Special Operating Agency in the Department.

Planning support is provided to the Department of Jobs and the Economy including: coordination and production of the department's annual plan, leading the development of a departmental human resource and renewal plan, as well as provision of ministerial advisory and speaking notes on trade, labour market and economic policy issues.

The Branch represents the Government of Manitoba on the Provincial-Territorial Advisory Committee and the Trade Advisory Committee of the Standards Council of Canada. This function involves interdepartmental coordination to represent Manitoba's views on standards-related issues before the Council.

#### **10-1(d) Policy, Planning and Coordination**

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2014/15 \$</b>	<b>Estimate 2014/15 FTE</b>	<b>\$</b>	<b>Variance Over (Under)</b>	<b>Expl. No.</b>
Total Salaries & Employee Benefits	821	10.00	857	(36)	
Total Other Expenditures	210		237	(27)	
<b>Total Expenditures</b>	<b>1,031</b>	<b>10.00</b>	<b>1,094</b>	<b>(63)</b>	

# MANITOBA BUREAU OF STATISTICS

## OBJECTIVES

The primary role of the Manitoba Bureau of Statistics (MBS) is to serve the informational requirements of the Manitoba Government, its departments and crown agencies. Specific objectives are:

to actively participate in and coordinate the development of the Manitoba statistical system in terms of information needs, collection, dissemination, analysis and presentation;  
to adapt the Manitoba statistical system to address changing policy and program requirements and emerging issues.

In order to further its objective, MBS functions as the designated focal point for interface between the Province and Statistics Canada.

As the provincial central statistical agency, MBS has the following characteristics:

\*Impartiality   \*Selective Specialization   \*Surveys   \*Coordination   \*Legislative Mandate

## ACTIVITIES/RESULTS

The MBS strategic thrust is the provision of comprehensive information services to the Manitoba government, its agencies, the business community, and the general public. This strategy is carried out through four major areas of activity:

responding to requests for MBS developed information; and liaison/coordination with Statistics Canada, provincial user departments/crown agencies, and with other provincial statistical agencies;  
providing common information services in order to avoid duplication of effort and costs in the areas of information collection, analysis and dissemination; and provision of relevant information to senior and executive levels of government;  
undertaking information development, surveys (consulting, design, implementation, analysis), statistical consulting, economic and tax revenue impact assessments, information processing, web-based information dissemination systems, and adequacy of surveys;  
Administering the Bureau of Statistics and The Statistics Act (Chapter S205).

MBS is a service-driven agency. Selected activities and achievements are as follows:

**Economic Accounts** – MBS has redeveloped its economic accounts framework for the Manitoba economy, based on the new national and international economic accounting standards. MBS' annual accounts measured the overall performance of the provincial economy, with additional detail about principal industries and sectors. Information from the Economic Accounts is used throughout the public and private sectors in Manitoba, including the Manitoba Budget. In December 2014, MBS released its 2014 projected *Manitoba Economic Performance* report, in textual, graphical and table form. The report covered the years 2010 through to 2014.

**Manitoba Population Estimates** – Continued in-depth liaison with Statistics Canada and other provincial and territorial statistical agencies regarding the determination of the appropriate statistical methodology to be used to determine provincial and territorial population estimates. These population estimates are of critical importance as they are used to determine Manitoba transfer payments.

MBS still strongly disputes Statistics Canada's estimates of Manitoba's population, from July 1, 2011 through to April 1, 2014. Due to methodological issues inherent in the new Manitoba estimates, Statistics Canada had rejected MBS' position, even though they cannot explain why the Manitoba estimates are so statistically unusual. Due to methodological issues inherent in the new Manitoba

estimates, MBS estimated the population underestimate was in excess of 16,000 persons. In October 2014, MBS submitted a proposal to Statistics Canada to redesign the sample allocation structure of the 2016 Reverse Record Check (RRC) to reduce the probability that the 2011 RRC Manitoba sample “problem(s)” may reappear.

**Manitoba Population and Demographic Projections** – MBS released its new set of Manitoba level population/demographic projections in January 2015. These twenty-five year, to 2048, population projections incorporated MBS’ estimate of Age and Gender population undercount into the Manitoba Base population.

**Economic and Tax Revenue Impact Assessments** – MBS’ developed Manitoba economic and tax revenue impact assessments to help inform government decision making on infrastructure and other building projects and to estimate provincial employment impacts and net cost to government of selected government programs/initiatives. The MBS Economic and Tax Revenue Impact Assessment Models were often engaged for projects requested by departments, crown agencies and the private sector to determine the total provincial impacts to GDP, employment and tax revenue resulting from a wide range of projects or activities in the province.

**Manitoba Policy Impact Simulation Model (MAPISM)** – MBS redeveloped the two MAPISM models into one integrated model. The new model is undergoing operational testing and data verification, with the first output being a Base Case or Business as Usual Scenario. . The model will be used to undertake impact simulations for clients, as well as producing MBS forecasts associated with the Manitoba Economic Accounts project.

**Statistical Information Product Subscriptions** – Departmental subscriptions to the full MBS subscription 7 (3 Manitoba government and 4 business). In addition, the Legislative Library received three complete sets of MBS information products free of charge.

**Reports on Key Economic Indicators and Trends** – These reports encompass indicators such as: the Labour Force, Consumer Price Index, Population, Foreign Trade, Retail Trade, Manufacturing Shipments and Capital Investment. Relevant information, presented in both table and chart formats, is distributed on the day of release to selected Ministers and senior government officials. In addition, the “*Quarterly Economic Summary*”, highlighting recent provincial economic developments, continues to be produced.

MBS replaced its annual *Manitoba Year-In-Review* publication with *The Review*. *The Review* has an expanded content (e.g. Social Statistics) that reviews the year(s) past and the years ahead. Two MBS analytical reports were also included (Perspectives on Immigration Policy; Manitoba Construction Industry Multipliers). *The Review 2014* will be released in early April 2015.

**Statistical, Economic and Computer Consulting** – Statistical, economic, computer and survey consulting services were provided to departments and crown agencies on both a “public good” basis and a cost-recovery basis (larger consulting projects).

**Contract Surveys and Information Development** – MBS designed and implemented surveys/information development projects for individual departments and crown agencies on a cost-recovery basis. Projects included Jobs and the Economy - Trade Statistics Database; International Education Branch of Federal-Provincial and International Relations - Survey of International Students, Workforce Skills. MBS also initiated a pilot survey of businesses having skilled labour shortages to identify the perceived reasons for these shortages.

**Information Dissemination System** - MBS has continued to enhance its desktop accessible information systems (e.g. InfoNet, Infoline, Trade). MBS InfoNet is now “freely” available to all staff in Manitoba departments. MBS continues to develop and expand the *MBS StatsBase* information system to enable more rapid response to client requests involving time-series related economic or demographic information.

**Interdepartmental Liaison** – MBS assisted individual provincial departments and crown agencies with their statistical activities and problems with the objective of avoiding duplication of effort and costs.

**Federal-Provincial Liaison** - Represented Manitoba's views on statistical matters to Statistics Canada including possible new methodologies to determine Manitoba's population. As part of the national statistical system, MBS represents Manitoba on the Consultative Council on Statistical Policy as well as a number of other subject matter statistical committees.

**Information Requests** – MBS responded to inquiries for information from MBS developed databases (e.g. Economic Accounts, Investment Statistics, Trade Statistics, Business Register, Vital Statistics, Postal Code Translator File). As well, MBS responded to requests for non-MBS developed data. These information requests ranged from those requiring a single quick response to those that required the development of custom computer-generated reports.

### **10-1(e) Manitoba Bureau of Statistics**

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2014/15 \$</b>	<b>Estimate 2014/15 FTE</b>	<b>\$</b>	<b>Variance Over (Under)</b>	<b>Expl. No.</b>
Total Salaries & Employee Benefits	674	13.00	957	(283)	1
Total Other Expenditures	383		311	73	
Less: Recoverable from Other Appropriations	(28)		(60)	32	
<b>Total Expenditures</b>	<b>1,029</b>	<b>13.00</b>	<b>1,208</b>	<b>(179)</b>	

1. Underexpended due to delay in filling vacancies.

# **BUSINESS SERVICES**

## **INDUSTRY DEVELOPMENT – FINANCIAL SERVICES**

### **OBJECTIVES**

The objective of the Financial Services Branch is to facilitate the creation, growth and expansion of businesses in Manitoba in support of the government's economic development strategies. In providing this support the Branch performs the following functions:

- administer several of the programs that provide financing assistance to businesses;
- provide expertise on business case development and business financing to other departments and cross-departmental project teams;
- administer the affairs of the Manitoba Development Corporation and the Manitoba Opportunities Fund;
- provide accounting and financial management services to other units in the government.

### **ACTIVITIES/RESULTS**

#### **PROGRAMS UNDER ADMINISTRATION**

**Manitoba Industrial Opportunities Program (the MIOP Program)** provides financial support to assist businesses expanding their operations in Manitoba. The financing is in the form of repayable, secured loans and the terms of the loan can be somewhat flexible. Favorable interest rates are available to businesses that undertake significant investment in fixed assets and/or create new jobs. The loans are usually in excess of \$500,000. From March 31, 2000 to March 31, 2015 the MIOP Program has approved loans totaling \$264 million for 50 business expansion projects, program financing has levered \$834 million worth of private sector investment and approximately 10,507 jobs. In 2014/15, the Branch had \$14 million of new loans approved, which levered \$7 million of new private sector investments. As at March 31, 2015, the program has 15 active loans to 12 companies totaling \$79.6 million under management, with 2,065 Manitoba full time equivalent jobs required and 2,441 Manitoba full time equivalent jobs were maintained.

**Commercialization Support For Business Program (the CSB Program)** provides financial support to assist with business development activities in Manitoba. The program targets Manitoba entrepreneurs and small to medium sized enterprises that are seeking to start-up, expand or modernize their business through innovation and commercialization. The CSB Program offers financial assistance to support entrepreneurs and businesses as they move through the process of conceiving, developing and commercializing products and processes and expanding into new markets. The financing is in the form of cost-sharing assistance and is usually non-repayable. The cost-sharing assistance is usually in the range of up to \$200,000 and may fund up to 50% of the cost of the business development activity. In 2014/15 the Branch confirmed cost-sharing assistance for 105 new business development projects totaling \$3.9 million.

**Third-Party Investment Funds Program (the Investment Program)** provides investment capital to venture capital limited partnerships that are managed by the private sector, who in turn invest this capital in small to medium sized businesses. As at March 31, 2015 there are two funds remaining, Manitoba Science and Technology Fund (a science and technology equity fund) and CentreStone Ventures Limited Partnership (a life sciences equity fund) which are in full divestiture mode and are no longer making new investments.

**Small Business Venture Capital Tax Credit** provides a mechanism to improve the access to equity capital for small businesses within Manitoba. Effective June 12, 2015, investors supplying cash equity to small businesses will be entitled to apply a 45% Provincial tax credit against their Manitoba taxes

payable. In 2009 the Province approved an allocation of \$10.0 million in tax credits, which will facilitate \$22.0 million in new equity to be raised. During 2014, 12 companies were approved to issue equity of which 9, in aggregate, raised \$2,520,701 from 48 Manitoba investors.

**Labour-Sponsored Investment Funds Program (the LSIF Program)** provides Manitoba investors with a 15% Provincial tax credit plus access to a 15% Federal tax credit on annual purchases up to \$5,000 in qualifying Funds. Financial Service's role is to administer the registration, and de-registration, of corporations wishing to qualify to be a Labour-Sponsored Investment Fund.

### **SPECIAL PROJECTS**

**Capital Markets Initiative** The Branch is a leader in collaborative, multi-party efforts to strengthen the depth and breadth of the province's capital markets infrastructure. The leadership role arises from the Branch's expertise and contacts in the finance industry and mandate for facilitating business investment.

### **OTHER RESPONSIBILITIES**

**Manitoba Development Corporation (MDC)** is the Province's agent for administering repayable financial assistance and providing administration for the Provincial Nominee Program for Business. The Branch administers MDC's portfolio of loans and investments. As at March 31, 2015, MDC had a net value of \$179.9 million in financial assets under management.

**Manitoba Opportunities Fund (MOF)** is the Province's agent for holding and investing the Provincial allocation of immigrant's investments made through the Federal Department of Citizenship and Immigration Canada's (CIC) Immigrant Investor Program. As at March 31, 2015, MOF had a net value of \$248.6 million in financial assets under management.

### **10-2(a)-1 Industry Development - Financial Services**

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2014/15 \$</b>	<b>Estimate 2014/15 FTE</b>	<b>\$</b>	<b>Variance Over (Under)</b>	<b>Expl. No.</b>
Total Salaries & Employee Benefits	939	12.00	1,053	(114)	
Total Other Expenditures	237		333	(96)	
Program Delivery:					
- Business Financial Support	6,643		13,197	(6,554)	1
- Less: Interest Recovery	(3,227)		(8,810)	5,583	1
<b>Total Expenditures</b>	<b>4,592</b>	<b>12.00</b>	<b>5,773</b>	<b>(1,181)</b>	

1. Lower than projected loan portfolio.

**10-2(a)-2 Industry Development – Commercialization Support for Business**

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2014/15 \$</b>	<b>Estimate 2014/15 FTE \$</b>	<b>Variance Over (Under)</b>	<b>Expl. No.</b>
Commercialization Support for Business	3,930	5,175	(1,245)	1
<b>Total Expenditures</b>	<b>3,930</b>	<b>5,175</b>	<b>(1,245)</b>	

1. *Timing of disbursements.*



## **INDUSTRY CONSULTING AND MARKETING SUPPORT**

### **OBJECTIVES**

Industry Consulting and Marketing Support works with Manitoba companies and industry associations to support industry development and business growth in Manitoba. Project development activities within the branch are wide-ranging and include projects that respond to company-specific opportunities, projects for industry-wide strategic development and projects stemming from government initiatives and identified priority sectors. The Branch also analyses economic and industry trends and events to understand and anticipate their potential impact on Manitoba companies.

### **ACTIVITIES/RESULTS**

#### **Industry Consulting Group**

The Group undertakes economic development activities in partnership with other government departments, municipal economic development agencies and the federal government, to support expansion by Manitoba companies and attraction of investment by non-Manitoba firms. The Branch also works to support technology development/adoption by Manitoba companies for improved productivity and competitiveness.

#### **Highlights of 2014/15**

Industry Consulting Group continued to work with Manitoba's industrial sectors to improve competitiveness through the adoption of new technologies and to encourage expansion through the identification of new opportunities. Although Manitoba manufacturers continue to face competition from offshore, Manitoba's manufacturing shipments increased 3.3% in 2014, contributing to an overall 10.9% growth since 2010. Manitoba's manufacturing employed labour force increased by 1.9%, with an overall growth of 8% since 2010. Assisting the sectors throughout this period have been a number of initiatives begun several years ago, which the branch has participated in or supported, and which were aimed at developing new capabilities and improving productivity within Manitoba. Industry Consulting continues to monitor Manitoba's industrial sectors for their ability to cope within the current economic climate.

The Composites Innovation Centre Manitoba Inc. (CIC), incorporated in 2003, is a not-for-profit corporation with the goal of stimulating economic growth by facilitating innovative technology and product development involving advanced lightweight, high-strength composite materials. The organization provides technology-solutions for companies producing or repairing composite products with a focus on aerospace, bio-composites, ground transportation and civil infrastructure. To achieve its development mandate, the CIC uses key core technical capabilities and knowledge gained from a large national/international network of research and commercialization organizations. The organization also supports education and training initiatives aimed at ensuring the availability of people with critical skills for industry.

Several of the CIC's strategic activities were identified for the Economic Development Initiative (EDI) funding of \$2,730,000 (April 1, 2014 to March 31, 2016). In addition to the establishment of a world class fibre characterization and grading facility (FibreCITY), the CIC developed and delivered composites training curriculum, participated in 43 projects with industry partners, entered into 37 project agreements with companies and developed 7 new advanced composite capabilities that were successfully transferred to industry. Through support of the implementation of new technologies and innovative industrial practices, the CIC will continue to advance the competitiveness and productivity of the composites cluster in Manitoba.

Industry Consulting Group provides staff and infrastructure support to the Vehicle Technology Centre (VTC), a non-profit organization whose mission is to foster the competitiveness of Manitoba's heavy vehicle manufacturing sector by promoting technology development and adoption in the sector. The VTC's *OEM-Supplier Development Program* (OSDP) encourages original equipment manufacturers (OEMs) to partner with their suppliers in the development of new technologies embodied in improved

products and processes. This program has assisted local manufacturers to remain competitive in the North American market through a wide range of projects.

To date, under the 2014-2016 funding agreement, the OSDP is supporting 11 projects involving 9 OEM leads and 11 supplier partners. EDI support of \$1 million is leveraging an additional \$4.1 million of industry funds, resulting in company projects totaling \$5.1 million. A small portion of OSDP funding is used to undertake targeted collaborations with other organizations to promote and disseminate technologies to manufacturers.

Industry Consulting continues to work with the Canadian Manufacturers and Exporters – Manitoba Division (CME) and its stakeholders in the manufacturing industry in the implementation of the CME's Manufacturing Centre for Strategic Innovation initiative. Through four program streams, CME supports the increased competitiveness and growth of manufacturers by providing leadership and delivering specialized training to manufacturers and exporters in Manitoba. To March 31, 2015, under the 2014-2016 EDI funding agreement of \$1,107,000 (April 1, 2014 to March 31, 2016), CME has provided 8 Lean Implementation and Productivity Improvement programs, 5 Technology and Innovation Adaption activities, 9 Trade and Business Development programs and 5 activities involving Human Resource Support for Industry.

A core element of the Branch's work continues to be its individual project development activities with its project managers often taking a lead role in coordinating the activities and actions of other government departments and agencies to work with business to create new jobs and investment in Manitoba. In this regard, the group also works closely with economic development colleagues at Western Economic Diversification Canada, the City of Winnipeg and other Manitoba municipalities, Economic Development Winnipeg, Yes! Winnipeg, Manitoba Hydro, Thompson Unlimited, Economic Development Brandon, Parkland Agricultural Resource Co-Op Ltd., Community Futures organizations and others.

Support of joint agency initiatives has helped make Manitoba a global centre for aerospace engine testing, with three of the world's largest engine Original Engine Manufacturer's situated in the province. This translates to over 80% of the world's new gas turbine engines having certification testing performed in Manitoba. Continued enhancements to the Global Aerospace Centre for Icing and Environmental Research (GLACIER), established in 2010 in Thompson, enable the facility to perform year-round aerospace engine testing and certification specializing in engine icing, as well as performance, endurance and specialty testing. GLACIER is a limited joint venture between Rolls-Royce Canada Limited and Pratt & Whitney Canada.

The more recently established GE Aviation Engine Testing Research and Development Centre, at the Richardson International Airport, has seen additional investments to make it not only functional year round, but to make it Manitoba's first aerospace facility capable of both engine testing and post-testing and re-design. These activities continue to expand the research and development capabilities of Manitoba's aerospace industry.

### **Marketing Support Group**

The Branch provides marketing-related support activities to Manitoba Jobs and the Economy and Manitoba Trade and Investment. These activities include:

- Coordination of marketing activities
- Development and production of consistent and competitive marketing materials
- Development of market intelligence and other information
- Investment promotion support services

Marketing Support produces print and digital promotional products used to promote Manitoba as a trade partner and an investment location, and these are used by the department as collateral marketing materials to support trade missions, trade visits and by non-governmental organizations pursuing trade and investment related promotions. Information on Manitoba capabilities for potential clients in overseas markets is also developed. Promotional products are produced in multiple languages.

Marketing Support manages and maintains the departmental website ([www.gov.mb.ca/jec](http://www.gov.mb.ca/jec)) and maintains the Manitoba Investment Portal ([www.investinmanitoba.ca](http://www.investinmanitoba.ca)). The group also provides web support service to Manitoba Trade and Investment ([www.manitoba-canada.com](http://www.manitoba-canada.com)).

**10-2(b) Industry Consulting and Marketing Support**

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<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2014/15 \$</b>	<b>Estimate 2014/15 FTE</b>	<b>\$</b>	<b>Variance Over (Under)</b>	<b>Expl. No.</b>
Total Salaries & Employee Benefits	749	8.00	795	(46)	
Total Other Expenditures	191		307	(116)	
<b>Total Expenditures</b>	<b>940</b>	<b>8.00</b>	<b>1,102</b>	<b>(162)</b>	

## **ENTREPRENEURSHIP MANITOBA**

Effective April 1, 2013, Small Business Development, Competitive Initiatives, Companies Office and Business Settlement Office were transferred to the new Special Operating Agency, Entrepreneurship. Entrepreneurship Manitoba tables its own Annual Report under separate cover with the Manitoba Legislature.

## **SCIENCE, INNOVATION AND BUSINESS DEVELOPMENT**

### **OBJECTIVES**

Science, Innovation and Business Development (SIBD) aims to create high-value jobs and economic success for Manitoba through strong support of local innovation. This is achieved by:

- building and strengthening the research and innovation capacity within the province;
- building community capacity for sustained economic development in the knowledge-based economy;
- building the capacity for new company formation, attraction and growth; and
- coordinating the implementation of public policy initiatives in the areas of research, innovation, and investment attraction.

SIBD works to achieve these goals by:

- making investments, developing policies, and creating linkages that support research and knowledge-based industries in Manitoba; and
- working strategically to enhance collaboration and coordination among stakeholders across Manitoba's innovation community.

### **PROGRAM AREAS**

#### **Research and Innovation Policy**

SIBD's Research and Innovation Policy team is responsible for the development, analysis and communication of policies related to research, innovation, science and technology. The Branch also provides a key coordinating function across government for research, innovation, science and technology initiatives. SIBD's Research and Policy team also manages the Province's funding to Research Manitoba, and works to support opportunities for the commercialization of new discoveries that will enhance economic growth and job creation by local industries.

#### **Business Development**

The Business Development Branch of SIBD works with three of Manitoba's most important knowledge-based industries, namely: life sciences, information and communications technologies (ICT), and interactive digital media (IDM). The Business Development Branch assists these knowledge-based industries in a number of key ways:

- supporting and engaging in priority industry development projects in each sector;
- working directly with life science, ICT and IDM companies to assist them in their business development needs; and
- working to coordinate relevant activities across these industries and with Manitoba's research and knowledge commercialization communities.

### **ACTIVITIES/RESULTS**

#### **RESEARCH AND INNOVATION POLICY**

##### **Research Manitoba**

In Budget 2014, the Manitoba government announced its intent to create a new research advisory body to oversee major provincial research programs in order to increase the effective use of resources and target funding to strategic priorities. The establishment of Research Manitoba was one of six key priorities highlighted within the Manitoba Innovation Strategy released in April 2014. The Research Manitoba Act

was officially proclaimed in June 2014.

The Manitoba Health Research Council (MHRC) served as the organizational mechanism through which Research Manitoba was created. The mandate of Research Manitoba “ is to promote and support, and coordinate the funding of, research in the health, natural and social sciences, engineering and the humanities in Manitoba”.

The Department has transitioned the Province’s major research funding programs to Research Manitoba (including the Manitoba Research and Innovation Fund , the Manitoba Centres of Excellence Fund, Health Research Initiative and funding to the Manitoba Health Research Council). Total funding available to Research Manitoba from these funds on an annual basis is just over \$17 million.

The new Research Manitoba Board of Directors is charged with managing the affairs and business of the new organization and consists of at least nine but not more than 17 directors. As of January 19, 2015, Research Manitoba had achieved its full complement of 17 board members with seven new appointments through the Order in Council process. The following individuals were members of the Research Manitoba Board of Directors in 2014/15:

- Dr. Brian Postl**, Professor and Dean, Faculty of Medicine, University of Manitoba (Chair)
- Dr. Digvir Jayas**, Vice-President, Research and International, University of Manitoba (Vice-Chair)
- Dr. Sylvie Albert**, Dean, Faculty of Business and Economics at the University of Winnipeg
- Mr. Don Boitson**, General Manager, Magellan Aerospace
- Mr. Bob Brennan**, Former President and CEO, Manitoba Hydro
- Ms Jan Currie**, Former Vice-President and Chief Nursing Officer, Winnipeg Regional Health Authority, (retired)
- Dr. Jino Distasio**, Associate Vice-President, Research and Innovation; Director, Institute of Urban Studies, University of Winnipeg
- Mr. Hugh Eliasson**, Deputy Minister, Jobs and the Economy, Province of Manitoba, (non- voting member)
- Dr. Gervan Fearon**, President, Brandon University
- Ms Karen Herd**, Deputy Minister from October 2013, Manitoba Health, Province of Manitoba, (non- voting member)
- Mr. Rick Jensen**, Director of Communications, Community and Government Relations, Boeing Canada Operations Ltd (Boeing Winnipeg).
- Mr. Chris Johnson**, Founder, Ramp Up Manitoba; CEO, Permission Click
- Mr. Kevin Kavanagh**, Past President, Great-West Life Co.
- Dr. John Langstaff**
- Dr. Susan McClement**, Associate Professor, Faculty of Nursing, University of Manitoba, Manitoba Palliative Care Research Unit, CancerCare Manitoba
- Dr. Peter Nickerson**, Associate Dean (Research), Faculty of Medicine, University of Manitoba
- Ms Cathy Nieroda**, Client Executive, Solvera Solutions
- Dr. Laura Seward**, Vice President (Research & Development), Emergent Biosolutions
- Dr. Barbara L. Triggs-Raine**, Professor, Biochemistry and Medical Genetics, Faculty of Medicine, University of Manitoba
- Ms Arlene Wilgosh**, President and CEO, Winnipeg Regional Health Authority

Additional information is available in the Research Manitoba Annual Report.

### **Policy Development**

In 2014/15, SIBD completed work on the development of a renewed strategy for innovation and commercialization based on consultation and dialogue with key stakeholders from Manitoba’s innovation community. On April 23, 2014, the Province launched the new Manitoba Innovation Strategy with a vision to re-align and re-focus Provincial resources to better meet the needs of our entrepreneurial and business communities by:

- providing assistance directly to businesses and entrepreneurs who bring new ideas, processes and products to be commercialized;

- targeting assistance to more effectively meet the needs of the new and existing businesses that most require support so as to capitalize on their ideas; and,
- ensuring that the resources invested result in measurable economic outcomes and tangible results.

The strategy is a high-level framework consisting of six key priorities that help guide new and ongoing provincial initiatives to build economic success and job creation in Manitoba through an emphasis on local innovation. The priorities are:

- Build on Manitoba's research excellence
- Support collaborative models for the commercialization of research
- Create a clear path for innovators and entrepreneurs in Manitoba
- Help our graduates and young entrepreneurs find the 'jobs of tomorrow' right here at home
- Enable our existing businesses to grow and prosper through innovation
- Create an environment that fosters private sector investment for entrepreneurs and innovators in Manitoba

The end goal of the new strategy will be a more coordinated and effective network of research and innovation programs, services and organizations that support innovation and better meet the needs of Manitoba's entrepreneurial and business communities.

## **BUSINESS DEVELOPMENT**

### **Information and Communications Technologies (ICT) and Interactive Digital Media**

Business Development activities for the ICT and Interactive Digital Media sectors for 2014/15 were focused in the following areas:

1. Creating an Environment Fostering ICT and Digital Media Business Development
2. Increasing ICT and Interactive Digital Media Research and Technology Commercialization
3. Raising the Profile of Manitoba's ICT and Interactive Digital Media Sectors locally and internationally

#### **1. Creating an Environment Fostering ICT and Interactive Digital Media Business Development**

In 2014/15, SIBD worked closely with the Information and Communication Technologies Association of Manitoba (ICTAM) and New Media Manitoba (NMM), in order to promote and grow our local ICT/Interactive Digital Media industries and companies.

#### **Information and Communication Technologies Association of Manitoba (ICTAM)**

Manitoba is home to a thriving ICT sector that serves the world. With more than 1,815 companies, the sector employs approximately 18,275 professionals and contributes more than \$1.31 billion annually to the provincial GDP. ICT professionals are employed across all sectors and, as such, have a positive impact on productivity and innovation across all Manitoba industries.

ICTAM is an industry-focused association whose goal is to accelerate the growth, prosperity and sustainability of the ICT industry through relevant programming, advocacy and collaboration. As a not-for-profit, membership based association; ICTAM's constituency is broadly based, encompassing vendors, consumers, government, education, chambers of commerce and sector councils. As information and communication technologies are enabling every facet and type of business, ICTAM assists member companies in achieving greater success through human capital development programs, networking events, conferences, cost-saving benefits and promotional marketing opportunities. SIBD provided \$73,750 in 2014/15 to support numerous projects geared to building the pipeline of human capital for ICT and other firms, increasing business opportunities for the ICT industry and local companies in key

international markets and increasing Manitoba's voice on the local, national and international stage relative to ICT policy and opportunities.

### **New Media Manitoba (NMM)**

Manitoba's interactive digital media (IDM) industry is made up of over 120 local firms and employs roughly 2,200 local professionals. Annual revenues generated by the local IDM industry continue to show strong growth and currently exceed \$36 million.

New Media Manitoba (NMM) is a non-profit association that was formed to assist the IDM industry increase economic growth through the adoption and sharing of new technologies and improved business processes. Through the implementation of NMM business development and training initiatives, the industry has continued to develop a highly skilled workforce that has increased the awareness and exposure of Manitoba IDM companies locally nationally and internationally. Ongoing NMM programming has ensured that IDM companies have the ability to implement effective business strategies and become leaders in innovative product design.

In 2014/15 SIBD provided NMM with \$73,750 for the implementation of several initiatives aimed at increasing the local IDM sector's capacity to attract private investment; connecting more local companies to leading national and international investors; enhancing the profile of Manitoba's IDM industry and local company expertise in local, national and international markets; enhancing the competitive advantage of Manitoba's IDM firms by continuing to increase the sector's expertise and profile in convergent markets (e.g. digital health innovations, integration of interactive and linear (i.e. film & video) entertainment); increasing connections across knowledge-based industries in Manitoba; and improving local companies' abilities to export their products and attract new clients and investors from key markets outside Manitoba.

## **Financial Assistance Programs Supporting Commercialization**

### **Commercialization Support for Business (CSB) Program**

In concert with Financial Services branch of Manitoba Jobs and the Economy, SIBD continues to work with technology-based companies to provide support for commercialization and business development. In 2014/15, 27 ICT/Interactive Digital Media companies received support totalling \$907,653 through the Commercialization Support for Business Program (CSB).

### **TechFutures Program**

In December 2014, the Department announced TechFutures; a new program that provides \$3,000 in financial assistance and a variety of training supports to young entrepreneurs to assist them in launching or growing early stage technology startups. This competitive program awards up to 20 grants annually (in two intakes of 10 – spring and fall) to applicants that demonstrate the greatest potential for commercialization based upon the market potential of the business idea, the degree of innovation and the relevant skills and/or experience of the applicant. The business opportunity may be from any sector, but must be technology-driven or technology enabled. The first ten recipients of support under the program were announced in January 2015.

## **2. Increasing ICT and Digital Media Research and Technology Commercialization**

### **Technology Business Incubation and Commercialization**

SIBD continues to be actively involved in supporting efforts to assist Manitoba's new and existing companies to commercialize their innovations. In 2014/15, the Department entered into three year agreements with four organizations to continue this important support for Manitoba's entrepreneurs and business leaders.



## **Incubators**

**The Eureka Project** is a technology incubator focused primarily in the areas of ICT, life sciences, ag tech and food sciences, and clean tech. Located at the University of Manitoba's Smartpark, the Eureka Project provides space, management expertise and resources for the successful development of high technology start-up companies in Manitoba. The program also provides entrepreneurs with hands-on support and/or services in areas such as: business strategy, financial services, corporate finance, sales, marketing, channel management, executive resourcing and more. SIBD continues to work with Eureka in an advisory capacity and contributed \$300,000 in 2014/15 under the Commercialization Support for Business Program to support the continued operation of the incubator.

**The Manitoba Technology Accelerator (MTA)** is a private sector, not-for-profit organization located in Innovation Alley in the heart of Winnipeg's Exchange District. The program provides a host of resources and people to help early-stage science and technology companies enter the market, secure investment and/or pursue their acquisition strategy. MTA assists its clients in the areas of facilities and infrastructure, mentoring, coaching and participation, finance and investment. SIBD continues to work closely with the program and contributed \$300,000 in 2014/15 under the Commercialization Support for Business Program to support the continued operation of the incubator.

In 2014/15, Eureka and MTA incubated 29 startup technology companies and had 4 graduates. Incubating companies and graduates:

- created 97 net new jobs
- paid \$6.9M in wages and salaries to Manitobans
- raised \$8.4 M in capital

## **Innovate Manitoba**

Innovate Manitoba is a not-for-profit organization whose goal is to accelerate innovation in the province by supporting Manitoba's innovation heroes – entrepreneurs, startups, researchers, and industry – in navigating the many challenges and barriers to success they are faced with at each stage of their business growth. In 2014/15, Innovate Manitoba served 128 clients and supported Manitoba startup companies with more than \$120,000 in cash and in-kind assistance for their commercialization efforts. The organization held training and events throughout the year which attracted more than 700 participants. Among the key events for the year was Venture Challenge; where each winning company has been successful in the 12 months following the competition in raising risk capital averaging \$430,000. The Department contributed \$300,000 in 2014/15 under the Commercialization Support for Business Program in support of Innovate Manitoba and its programming.

## **Startup Winnipeg**

Startup Winnipeg (SUW) is a newly branded identity for what was previously known as Ramp Up Manitoba and AssentWorks. This non-profit organization is dedicated to providing a community of support for entrepreneurs, inventors, existing businesses, artists, and innovators as well as hands-on access to prototyping equipment and knowledge. The organization is driven and primarily operated by volunteers and has a mission to help entrepreneurs, inventors, and makers launch their ideas, grow businesses, and support the entrepreneurial and business communities. This is accomplished via three operating divisions; AssentWorks Fabrication Lab or 'Makerspace', Ramp Up Manitoba CoWork Space and Innovation Alley. In 2014/15 SUW increased its membership to 144; a 73% increase to the previous year. Throughout the year, members developed more than 1344 prototypes and provided more than 1600 demonstrations of their technologies. In addition, 1493 people participated in SUW learning and networking events; 270 of which were students. In 2014/15 the Department provided \$100,000 to support the ongoing activities of Startup Winnipeg; the first of a three year \$300,000 commitment to the organization.

## **TRTech**

TRTech is Canada's largest ICT research and innovation consortium, with an important node of activity based in Winnipeg. The mission of TRTech is "Growing Industry through ICT Innovation" with a vision that TRTech be recognized as Canada's leading ICT innovator for emerging opportunities. The primary focus of TRTech is solving Information and Communications Technologies' (ICTs) related challenges by bringing academics and students from Canada's universities together with their industry members to collaborate on projects. TRTech's engagement is in all aspects of the innovation process, from developing and testing pre-commercial technology to providing highly tailored training of highly qualified personnel (HQP). The Government of Manitoba announced a five-year funding agreement worth \$2.6 million with TRTech in April 2011, and provided \$580,000 against this commitment in 2014/15.

SIBD continued to work actively with TRTech in Manitoba to explore ways of increasing the number of applied research and commercialization projects undertaken with local Manitoba companies. During 2014/15, TRTech's Winnipeg office attracted \$600,000 from industry members and non-members in support of their activities. In addition to membership revenues, members contribute in-kind by way of assigning staff to work jointly on projects, and on some occasions supply hardware and software for the projects. In terms of technology output activities in 2014/15, TRTech performed 22 opportunity assessments, six technology assessments, three prototypes, and supported 11 commercialized products for release in Canadian and international markets.

### **3. Raising the Profile of Manitoba's ICT and Interactive Digital Media Sectors locally and internationally**

#### **Mobile World Congress 2015**

Mobile World Congress 2015 (MWC2015) in Barcelona, Spain, brought together more than 93,000 attendees from 200 countries for a vast array of learning, networking and showcase opportunities focused on all aspects of the mobile market. MWC2015 marked Manitoba's third year of participation with eight individuals from three companies and one post-secondary institution in attendance. Manitoba delegates received valuable business development support and exposure through business-to-business (B2B) matching activities, and participation in the Canadian Pavilion on the exhibition floor. Delegates reported 37 face-to-face meetings which provided leads for 12 potential sales or partnerships valued at up to \$1.5 million.

#### **2015 Game Developers Conference**

The Game Developers Conference (GDC) is the world's largest professionals-only gaming industry event. Held in San Francisco each year, it attracts roughly 26,000 attendees and is the primary forum where Interactive Digital Media entrepreneurs, investors, and other industry development stakeholders gather to do business and exchange ideas.

Manitoba's GDC 2015 delegation comprised 26 participants including six private companies. As part of Manitoba's attendance at GDC 2015, companies participated in almost 300 high-level business-to-business (B2B) matching meetings. The Manitoba delegates indicate that their participation in GDC 2015 may generate up to \$15 million of new revenue and new investment into Manitoba's Interactive Digital Media sector.

#### **Investment Attraction**

In 2014/15, SIBD staff were instrumental in securing two primary investments for the province:

1. In May 2014, MTS unveiled plans for its new data centre during an official ground-breaking ceremony. The EPIC Data Centre, located at 1450 Waverley Street in Winnipeg, will be the first of its kind in Manitoba and provide data centre solutions and cloud services to Manitoba businesses as well as organizations across North America. It is expected to be operational and hosting customers by fall 2015.

2. In May 2014, Canadian Tire opened its Cloud Computing Centre in the Air Canada building on Portage Avenue, one of the most advanced centres of its kind in North America. The 28,000 square foot centre is home to a digital content warehouse, application lab, testing lab and high performance data centre. The company has invested more than \$50M and hired more than 50 employees in its first year of operation in Winnipeg.

## **Life Sciences**

SIBD works with key stakeholders in Manitoba's life sciences sector on initiatives in the medical device and diagnostic, pharmaceutical, biologic, nutraceutical, industrial biotech, and agricultural biotech sectors. Activities in 2014/2015 were primarily focused on three priorities:

1. creating an environment fostering life science industry and business development activities;
2. increasing life science research and technology commercialization; and
3. raising the profile of Manitoba's life science sector locally and internationally.

### **1. Creating an Environment Fostering Life Science Industry and Business Development**

In 2014/15, SIBD worked closely with the Life Science Association of Manitoba (LSAM) in order to promote and grow our local life science industry and companies:

#### **Life Science Association of Manitoba (LSAM)**

LSAM represents Manitoba's growing life sciences sector. The Association's objectives are to coordinate activities to address member needs and concerns and to inform members of changes in the global biotech industry. The current LSAM mandate focuses on four pillars, namely to:

1. Facilitate synergies in the life science industry through connecting people, information and ideas;
2. Support the development of Manitoba's human resource capacity;
3. Strengthen the business environment for members; and
4. Provide a voice for the life science industry in Manitoba.

SIBD provided \$73,750 in 2014/15 to support numerous strategic sector development projects. These included:

- The coordination of a series of industry development events in conjunction with National Biotechnology Week 2014 including sector tours for over 130 Manitoba students from both urban and rural schools. Seven schools in the province participated in 2014.
- The development of an implementation plan and the roll out of the 2014 State of the Industry Survey with input from 112 Manitoba life science organizations.
- The organization of two community events: (a) Patients as Partners, which brought together patient and stakeholders in the healthcare sector to discuss collaboration opportunities that increase patient engagement; and (b) Subsequent Entry Biologics Forum which opened up a dialogue on the issues and challenges and opportunities that subsequent entry biologics present to Manitoba's pharmaceutical landscape.
- The development of a meeting program for a multinational research-based pharmaceutical company focused on licensing and partnership opportunities in Manitoba. The program included one-to-one and one-to-many meetings with local SMEs and representatives from Manitoba's key research institutions and accelerators.
- In collaboration with New Media Manitoba and LSAM, SIBD assisted in the delivery of a Hacking Health conference and workshop. The event served to increase interactions between health care professionals and technology developers in interactive digital media. Thirty-seven participants

from both industries collaborated over a weekend. The workshop resulted in 11 new projects and the formation of two new companies.

### **Financial Assistance Programs Supporting Commercialization**

In conjunction with the Financial Services branch of Manitoba Jobs and the Economy, SIBD worked with technology-based companies to provide support for commercialization and business development. In 2014/15, the Commercialization Support for Business Program (CSB) supported 10 Life Science applications totalling \$305,876.

## **2. Increasing Life Science Research and Technology Commercialization**

### **Manitoba Agri-Health Research Network (MAHRN)**

Since 2007 MAHRN has been a portal to the Province's nationally and internationally recognized centres involved in the commercialization of agricultural products for improved health. Manitoba's agri-health sector is home to three leading edge facilities that work closely with industry to research and develop functional foods and nutraceuticals: Canadian Centre for Agri-food Research in Health and Medicine, Richardson Centre for Functional Foods and Nutraceuticals, and the Food Development Centre. MAHRN has been integral in the development of key industry and research linkages with partners in the European Union, Chile, Australia and Minnesota. In 2014/15, JEC provided MAHRN with \$73,750 in support of international projects and priorities.

## **3. Raising the Profile of Manitoba's Life Science Sector locally and internationally**

### **2014 International Biotechnology Convention and Exhibition**

Each year, the Biotechnology Industry Organization (BIO) hosts the world's premier biotechnology conference, bringing together scientists, entrepreneurs and innovators from around the world. Held in San Diego, CA, BIO 2014 brought together over 13,000 industry leaders from 47 states and 62 countries to discuss and share the latest developments and most pressing issues facing the biotech industry.

Approximately 35 Manitoba delegates attended BIO 2014 and showcased the province's life science industry capabilities at a number of key events—including a joint Manitoba–Saskatchewan business partnering reception and the Manitoba BIO Breakfast. Manitoba's presence at the 2014 International BIO Convention enhanced the profile of our local life sciences sector both nationally and internationally.

### **Research Investment Tours**

Over the past year, SIBD and LSAM have been actively engaged in bringing industry to Manitoba—with the intent of attracting research and development (R&D) investment to the province. In 2014/15, SIBD hosted numerous delegations of business executives from across Canada in search of investment opportunities. The discussions that took place have resulted in new opportunities for our local life science companies and research institutions.

**10-2(c) Science, Innovation and Business Development**

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2014/15 \$</b>	<b>Estimate 2014/15 FTE</b>	<b>\$</b>	<b>Variance Over (Under)</b>	<b>Expl. No.</b>
Total Salaries & Employee Benefits	1,561	19.00	1,541	20	
Total Other Expenditures	374		557	(183)	
Total Manitoba Research and Innovation Fund	17,023		17,023	-	
Less: Recoverable from Urban Development Initiatives	(750)		(750)	-	
<b>Total Expenditures</b>	<b>18,208</b>	<b>19.00</b>	<b>18,371</b>	<b>(163)</b>	

## **INTERACTIVE DIGITAL MEDIA TAX CREDIT**

The MIDMTC Program was introduced in 2008/09 to stimulate investment and job creation in Manitoba's interactive digital media industry. The MIDMTC Program is a fully refundable, 40% corporate income tax credit for companies that develop eligible interactive digital media products within the province

In Budget 2013, the MIDMTC was enhanced in accordance with industry recommendations and renewed to December 2016. The enhancements to the program have been designed to better assist local companies in developing innovative and new technologies and products, attract investment, grow new and existing businesses, and create opportunities to retain and attract top talent in high-skill occupations across the Province. Awareness and access to the MIDMTC Program continues to increase.

### **10-2(d) Interactive Digital Media Tax Credit**

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<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2014/15 \$</b>	<b>Estimate 2014/15 \$</b>	<b>Variance Over (Under)</b>	<b>Expl. No.</b>
<b>Total Expenditures</b>	<b>1,189</b>	<b>1,270</b>	<b>(81)</b>	

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## **INDUSTRIAL TECHNOLOGY CENTRE**

The Industrial Technology Centre (ITC) is a special operating agency of the Department of Jobs and the Economy. The Department supports ITC's contribution to economic development activities in Manitoba via an Economic Development Contribution Agreement (a performance contract). ITC provides a wide range of technical services in support of technology based economic development in Manitoba. ITC tables its annual report under separate cover with the Manitoba Legislature.

### **10-2(e) Industrial Technology Centre**

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<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2014/15 \$</b>	<b>Estimate 2014/15 \$</b>	<b>Variance Over (Under)</b>	<b>Expl. No.</b>
<b>Total Expenditures</b>	<b>730</b>	<b>730</b>	<b>-</b>	

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## **MANITOBA EDUCATION, RESEARCH AND LEARNING INFORMATION NETWORKS**

The Manitoba Education, Research and Learning Information Networks (MERLIN), is a special operating agency of the Department of Jobs and the Economy. MERLIN tables its annual report under separate cover with the Manitoba Legislature.

### **10-2(f) Manitoba Education, Research and Learning Information Networks (MERLIN)**

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2014/15 \$</b>	<b>Estimate 2014/15 \$</b>	<b>Variance Over (Under)</b>	<b>Expl. No.</b>
<b>Total Expenditures</b>	<b>346</b>	<b>346</b>	<b>-</b>	



## ECONOMIC DEVELOPMENT INITIATIVES

To continue to build on previous successes under the Canada-Manitoba Economic Partnership Agreement (program ended September 2013), the Department of Jobs and the Economy delivered sole provincial funding agreements supporting economic development initiatives focusing on those initiatives that improve competitiveness and productivity, increase trade capacity, and support the development of a skilled workforce.

Through organizations such as the Composites Innovation Centre, Vehicle Technology Centre, World Trade Centre Winnipeg and Canadian Manufacturers and Exporters, Economic Development Initiatives (EDI) funding continues to strengthen Manitoba's economy through innovation, building on existing advantages, creating new employment opportunities, promoting Manitoban companies and enhancing provincial economic growth.

### 10-2(g) Economic Development Initiatives

Expenditures by Sub-Appropriation	Actual 2014/15 \$	Estimate 2014/15 FTE	Variance Over (Under)	Expl. No.
Total Other Expenditures	4,841	1,711	3,130	1
<b>Total Expenditures</b>	<b>4,841</b>	<b>1,711</b>	<b>3,130</b>	

1. 2014/15 authorization includes \$4,334 allocation from Enabling Vote. Allocation from Enabling Vote not required due to transfers from other appropriations.

## RECOVERABLE FROM OTHER APPROPRIATIONS

Recovery of funding from the Departments of Mineral Resources and Manitoba Agriculture, Food and Rural Development who participating in the delivery of the Commercialization Support for Business Program.

### 10-2(h) Recoverable from Other Appropriations

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2014/15 \$</b>	<b>Estimate 2014/15 FTE</b>	<b>Variance Over (Under)</b>	<b>Expl. No.</b>
Recoverable from other appropriations	(1,080)	(1,182)	102	
<b>Total Expenditures</b>	<b>(1,080)</b>	<b>(1,182)</b>	<b>102</b>	

# **Workforce Development and Income Support**

## **DIVISIONAL ADMINISTRATION**

### **OBJECTIVES**

The Workforce Development and Income Support Division's goal is to connect Manitobans to independence and sustainable employment through linkages with labour market programming, and to provide coordination and financial support for those low-income individuals who have complex needs or challenges. To develop Manitoba's workforce, assist employers who need skilled workers, and to provide basic financial assistance to those who need it most, the Division links Employment and Income Assistance (EIA), vocational rehabilitation/market *ABILITIES*, and labour market programs.

### **ACTIVITIES/RESULTS**

The Division is responsible for Manitoba's Strategy for Sustainable Employment and a Stronger Labour Market. This strategy builds on partnerships with employers, industry, education, and community stakeholders to provide more Manitobans with healthier, sustainable options to meet their personal and family needs while addressing a growing need to build the provincial workforce. A positive, enabling, supportive and respectful approach is assisting EIA recipients, persons with disabilities and others who are economically disadvantaged transition to the labour market. Included is the coordination of the Empowered to Change information sessions throughout Manitoba.

The Division continued to support EIA recipients with Health Services, Income Assistance for Persons with Disabilities, market *ABILITIES*, Building Independence, and Job Connection programs, as well as the Manitoba Child Benefit, 55 PLUS and the new Rent Assist benefit. The average monthly caseload is approximately 36,850.

The Division has lead responsibility for labour market programming in the provincial government. Integrated workforce development programming and services are provided through Industry, Training and Employment Services and Apprenticeship Manitoba. The Division also supports the Minister's Advisory Council on Workforce Development and the Career and Workforce Development Month (November) activities. Over the past year, working with a multitude of partners and stakeholders, career development and training opportunities were provided for approximately 61,000 unemployed and employed individuals in response to employer needs and economic goals. In addition, there were almost 11,000 active apprentices in 55 designated trades.

Divisional Administration oversees strategic and operational planning, coordination of centralized policy, research and program development, evaluation, and support systems across the Division. This includes legislation regarding apprenticeship and EIA, the negotiation and maintenance of four Canada/Manitoba labour market agreements, and consultation with labour market stakeholders regarding workforce trends, initiatives, policies and strategies for reaching Manitoba's goal of adding 75,000 more skilled workers by 2020.

**10-3(a) Divisional Administration**

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<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2014/15 \$</b>	<b>Estimate 2014/15 FTE</b>	<b>\$</b>	<b>Variance Over (Under)</b>	<b>Expl. No.</b>
Total Salaries & Employee Benefits	708	9.00	697	11	
Total Other Expenditures	265		265	-	
<b>Total Expenditures</b>	<b>973</b>	<b>9.00</b>	<b>962</b>	<b>11</b>	

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## **INDUSTRY WORKFORCE DEVELOPMENT**

### **OBJECTIVES**

Industry Services, formerly Industry Workforce Development, promotes business and industry-related human resource development to create a highly skilled, knowledgeable and adaptable workforce in Manitoba. This focus recognizes that a high-performance workplace directly contributes to outstanding business results and advances Manitoba's competitive position in the global marketplace.

### **ACTIVITIES/RESULTS**

Changes in local and global economies, developments in technology, increased complexity of work procedures and processes and safe and healthy workplaces all demand a highly skilled and adaptable workforce. Skills development, training and education comprise the foundation for individuals to excel in their work, take on new roles and tasks and remain sustainably employed. Improved labour productivity is critical for Manitoba business to prosper and remain competitive. From training strategies and human resource needs assessment, to supporting corporate investment in skills training, Industry Services is committed to partnering with business, industry, labour, education and government to ensure Manitoba's workforce is equipped for success — now and in the future.

Industry Services has a mandate to promote private sector involvement and investment in human resource development and workplace training that is linked with provincial economic development priorities. It partners with business and industry to assess human resource and training needs and to implement short and long-term strategies to develop a skilled workforce for continued provincial economic growth. Industry Services' operations and services are aligned under the Workforce Development and Income Support Division and integrated with Training and Employment Services and Apprenticeship Manitoba, linking the funding and expertise of Divisional resources to ensure service delivery to industry.

Industry Services administers programs that are each designed to address specific employer and workforce needs. These include the Sector Council Program, Industry Expansion and Workforce Development. In addition, Industry Services administers the Industry and Labour Force Investment Fund, the Canada-Manitoba Job Grant, and partners with Workplace Education Manitoba to deliver Essential Skills and Recognition of Prior Learning activities. In 2014/15, combined program activities contributed to training and development of over 27,641 individuals and career information and development activities involving 32,080 individuals.

As a part of the Province's commitment to sustainable development, Industry Services promotes a training culture that supports continuous learning in partnership with business and industry. Human resource plans, courses and workshops continue to incorporate economic, environmental, health and well-being and cost-effective measures. All programming encourages partnerships with industry, business, labour, education and government to avoid duplication of activity, reduce costs and foster joint planning, information sharing and decision making.

#### **Sector Council Program**

The Sector Council Program supports industry-wide and sector-based human resource planning and workforce training and development initiatives. Through a network of 16 Sector Councils and Industry Associations representing 280,000 workers and over 9,000 employers, corporate executives, owner-operators of small firms, employees, labour, educators and government, representatives work together to address priority training needs and develop long term plans to maintain a highly skilled workforce adaptable to changing environment and economic imperatives.

Through industry-driven multi-stakeholder partnerships, the Sector Council Program provides a practical perspective on change and creates human resource development solutions that are tailored to a sector's needs, provide employees with transferable skills, produce economies of scale and provides opportunities

that may not otherwise be available to individual companies. Industry Services also supports the Alliance of Manitoba Sector Councils (AMSC) to manage the 1000 Waverley Business and Training Centre, and the Manitoba Quality Network (QNET) which provides cross-sectoral training.

This past year, 10,870 new and existing employees participated in training through agreements with the provincial Sector Councils and Industry Associations involving provincial and Canada-Manitoba Labour Market Development Agreement funds administered by Industry Services. These agreements leverage significant investment by industry and other partners, industry driven skills training programs, industry/education linkages and new course development with local institutions. Priority sectors included: aerospace, aviation, life sciences, manufacturing, tourism, food processing/agri-business, environment, information and communications technology, customer contact centres, film and music, new media, arts and culture, print, construction, non-profit and northern region (mining, forestry, and energy).

### **Canada-Manitoba Job Grant**

The Canada-Manitoba Job Grant is a new program that was launched July 2, 2014. It is an employer-driven training support program that assists employers to obtain skilled labour to meet their needs and helps Manitobans gain the skills they need to fill available jobs. Employers are eligible to apply for up to \$10,000 for each individual employee or prospective employee to assist with the cost of training delivered by an external training provider. Employers decide who obtains training, what training is required, and which approved third-party trainer delivers training.

Participating employers must have a job available for the trainee upon successful completion of the training. For existing employees, the purpose of training is to upgrade their skills so they may move up to a better job, or to meet employer needs in the workplace. Employers that receive funding under the Job Grant must contribute a minimum one-third of the eligible training costs. Small businesses (50 employees or less) may be eligible for additional funding support. In 2014/15, 47 employers received funding assistance to train approximately 1,600 employees.

### **Workforce Development**

In previous years, the Workforce Development Program supported training delivered internally by company staff and/or externally by third party trainers. The Canada-Manitoba Job Grant replaces the externally-provided training; internal training delivered by company employees continues to be funded by the Workforce Development Program. The Program also continues to provide customized services to companies, brokering internal and external resources as required to help employers address their human resource issues, and offers a wage subsidy to assist employers to hire new employees who require on-the-job training and/or work experience to meet job requirements.

In 2014/15, the Workforce Development program assisted 17 companies, many of which were small and medium-sized, and supported training of 2,396 employees from across the province and in a number of sectors including tourism/hospitality/retail, manufacturing, information and communication technology, print and transportation. A range of services was delivered directly to employers such as needs assessment, human resource management planning, job analysis, development of training plans and other initiatives to ensure employees have the skills they require to sustain employment and employers have the workforce they require to achieve business targets. Wage subsidies were provided to 29 companies and supported 32 new hires in the Winnipeg region in the tourism/hospitality/retail, manufacturing, financial and arts and culture sectors.

### **Industry Expansion**

The Industry Expansion Program supports companies that are locating new operations in Manitoba and Manitoba companies that are retooling or expanding their existing operations and creating new jobs. The program assists companies by contributing to their investments in skills training for employees. With funding from the Industry and Labour Force Investment Fund, the Canada-Manitoba Labour Market Development Agreement, and the Canada-Manitoba Job Grant, Industry Services contributes to training or up-skilling new and existing workers for jobs that will be sustainable over the long-term and will have significant impact on, and strengthen the economic base of the community.

In the past year, the Industry Expansion Program contributed to the creation of over 1,137 new jobs and training of 3,877 existing employees in 20 companies in the aerospace, manufacturing, digital media, construction, film, service, transportation and print sectors, all of which expanded operations in the province. The program also contributed to an Engineer-in-Residence at the University of Manitoba with 140 students participating in applied instrumentation and project management courses and one student internship placement with an aerospace company in Winnipeg.

**Workplace Essential Skills (ES) and Recognition of Prior Learning (RPL)**

Essential Skills are the reading, document use, writing, numeracy, communication, teamwork, thinking, learning and digital technology skills required to successfully perform in the workplace, including being successful at technical training in the trades. Recognition of Prior Learning is a process that identifies, assesses, recognizes and documents skills and knowledge acquired by an employee through formal training, on-the-job or outside of work experience.

Industry Services, in partnership with Workplace Education Manitoba and Workplace Prior Learning Assessment and Recognition, continues to be a nationally recognized leader in offering workplace-based ES and RPL solutions to business, labour and industry. Coordination and expertise was provided with a focus on the development and delivery of workplace assessment and training, industry-based prior learning assessment projects and practitioner development, and specific training events for workplace ES co-ordinators and instructors. This year, programs were developed and delivered onsite at workplaces across Manitoba and through the Workplace Essential Skills Training (WEST) Centres located in Winnipeg, Winkler, Swan River, Flin Flon, The Pas and Thompson, for approximately 7,276 learners.

In 2014/15, the Training to Employment Pathways Initiative assessed 1,255 Aboriginal and northern individuals and provided training for 830 learners. TEP is delivered in partnership with Aboriginal communities, Northern service providers, government agencies, school divisions and businesses and develops industry-based and demand-driven ES responses to meet Northern employers' needs. It helps individuals gain the skills required to transition into the workforce, advance in the workplace, and assists those entering or continuing in Apprenticeship training and preparing for trades qualifier exams.

**10-3(b) Industry and Workforce Development**

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2014/15 \$</b>	<b>Estimate 2014/15 FTE</b>	<b>Estimate 2014/15 \$</b>	<b>Variance Over (Under)</b>	<b>Expl. No.</b>
Total Salaries & Employee Benefits	798	10.00	778	20	
Total Other Expenditures	135		132	3	
Training Support	3,749		3,825	(76)	
<b>Total Expenditures</b>	<b>4,682</b>	<b>10.00</b>	<b>4,735</b>	<b>(53)</b>	

# **APPRENTICESHIP MANITOBA**

## **OBJECTIVES**

Apprenticeship Manitoba is responsible for the administration of *The Apprenticeship and Certification Act*, *The Apprenticeship Opportunities Act (Public Works Contracts)*, the *Apprenticeship and Certification - General Regulation*, the *Apprenticeship and Trades Qualifications Fees Regulation*, the *Appeals Procedure Regulation*, the *Military Trades Recognition Regulation*, and apprenticeship programs for over 55 trades and their regulations under the Act. Apprenticeship Manitoba coordinates the training and qualifications system that delivers accredited, structured, workplace-based skills and technical training to apprentices leading to journey person certification. It also facilitates certification through trade qualification for experienced tradespeople who seek formal certification in their trade.

Apprenticeship Manitoba promotes trades training and certification to industry standards; co-ordinates information and planning for the designation of new trades; develops competency standards and curricula in co-operation with Manitoba industry and other provincial/territorial apprenticeship systems; processes requests for the accreditation of training programs to designated trade standards; assists under-represented groups to access apprenticeship training; counsels on trades careers and certification matters; and performs other essential support services to facilitate apprenticeship training and certification. Operations and services are combined to ensure integrated service delivery to the trades.

Apprenticeship Manitoba participates in the Interprovincial Standards “Red Seal” Program, which establishes common standards in over 50 skilled trades across Canada. Forty-one of Manitoba’s designated trades participate in this Program. Certificates of Qualification, with a Red Seal endorsement affixed, are issued when a candidate attains a mark of 70% or higher on Red Seal examinations. The Red Seal endorsement is recognized by all Canadian jurisdictions.

## **ACTIVITIES/RESULTS**

### **The Apprenticeship and Certification Board**

The Apprenticeship and Certification Board (Board) is established by *The Apprenticeship and Certification Act* and is appointed by the Minister of Jobs and the Economy. It represents industry and public interest in the apprenticeship and certification system. The Board appoints Provincial Advisory Committees (PAC), and receives and reviews recommendations from the PAC respecting trade regulations, training standards, examinations and certification standards.

The Board consulted with stakeholders in its decision-making process and in setting the following priorities for 2014/15: support and participation in the work of the Target Groups Advisory Committee; engagement with employers who have traditionally not participated in the apprenticeship system; youth involvement and engagement; review of practical training; review of the trades qualification program; review of regulations and updating of program standards.

Apprenticeship Manitoba supports the Board and PACs and their initiatives and priorities by providing technical, administrative and financial support, research, analysis for discussion items, as well as implementing the decisions made by the Board. The Minister, on recommendation of the Board, approves all new and amended trade regulations under *The Apprenticeship and Certification Act*. During 2014/15, updated regulatory provisions were introduced for the trades of Esthetician, Boilermaker, Hairstylist, Crane and Hoisting Equipment Operator, Floorcovering Installer, Gasfitter, Glazier, Insulator (Heat & Frost), Powerline Technician and Sprinkler System Installer.

The Executive Director of Apprenticeship Manitoba is the Secretary to the Apprenticeship and Certification Board, and is the main point of contact for inter-provincial and pan-Canadian apprenticeship initiatives, and represents Manitoba at the Canadian Council of Directors of Apprenticeship (CCDA).



## **Apprenticeship Services**

Apprenticeship Manitoba receives applications for apprenticeship, registers apprenticeship agreements between apprentices and employers, monitors practical skills training at the job site and arranges for apprenticeship technical training delivery, examinations and certifications. It also assesses the qualifications of uncertified skilled workers in the trades, and approves them for the purpose of challenging the Trades Qualifications Examinations.

A total of 2,753 apprentices were newly registered during the 2014/15 fiscal year and as of March 31, 2015 there were 10,941 active apprentices registered in the apprenticeship system. This represents an increase of nearly 3% over 2013/14. In 2014/15, 1,249 people received Certificates of Qualification at the completion of their apprenticeship training and 241 experienced trades practitioners were certified through the Trades Qualifications process. A total of 456 Trades Qualifications examinations were administered to experienced trades practitioners in 2014/15.

The New Employer Hiring Grant was introduced to encourage employers to engage in apprenticeship for the first time. To qualify for the grant, employers are required to complete an Apprenticeship Agreement and Application. In 2014/15, 58 new employers self identified and were eligible for the grant.

The High School Apprenticeship Program (HSAP) provides opportunity for students in grades 10 to 12 and who are at least 16 years old to become registered apprentices and earn both practical experience credit for apprenticeship and academic credit. This is a school-to-work transition model that links education to employment. It provides an access route to continued apprenticeship training in many trades. As at March 31, 2015 a total of 1,168 HSAP apprentices were enrolled in the program with 585 new registrations. A financial incentive is available for students who complete their HSAP and transition into full time post-secondary apprenticeship training. This encourages youth to pursue careers in the skilled trades with early entry into the trades and the option of practical, paid and on-the-job training.

Apprenticeship Manitoba continued its efforts to respond to the training needs of the Aboriginal and northern communities. In 2014/15, there were 949 self-declared active apprentices of Aboriginal ancestry registered with 241 new registrations in Manitoba. Aboriginal apprentices comprise over 8% of the total number of apprentices in Manitoba. Community-Delivered Training programs were delivered in the trades of Heavy Duty Equipment Technician and Mobile Crane Operator in Thompson and other rural locations across Manitoba.

In partnership with the Northern Manitoba Sector Council (NMSC), the Northern Construction Trades Training Program was launched in 2014/15 to provide pathways for 32 Aboriginal participants with limited opportunities to become apprentices in three trades: Industrial Electrician, Industrial Mechanic and Steamfitter/Pipefitter. This project allows participants to complete their training all the way to their Red Seal and prepare for well-paying jobs with northern industries, Manitoba Hydro and other construction employers. This project builds on the successful Northern Apprenticeship Training Co-op Pilot Project that concluded in July 2014, which focused on Heavy Duty Equipment Technicians. Three-quarters of those participants successfully completed the program.

In 2013/14 Apprenticeship Manitoba developed the Gateway to Apprenticeship and Certification Initiative (Gateway Initiative) to provide under-represented participants in the workforce with the opportunity to gain exposure, confidence and skills necessary to be successful in the trades. Projects have been implemented with Prairie Arctic Regional Council in the trade of Carpenter and the International Brotherhood of Electrical Workers in the trade of Construction Electrician. These projects have prepared 30 participants for work in the construction sector by providing level one training and on-the-job paid work experience opportunities.

Building for Tomorrow Youth Camps was launched as a pilot in July 2014 in partnership with industry and training organizations introducing construction, transportation and culinary trades to Aboriginal persons, young women, new Canadians, and persons with disabilities. In 2014, nine service providers delivered 11 camps to Grades 7 to 11 students. New camps will be offered again in summer 2015.

In 2014/15, there were 1,168 female apprentices. Women constitute over 10% of all active apprentices. Apprenticeship Manitoba hosted a forum for women in non-traditional trades called "Building Bridges: Increasing Women in the Trades." The Forum was attended by female apprentices, journeypersons, employers, training institutions, industry associations, members of the Apprenticeship and Certification Board (Board) and government representatives. The forum featured a presentation of the Board's Target Groups Advisory Committee Final Report and panel discussions on barriers and challenges to increase representation of women in the trades. The resulting recommendations included: increased mentorship opportunities for young women looking to enter the trades; employer supports to help equip workplaces in developing respectful workplace practices and policies; and programs that offer women the chance to explore different careers in the trades.

In 2014/15, the total regulated fee revenue generated approximately \$503,669. Out of this total, \$165,714 fees were collected for renewals of Hairstylist, Esthetician and Electrologist authorizations to practice and \$337,955 in fees was derived from Trades Qualifications examinations and re-examinations.

### **Policy and Program Standards**

Apprenticeship Manitoba develops, revises and secures industry approval for apprenticeship training standards, apprenticeship level tests, examinations and provincial occupational analyses. It oversees Manitoba's contributions to interprovincial examinations, Interprovincial Program Guides and the National Occupational Analyses (NOA) or Provincial Occupational Analysis (POA) series. In 2013/14, Manitoba participated in a total of three Industry Reviews, 10 Item Bank Development Workshops, six National Occupational Analyses, three Translation Workshops, two Interprovincial Program Guide Workshops, two Editing Workshops and two Red Seal Occupational Standards Workshops. Manitoba has also been actively involved in work to harmonize apprenticeship training and certification requirements, including participation on an interprovincial taskforce to oversee the development of the project and a research project to identify existing variations between provincial/territorial requirements. This work will support apprentices who wish to pursue their in-school or on-the-job training in another jurisdiction.

Coordinating the participation of PACs, program development involves defining the scope of a trade, reviewing/developing the occupational analysis for the trade, developing technical training standards and developing and validating unit tests, placement tests, provincial certification examinations and practical certification examinations. The Board reviews and approves each PAC's program development efforts.

Apprenticeship Manitoba accredits 44 different training providers of trades-related programs of study where credits can be applied to the technical training of a post-secondary apprenticeship program. Apprenticeship Manitoba processes requests for the accreditation of training programs from public schools, community colleges, unions and associations and accredits those programs that meet designated trade program standards. It also makes course content comparisons for the recognition of trades training programs delivered by non-accredited providers and by other jurisdictions.

As part of the ongoing objective to increase efficiencies within the operating parameters of Apprenticeship Manitoba, a review of the accreditation process began in 2013/14. The result has been a new accreditation agreement between Apprenticeship Manitoba, Manitoba Education and Advanced Learning, and high schools for level one technical training, called Provincial Accreditation Through High School (PATHS). As part of the program, students write a standardized level test. Students who pass the test with a minimum of 70% receive recognition for level one credit in a post-secondary apprenticeship program. PATHS was implemented as a pilot over the 2014/15 school year for the trades of Carpenter and Automotive Service Technician. The pilot is scheduled to continue in the above mentioned trades for the 2015/16 school year to carry-out final improvements to the implementation and delivery of training before rollout to all other trades.

Apprenticeship Manitoba is responsible for apprenticeship legislation and regulation research and analysis, and for general policy research and development. Research reports conducted include the Target Groups Advisory Committee Final Report in collaboration with the Apprenticeship and Certification Board and participation on the "Youth Apprenticeship and Entry Level Issues" Report in collaboration with the CCDA and Employment and Skills Development Canada (ESDC). In 2014/15, six industry-wide

consultations were completed for designated trades undergoing regulatory changes including Esthetician, Boilermaker, Hairstylist, Gasfitter, Insulator (Heat and Frost) and Powerline Technician.

In 2014/15 the Military Trades Recognition Regulation – the first of its kind in Canada – was implemented to assist veterans with transitioning from military service to jobs in the skilled trades. Under the regulation, applicants who can demonstrate proof of their qualifications can write the certification examination for their trade. Applicants who pass the exam will receive a Red Seal Certificate of Qualification. Current trades eligible under the regulation are: Carpenter, Cook, Construction Electrician, Industrial Electrician, Industrial Mechanic (Millwright), Machinist, Welder, Plumber, Refrigeration and Air-Conditioning Mechanic, Automotive Service Technician, Heavy Duty Equipment Technician and Truck Mechanic.

The Apprenticeship Opportunities Act (Public Works Contracts) was proclaimed in November 2014. The Act requires government departments to develop a policy requiring that contractors and subcontractors hire and train apprentices as a condition of being awarded a public works contract in Manitoba.

### Community Relations

The annual Apprenticeship Awards of Distinction gala formally recognizes outstanding contributions that employers, industry training leaders, Board and PAC members make to the success of the apprenticeship training system. The awards were held on November 13, 2014 with approximately 350 persons in attendance. The annual Apprenticeship Highest Achievement Awards recognized high achievers in the apprenticeship system for the 2014/15 academic year on April 16, 2015. The 40 top new journey persons and their employers were publicly recognized. Manitoba celebrated the annual Apprenticeship Recognition Week during the first week of November 2014.

### 10-3(c) Apprenticeship

Expenditures by Sub-Appropriation	Actual 2014/15 \$	Estimate 2014/15 FTE	Estimate 2014/15 \$	Variance Over (Under)	Expl. No.
Total Salaries & Employee Benefits	3,890	54.00	3,912	(22)	
Total Other Expenditures	1,816		1,920	(104)	
Total Training Support	16,546		16,332	214	
Recoverable from Canada – Manitoba Labour Market Development Agreement	(2,237)		(2,237)	-	
<b>Total Expenditures</b>	<b>20,015</b>	<b>54.00</b>	<b>19,927</b>	<b>88</b>	

## **TRAINING AND EMPLOYMENT SERVICES**

### **OBJECTIVES**

The Training and Employment Services (formerly Employment Manitoba) mandate is to assist Manitobans in finding, preparing for, and retaining employment, including support for skills development to meet labour market needs.

### **ACTIVITIES/RESULTS**

Training and Employment Services develops, coordinates, and maintains a range of employment services through direct delivery and through partnerships with community-based organizations and employers. Services are integrated with all areas of the Workforce Development and Income Support Division to ensure Manitobans have access to training and employment opportunities.

#### **Direct Delivery Services:**

##### **Direct Employment Services**

Staff in 14 Manitoba Jobs and Skills Development Centres located throughout Manitoba are responsible for co-ordinating, developing, and maintaining a range of employment services, including support for skills training, to prepare Manitobans for employment. Staff work with employers and community organizations to facilitate employment opportunities. Activities available to individuals in these Centres include employability and prior learning assessment, employment counselling and support for and referrals to: job readiness training; job placement; work placement with wage assistance; skills training; pre-employment skills training; and literacy upgrading.

##### **Skills Development**

This program provides eligible participants with the opportunity to obtain skills training in occupational areas experiencing skill shortages to obtain and maintain employment or advance in the labour market.

#### **Partnership Services:**

##### **Community Partnerships**

This program provides funding to Manitoba employers, non-profit community-based organizations, local governments, and training partners to deliver customized training responses that align with the needs of individuals, communities and employers.

##### **Employment Partnerships**

This program provides funding to Manitoba employers, non-profit community-based organizations, local governments, and training partners to design, develop and support skills training projects, including job-specific and workplace-based training, and develop and deliver employability skills training and/or work experience placements that prepare individuals for employment.

##### **Labour Market Partnerships**

This program assists communities, sector associations, unions, and employers to address labour market development, labour force development and workforce adjustment issues, assisting unemployed and job-threatened individuals to gain and/or keep sustainable employment.

##### **Self Employment**

This program assists eligible individuals to create jobs for themselves by starting a business. The Self Employment program is administered by local sponsors who will: evaluate the individual's business idea and suitability; provide coaching in business plan development and implementation; offer advice and support; and direct the participant to other supports as needed.

### Wage Subsidies

This program provides a wage subsidy to employers to assist in the cost of on-the-job training for eligible individuals. The wage subsidy provides the unemployed person with a means to market and demonstrate his or her skills and abilities in a new work environment.

### Job Referral Service

This program implements and oversees a job referral service that matches qualified job seekers with employment opportunities created by the construction of major Hydro construction projects in Northern Manitoba and the Manitoba Floodway Expansion.

### Training and Employment Services Results by Programs, 2014/15

PROGRAM	Clients Served* (New Services)	
	Projected	Actual
<b>DIRECT SERVICES:</b>	2,000	1,592
Direct Employment Services	-	1,502
Skills Development	-	121
<b>PARTNERSHIP SERVICES:</b>	500	1,005
Community Partnerships Projects	-	674
Employment Partnerships	-	330
Wage Subsidy	-	8
Job Referral Service (JRS) Registrations	3,900	10,179

Source: ICM and SPRS Reporting Snapshot July 5, 2015. Note: Totals do not add as clients can participate in more than one program. As a result clients can be double counted between programs but not within the overall totals. All figures represent the number of distinct individuals within that category.

### 10-3(d) Training and Employment Services (Employment Manitoba)

Expenditures by Sub-Appropriation	Actual 2014/15	Estimate 2014/15		Variance Over (Under)	Expl. No.
	\$	FTE	\$		
Total Salaries & Employee Benefits	5,620	90.00	6,041	(421)	
Total Other Expenditures	1,920		2,080	(160)	
Total Training Support	12,820		12,393	427	
<b>Total Expenditures</b>	<b>20,360</b>	<b>90.00</b>	<b>20,514</b>	<b>(154)</b>	

# **CANADA - MANITOBA LABOUR MARKET DEVELOPMENT AGREEMENT**

## **OBJECTIVES**

Under the Canada/Manitoba Labour Market Development Agreement (LMDA), the Workforce Development and Income Support Division develops, coordinates and maintains a range of employment services through direct delivery and through partnerships with community-based organizations and employers. Under the LMDA, programs are directed to: persons who are legally entitled to work in Canada and who are currently receiving Employment Insurance (EI), or who have had an EI claim within the past three years or a maternity or parental claim within the past five years; all Canadians including EI clients, Income Assistance recipients, and individuals threatened with job loss; organizations that create employment or assist the unemployed to find, prepare for and maintain employment; and employers/businesses.

## **ACTIVITIES/RESULTS**

### **The following programs are available to all Canadians:**

#### **Service Needs Determination/Employment Counseling and Career Development**

Service Needs Determination is used to assess an individual's requirement and readiness for employment and/or training services and programs and temporary income support, and refers individuals to other appropriate services. Employment Counseling and Career Development activities include in-depth assessment of employment barriers, skills and strengths including prior learning, and the development of a mutually agreed upon employment plan. These programs are provided at 13 Manitoba Jobs and Skills Development Centres located in various regions of the Province.

#### **Employment Assistance Services**

These services assist unemployed individuals to prepare for, find, and retain employment. Funding is provided to community-based organizations who deliver a combination of the following services: employment plan development; case management; assessment and employment counseling; self-service labour market information; job search assistance; job finding clubs; job referral and placement; diagnostic and testing services; and brokered access to other measures.

#### **Labour Exchange (Job Bank)**

This service provides available job and training opportunities to assist in linking unemployed individuals with work opportunities while assisting employers in recruiting qualified employees. Information is taken continuously, updated daily and is available in electronic and written formats.

#### **Labour Market Information**

Labour market information is gathered, analyzed, produced and disseminated regarding local, provincial and national labour market trends and conditions in both written and electronic forms. This helps unemployed individuals in their job search; workers in their career development activities; and employers, students, governments and various training providers with decision-making.

### **The following programs are only available to those persons eligible for Employment Insurance benefits under the Employment Insurance Act:**

#### **Employment Partnerships**

This program provides funding to enable communities, sector associations and employers to address labour force development needs while assisting unemployed and "job threatened" individuals to gain sustainable employment.

#### **Skills Development**

This program provides eligible participants with the opportunity to obtain skills training/apprenticeship

training and/or upgrading to facilitate sustainable employment.

### **Self Employment**

This program assists eligible individuals to create jobs for themselves by starting a business. The Self Employment program is administered by local sponsors who will evaluate the individual's business idea and suitability; provide coaching in business plan development and implementation; offer advice and support; and direct the participant to other supports as needed.

### **Wage Subsidies**

This program provides a wage subsidy to employers to assist in the cost of on-the-job training for eligible individuals. The wage subsidy provides the unemployed person with a means to market and demonstrate his or her skills and abilities in a new work environment.

### **The following programs are provided to organizations:**

#### **Labour Market Partnerships**

This program assists communities, sector associations, unions, and employers to address labour market development, labour force development, and workforce adjustment issues, assisting unemployed and job-threatened individuals to gain and/or keep sustainable employment.

#### **Research and Innovation**

This program provides financial support to organizations to research, design and implement projects that identify innovative and/or effective ways to help individuals prepare for, find, return to, or maintain sustainable employment and/or strengthen and promote province-wide or regional labour force development.

### **Canada-Manitoba Labour Market Development Agreement Results by Programs, 2014/15**

<b>PROGRAM</b>	<b>Clients Served (New Services)</b>	
	<b>Projected</b>	<b>Actual</b>
Service Needs Determination / Employment Counselling	30,000	29,211
Employment Partnerships	250	144
Skills Development	6,000	5,398
-Apprenticeship	-	3,605
-other skills development	-	1,822
Self Employment	250	113
Wage Subsidies	250	56
Employment Assistance Services	11,500	16,149
Labour Market Partnerships	N/A	N/A
Research and Innovation	N/A	N/A
Research and Innovation – Canada Job Grant Program*	-	1,593
Labour Exchange – Job Bank Orders**	40,000	17,530
Labour Market Information	N/A	N/A

Source: ICM and SPRS Reporting Snapshot July 5, 2015. Note: Totals do not add as clients can participate in more than one program. As a result clients can be double counted between programs but not within the overall totals. All figures represent the number of distinct individuals within that category. N/A: Clients are not directly served by these programs.

\* As of April 1, 2014, Research and Innovation includes the Canada Job Grant Program in accordance with sections 26 and 16 of the Canada-Manitoba Job Fund Agreement, which allows for eligible costs related to the Canada Job Grant Program to be sourced from funds provided under the Canada-Manitoba Labour Market Development Agreement – Research and Innovation Measure.

\*\* Job Orders advertised in Manitoba from April 1, 2014 to March 31, 2015

<b>LMDA Results Measures, Targets and Actuals, 2014/15</b>		
<b>Employment Insurance (EI)</b>	<b>Targets 14/15</b>	<b>Actual 14/15</b>
NUMBER OF EI ACTIVE CLIENTS SERVED	10,500	9,997
NUMBER OF RETURNS TO WORK (EI Insured)	8,000	7,156
UNPAID BENEFITS TO THE EI ACCOUNT	\$45 Million	\$43.09 Million

Source: Final Period 14 Summary LMDA Data

\* Period 14: April 1, 2014 to March 31, 2015

### **10-3(e) Canada-Manitoba Labour Market Development Agreement**

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2014/15 \$</b>	<b>Estimate 2014/15 FTE</b>	<b>Estimate 2014/15 \$</b>	<b>Variance Over (Under)</b>	<b>Expl. No.</b>
Total Salaries & Employee Benefits	6,884	115.80	7,433	(549)	
Total Other Expenditures	942		989	(47)	
Total Training Support	43,609		43,083	526	
<b>Total Expenditures</b>	<b>51,435</b>	<b>115.80</b>	<b>51,505</b>	<b>(70)</b>	



## INDUSTRY AND LABOUR FORCE INVESTMENT FUND

### OBJECTIVES

The Industry and Labour Force Investment Fund was created to ensure that Manitoba remains competitive in attracting, retaining and expanding business in the province by investing in workforce training. Administered by Industry Services, the Fund provides support to industry and provincial Sector Councils to assist business to meet operational goals by training and developing their employees to achieve high performance and productivity targets.

### ACTIVITIES/RESULTS

The Fund contributes to maintaining Manitoba's competitive position relative to other jurisdictions in creating new jobs, securing existing jobs and expanding investment by companies in the province. In the past year, the Fund was utilized in the Industry Expansion Program to assist in the creation of over 360 new jobs and training of 493 existing employees in six companies in the aerospace, manufacturing, and transportation sectors, all of which expanded or re-tooled operations in the province.

This Fund also enabled the Workforce Development Program to provide value-added, customized human resource services and training funds for eight companies, mostly small and medium-sized enterprises, and supported training of 1,079 existing employees. Integrated services were provided linking companies to resources to address recruitment, retention, productivity and other issues that affect a company's sustainability and competitiveness.

The Fund also contributed to the implementation of human resource development plans of 16 provincial Sector Councils and industry associations representing strategic economic development areas in Manitoba.

In addition, a project with the Manitoba Trucking Association was supported to develop curriculum in four major subject groups and to convert the curriculum and resource material into an online delivery format to enable members working in the trucking industry to access the training while working away from home. Course delivery is to be provided to up to 114 trainees per year. The organization was able to use this support to leverage funding from Western Economic Diversification Canada to purchase and install the physical infrastructure required to deliver both on-line and classroom training delivery across the industry.

The Fund also contributed to the Wage Subsidy Program to assist employers in offsetting the costs of hiring and training new employees. Thirteen companies hired 14 new employees who were either unemployed, on financial assistance or under-employed in their current roles.

### 10-3(f) Industry and Labour Force Investment Fund

Expenditures by Sub-Appropriation	Actual 2014/15 \$	Estimate 2014/15 FTE	\$	Variance Over (Under)	Expl. No.
Total Expenditures	2,483		2,600	(117)	
<b>Total Expenditures</b>	<b>2,483</b>	<b>-</b>	<b>2,600</b>	<b>(117)</b>	

# **CANADA - MANITOBA JOB FUND AGREEMENT**

## **OBJECTIVES**

Fiscal year 2013/14 was the final year of the Canada-Manitoba Labour Market Agreement (LMA), which expired as of March 31, 2014. The new Canada-Manitoba Job Fund Agreement, signed on April 23, 2014, replaced the LMA starting in 2014/15. Working within the context of Manitoba's labour market, Workforce Development and Income Support assists Manitobans in finding, preparing for, and retaining employment, including support for skills development and enhancement services to meet Manitoba employers' needs.

The goal of Canada-Manitoba Job Fund is to increase the participation of Manitobans in the labour force and help them develop the skills necessary to find and keep meaningful and long term employment. The objectives are to:

- Provide access to training programs for unemployed, under-employed, and employed individuals, to enhance the labour market participation of all Manitobans, particularly low skilled workers and underrepresented groups;
- Encourage greater employer involvement in training to ensure that skills are aligned to job opportunities including addressing evolving labour market demands;
- Make it as easy as possible for all residents of Manitoba to get the help they need to develop the skills necessary to find and maintain employment; and
- Demonstrate to the public that public investments are achieving the best possible results through increased labour market participation of eligible beneficiaries.

## **ACTIVITIES/RESULTS**

Under the Job Fund Agreement, employment and labour market services fall under three streams of programming: Employment Services and Supports, Employer Sponsored Training, and Canada-Manitoba Job Grant.<sup>1</sup> Programs are directed to:

- Unemployed individuals seeking training to obtain a job, including those who are Employment Insurance (EI) clients and those not eligible for EI;
- Underemployed and employed individuals seeking training for a better job;
- Employed individuals who are low skilled such as those who do not have a high school diploma or recognized certification or who have low levels of literacy and essential skills;
- Employers, businesses, and industry associations; and communities/sectors.

The Division develops, coordinates, and maintains a range of employment and labour market services through direct delivery to individuals and through partnerships with employers and communities.

### **Direct Delivery:**

**Direct Employment Services** provides Manitobans with needs, skills, and interest assessments, access to information and referrals to employment and/or training opportunities, employment counseling and career development, and job search supports.

### **Skills Development**

This program provides eligible participants with the opportunity to obtain skills training/apprenticeship training and/or upgrading to facilitate sustainable employment.

### **Partnerships:**

#### **Employment Partnerships**

This program partners with Manitoba employers, non-profit community based organizations, local governments, and training partners to design, develop and support skills training projects, including job-specific and workplace based training, and develop and deliver employability skills training and/or work experience placements that prepare individuals for employment.

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<sup>1</sup> Under the Canada-Manitoba Job Fund Agreement, the Employer Sponsored Training Stream is not required until 2017/18.

### Labour Market Partnerships

This program funds communities, sector associations, unions, and employers to address labour market development, labour force development, and workforce adjustment issues to assist individuals to gain, keep, and/or advance in sustainable employment.

### Self Employment

This program assists eligible individuals to create jobs for themselves by starting a business. The Self Employment program is administered by local sponsors who evaluate the individual's business idea and suitability; provide coaching in business plan development and implementation; offer advice and support; and direct the participant to other supports as needed.

### Wage Subsidy

This program provides a subsidy to Manitoba employers to assist in the cost of on-the-job training for eligible individuals. The wage subsidy provides the unemployed person with a means to market and demonstrate his or her skills and abilities in a new work environment.

### Canada-Manitoba Job Grant (CMJG)

This program provides employers with up to \$10,000 per individual to pay third party trainers to deliver training to potential new workers, newly hired employees and/or existing workers. Employers contribute at least one-third of the eligible training costs.

### Canada-Manitoba Job Fund Agreement Results by Programs, 2014/15

PROGRAM	Clients Served (New Services)	
	Projected	Actual
<b>DIRECT SERVICES:</b>	N/A	2,205
Direct Employment Services	-	1,315
Skills Development	-	1,081
- Apprenticeship	-	653
<b>PARTNERSHIP SERVICES:</b>	N/A	4,958
Employment Partnerships	-	1,686
Labour Market Partnerships	-	3,208
Self Employment	-	54
Wage Subsidy	-	52
Canada-Manitoba Job Grant*	-	1,593

Source: ICM and SPRS Reporting Snapshot July 5, 2015. Note: Totals do not add as clients can participate in more than one program. As a result clients can be double counted between programs but not within the overall totals. All figures represent the number of distinct individuals within that category. Apprenticeship totals are not included in the Direct Services or Skills Development totals.

\* Targets were not established for the first year of implementation of the Canada-Manitoba Job Fund (CJF) Agreement. Actuals for 2014/15 will be used as a baseline for future year targets. The actual for 2014/15 represents the final year end figure as of July 5, 2015 and replaces previous estimates of activity.

**10-3(g) Canada-Manitoba Job Fund Agreement**

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<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2014/15 \$</b>	<b>Estimate 2014/15 FTE</b>	<b>\$</b>	<b>Variance Over (Under)</b>	<b>Expl. No.</b>
Total Salaries and Employee Benefits	863	8.00	893	(30)	
Total Other Expenditures	451		543	(92)	
Total Training Support	15,769		16,502	(733)	
<b>Total Expenditures</b>	<b>17,083</b>	<b>8.00</b>	<b>17,938</b>	<b>(855)</b>	

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## **EMPLOYMENT AND INCOME ASSISTANCE PROGRAMS**

### **OBJECTIVES**

- To provide effective leadership, direction, fiscal management and support to ensure the delivery of income assistance programs, Building Independence projects, income supplement, vocational rehabilitation and supported employment programs in accordance with relevant legislation and government policy.
- To develop initiatives that help Employment and Income Assistance (EIA) participants regain their financial independence from income assistance by making the transition to work.
- To develop initiatives that assist EIA participants in pursuing training and employment opportunities.
- To develop vocational rehabilitation support services for persons with disabilities.

The Branch consists of the following areas:

- **Policy and Program Development** – Responsible for the development, maintenance and interpretation of legislation for the EIA programs; policy and program development; new initiatives; and public communications, such as program brochures, fact sheets and the EIA policy manual.
- **Employment and Training Services** – Responsible for the development, maintenance and interpretation of legislation, regulation, and policies and initiatives as they pertain to employment and training supports for EIA recipients, including initiatives under the Building Independence strategy. Provides program and policy direction and funding for vocational rehabilitation services under the market *Abilities* Program for adults with a physical, intellectual, psychiatric or learning disability; and for Supported Employment programming.
- **Quality Assurance and Program Support** – Responsible for program standards and quality assurance; negotiation of contracts with associations providing health and other services to EIA participants; and information technology supports.

### **Responsibilities**

- The major objectives of the Employment and Income Assistance (EIA) program are:
  - to assist Manitobans in regaining their financial independence by helping them to make the transition from income assistance to work; and
  - to provide income assistance to Manitobans in need.
- Financial assistance is provided to persons in need who are eligible for assistance under *The Employment and Income Assistance Act* (the Act), including single parents, aged persons, single persons, couples without children, two-parent families, persons with disabilities, persons requiring the protection of a crisis intervention facility, and children whose parents are unable to support them. Eligibility may also be granted under special case consideration at the discretion of the Minister.
- Eligibility for assistance is also determined by a needs test, in which the amount of a household's financial resources is compared to the total costs of its basic necessities as defined in the Act and Regulations. Certain items and income are not included in the calculation of financial resources.
- EIA provides employability assessments, support in the development and implementation of a plan to achieve well-being or personal stability and readiness to participate in an employment or training plan, work incentives and other supports to assist Manitobans in entering, re-entering or remaining in the labour force.
- EIA provided assistance to an average monthly caseload of 36,853 in 2014/15, an increase of 3.5 per cent from the previous year. During 2014/15, 10.5 per cent of the income assistance caseload made use of the work incentive provisions of the program.

## ACTIVITIES/HIGHLIGHTS IN 2014/15

During 2014/15 the Department advanced the implementation of Manitoba's Strategy for Sustainable Employment and a Stronger Labour Market, which recognizes the need to assist Employment and Income Assistance (EIA) participants to connect to labour market opportunities, helping build their independence, reduce poverty and helping to alleviate the labour market shortage in Manitoba.

The Canada-Manitoba Labour Market Agreement for Persons with Disabilities (LMAPD), a cost-sharing arrangement between the Government of Canada and the province for programs that enhance the economic participation of adults with disabilities, was renewed and is effective April 1, 2014 to March 31, 2018. Under the LMAPD, Canada will continue to contribute 50 per cent of the expenditures that Manitoba incurs in providing eligible programs and services, up to a maximum of \$8.965 million annually. The renewed LMAPD aims to directly link job training to employer needs, and includes enhanced accountability and reporting requirements.

In 2014/15, the marketAbilities Program provided vocational services for 3,812 people with disabilities with 1,200 receiving funded vocational supports and services to assist them in accessing education and training opportunities to improve employment outcomes.

The Division continued policy development and program design activities associated with Rent Assist, the portable shelter benefit introduced in July 2014 that enhanced the former RentAid program with expanded eligibility and benefit increases. EIA recipients, and low-income Manitobans not receiving EIA, who are renting in the private market are eligible for Rent Assist. When fully implemented in December 2015, maximum Rent Assist benefits will be increased to 75 per cent of Median Market Rent (MMR), as set by Canadian Mortgage and Housing Corporation (CMHC). Rent Assist is an important part of All Aboard: Manitoba's Poverty Reduction Strategy.

The Division also worked closely with Family Services to develop a Disability Health Supports Unit (DHSU) which centralized decisions around the provision of health related products. The adjudication process introduced with the DHSU has resulted in more equitable, timely decisions, program savings and some time savings for Case Coordinators.

### Employment and Income Assistance<sup>1</sup>

#### Average Monthly Number of Cases and Participants by Category (as at March 31)

Category	2012/13		2013/14		2014/15	
	Cases	Participants	Cases	Participants	Cases	Participants
Children	35	50	29	40	26	34
Single Parents	8,133	25,209	7,899	24,678	7,813	24,358
Aged	114	165	121	171	135	181
Crisis Facility Cases	49	106	58	115	54	105
General Assistance	7,081	11,814	7,336	12,132	8,390	13,369
Special Cases	1	1	0	0	0	0
Disabled	20,110	24,683	20,168	24,783	20,435	25,031
<b>Total</b>	<b>35,523</b>	<b>62,028</b>	<b>35,611</b>	<b>61,919</b>	<b>36,853</b>	<b>63,078</b>

<sup>1</sup> EIA continues to implement a strategy targeted at increasing self-sufficiency by providing low-income Manitobans with increased opportunities to learn, earn and save. As a result of these initiatives many people are involved in money management programs, education or training, volunteer activity and employment. The program also has supportive policies for people with disabilities, such as physical, mental or intellectual disabilities. The program is actively working with Training and Employment Services and community organizations that are assisting people to get ready for work.

**Employment and Income Assistance Expenditures by Category (\$000) (as at March 31)**

<b>Category</b>	<b>2012/13</b>	<b>2013/14</b>	<b>2014/15</b>
Children	\$151	\$ 234	\$113
Single Parents	\$95,964	\$93,556	\$95,182
Aged	\$989	\$1,114	\$1,321
Crisis Facility Cases	\$365	\$397	\$585
General Assistance	\$51,849	\$53,609	\$67,635
Special Cases	\$1,593	\$1,440	\$1,365
Other	(2,759)	(3,346)	\$1,314
Disabled	\$168,662	\$168,276	\$187,446
<b>Total</b>	<b>\$316,814</b>	<b>\$315,280</b>	<b>\$354,961</b>

**Employment and Income Assistance Employment Income (as at March 31)**

<b>Average Monthly Number of Participants Reporting Employment Income</b>	<b>2012/13</b>	<b>2013/14</b>	<b>2014/15<sup>1</sup></b>
Single Parents	879	782	792
General Assistance	761	720	717
Persons with Disabilities	2,546	2,406	2,362
<b>Total</b>	<b>4,186</b>	<b>3,908</b>	<b>3,871</b>

<sup>1</sup> The monthly averages were calculated using the available data over an 11 month period.

**Employment and Income Assistance Percentage of Cases in Work Incentive Program (as at March 31)**

<b>Category</b>	<b>2012/13</b>	<b>2013/14</b>	<b>2014/15<sup>1</sup></b>
Single Parents	10.8%	9.9%	10.1%
General Assistance	10.7%	9.8%	8.5%
Persons with Disabilities	12.7%	11.9%	11.6%
<b>Total Caseload</b>	<b>11.9%</b>	<b>11.0%</b>	<b>10.5%</b>

<sup>1</sup> The percentages were calculated using the available data over an 11 month period.

**INCOME ASSISTANCE PROGRAMS FOR PERSONS WITH DISABILITIES**

The Income Assistance for Persons with Disabilities benefit provides additional financial assistance for adults with disabilities enrolled under Employment and Income Assistance, in recognition of the additional costs associated with living in the community. The benefit is \$105.00 per month.

**Income Assistance for Persons with Disabilities Caseload (as at March 31)**

	2012/13	2013/14	2014/15
Average Monthly Caseload	19,520	19,601	19,898

**Income Assistance for Persons with Disabilities Expenditures (\$000) (as at March 31)**

	2012/13	2013/14	2014/15
Total	\$25,056	\$25,161	\$25,520

**HEALTH SERVICES**

The Health Services program includes the *Rewarding Work* Health Plan, and provides essential drug, dental and optical services and support to EIA participants and children in care. Supplies and services are generally provided in accordance with approved fee schedules negotiated with professional health organizations. These agreements specify the types of goods and services provided, eligibility criteria, level of payment and related billing procedures.

Health Services provided benefits to an average monthly caseload of 39,521 in 2014/15. Of these 10,693 cases, (27.0 per cent) were children in care.

<b>Caseload and Expenditures</b>	<b>2012/13</b>	<b>2013/14</b>	<b>2014/15</b>
Average Monthly Number of Cases	38,597	39,058	39,521
Average Monthly Number of Participants	58,801	59,172	58,840
Dental	\$ 7,319	\$ 7,332	\$ 8,597
Drugs	\$58,848	\$58,468	\$57,672
Optical	\$ 893	\$ 708	\$ 787
<b>Total Expenditures (\$000)</b>	<b>\$67,060</b>	<b>\$66,508</b>	<b>\$67,056</b>

**Employment and Income Assistance****Average Monthly Number of Cases Receiving *Rewarding Work* Health Plan Benefits**

(as at March 31)

<b>Category</b>	<b>2012/13</b>	<b>2013/14</b>	<b>2014/15</b>
Single Parents	629	769	798
Persons with Disabilities	399	471	442
<b>Total</b>	<b>1,028</b>	<b>1,240</b>	<b>1,240</b>

**INCOME SUPPLEMENT PROGRAMS**

The EIA Programs Branch administers three Income Supplement Programs for low-income Manitobans who are not in receipt of income assistance. 55 PLUS - A Manitoba Income Supplement provides quarterly supplements to low-income persons 55 years of age and over. The Manitoba Child Benefit provides monthly supplements to low-income families with children. Rent Assist provides financial help with shelter-related costs for low-income Manitobans who are living in the private rental market.

**55 PLUS – A Manitoba Income Supplement**

The 55 PLUS program has two components. The Senior Component is for persons who are eligible to receive certain levels of benefits under the federal Old Age Security programs. The Junior Component is for low-income persons 55 years of age and over who are not eligible for federal Old Age Security benefits. Eligibility for the Senior Component is determined from a person's application for the federal Guaranteed Income Supplement. An annual application is necessary for the Junior Component.

During 2014/15, the majority (approximately 65 per cent) of 55 PLUS benefits were provided to participants who were single.



**55 PLUS – A Manitoba Income Supplement Caseload and Expenditures** (as at March 31)

Average Quarterly Number of Participants	2012/13	2013/14	2014/15
<b>Senior Component</b>			
Single <sup>1</sup>	5,278	5,189	5,068
Married <sup>2</sup>	2,340	2,336	2,256
<b>Total</b>	<b>7,618</b>	<b>7,525</b>	<b>7,324</b>
<b>Junior Component</b>			
Single <sup>1</sup>	885	871	849 <sup>3</sup>
Married <sup>2</sup>	860	1,053	986 <sup>3</sup>
<b>Total</b>	<b>1,745</b>	<b>1,924</b>	<b>1,835</b>
<b>Program Total</b>	<b>9,363</b>	<b>9,449</b>	<b>9,159</b>
<b>Total Expenditures (\$000)</b>			
Senior Component	\$3,958	\$3,892	\$3,743
Junior Component	\$1,176	\$1,316	\$1,244
<b>Total</b>	<b>\$5,134</b>	<b>\$5,208</b>	<b>\$4,987</b>

<sup>1</sup> Single participants include those who have never been married, as well as those who are no longer married (i.e., widowed, divorced, or separated).

<sup>2</sup> For married participants, in some cases both members of a couple receive 55 PLUS and in other cases only one spouse is a participant.

<sup>3</sup> The Junior component includes estimates for the January to March 2015 quarter.

**Manitoba Child Benefit**

The Manitoba Child Benefit provides monthly benefits to low-income Manitoba families to assist them with the cost of raising their children. A new application is required each year.

During 2014/15, benefits were provided to an average of 2,582 families per month, representing an estimated 6,286 children. Of these families, approximately 25 per cent were headed by single parents.

**Manitoba Child Benefit Caseload and Expenditures** (as at March 31)

Average Monthly Number of Cases	2012/13	2013/14	2014/15
Single-Parent Family	707	652	654
Two-Parent Family	2,152	1,884	1,928
<b>Total</b>	<b>2,859</b>	<b>2,536</b>	<b>2,582</b>
<b>Average Monthly Number of Children<sup>1</sup></b>	<b>6,710</b>	<b>6,235</b>	<b>6,286</b>
<b>Total Expenditures (\$000)</b>	<b>\$3,147</b>	<b>\$2,895</b>	<b>\$2,671</b>

<sup>1</sup> Prior to 2012/13 MCB database did not track the number of children in a family. The number of children was estimated (using historical ratios adjusted to account for the increase in the number of larger families now accessing the benefit). In 2012/13 an Information Technology enhancement was made to allow the program to accurately track the number of children.

### Rent Assist

Rent Assist (formerly RentAid) assists low-income Manitobans to meet shelter related costs in the private rental market. A flat rate monthly benefit also assisted persons with disabilities and adults without dependent children who receive Employment and Income Assistance (EIA), and live in the private rental market or in room and board accommodations. In July 2014, Rent Assist benefits were extended to single parents and families not in the Disability category on EIA, as well as singles and couples without children off EIA.

Fiscal Year	Average No. of Recipients Per Month (Non-EIA)	Average No. of Recipients Per Month (EIA)	No. of Active Recipients at Year End (Non-EIA)	No. of Active Recipients at Year End (EIA)	Total No. of Recipients (Non-EIA)	Total No. of Recipients (EIA) <sup>2</sup>
2012/13	1,897	13,297	1,911	13,517	2,986	20,645
2013/14	2,062	13,515	2,287	13,891	3,233	20,790
2014/15 <sup>1</sup>	2,843	18,712	3,497	21,083	4,490	NA

<sup>1</sup> Non-EIA Rent Assist caseload stats for 2014/15 are based on eleven months of data due to September being processed differently.

<sup>2</sup> Total EIA Rent Assist recipients for 2014/15 is not available due to a change in databases.

Fiscal Year	Average Monthly Benefit Paid (Seniors)	Average Monthly Benefit Paid (Families)	Average Monthly Benefit Paid (Disabled)	Average Monthly Benefit Paid (General)	Average Monthly Benefit Paid (EIA)	Expenditures Total \$000
2012/13	101	151	153	NA	55	\$11,802
2013/14	148	181	183	NA	68	\$15,548
2014/15	173	216	212	213	109 <sup>2</sup>	\$30,197 <sup>1</sup>

<sup>1</sup> EIA Rent Assist expenditures in this table include only the Rent Assist Supplement amount of total shelter assistance.

<sup>2</sup> Average Monthly EIA Rent Assist benefits include only the Rent Assist Supplement and reflect the period of July to March.

### **BUILDING INDEPENDENCE PROGRAMS**

In keeping with the Strategy for Sustainable Employment and a Stronger Labour Market, Building Independence supports partnerships that promote job opportunities for EIA participants. It also supports projects that enhance the skills and employability, and access to employment for specific target groups.

Building Independence initiatives are designed to:

- reduce barriers to employment by providing tools, such as child care and voice mail services;
- provide job readiness assessments;
- provide links to training and employment;
- provide advocacy; and
- support Manitobans in identifying and meeting financial goals through matched savings programs.

### **Manitoba Works**

In keeping with the Department's Pathway to Sustainable Employment which outlines the role of EIA, Essential Skills Manitoba and Training and Employment Services in supporting employment and training services for EIA recipients, Manitoba Works has shifted from a single wage subsidy program for EIA recipients to representing a spectrum of wage supported programs including: wage subsidies for EIA participants; wage subsidies administered by Training and Employment Services for Manitobans not in receipt of income assistance; and demonstration project internships for EIA recipients.

Funding for the expanded Manitoba Works is not limited to the Building Independence funding in EIA Programs; rather it includes other funding available through federal labour market agreements administered by Training and Employment Services.

### **The Community Home Services Program**

Community Home Services Program (CHSP) serves two purposes: the provision of paid work experience and training opportunities for EIA participants to enhance their ability to compete in the labour market and facilitate a transition to employment, and the delivery of no-cost housekeeping and yard maintenance services to low income seniors and citizens living in the community with a disability who require this support to remain in their homes.

### **Northern Community Employment Initiative**

The Building Independence Northern Community Employment Initiative (formerly called Northern Affairs Project) is a partnership with the department of Aboriginal and Northern Affairs to create employment. Northern Community Councils administer short-term employment projects and hire participants for skill development in a paid work experience. In 2014/15, 12 EIA participants were hired as part of this initiative.

### **The Job Centre**

The Job Centre provides job leads and support as well as temporary emergency assistance in Winnipeg to persons in financial need who are hoping to avoid applying for income assistance. It may also provide job search support to individuals who are pending engagement with a Career Development Consultant or who have completed supported skills development. The Job Centre may also be accessed by individuals seeking to re-establish eligibility in demonstrating their compliance with work expectations.

### **Connect 2**

The Connect 2 Voice Mail Project involves a partnership with government, business and community-based agencies to provide a free voice mail service to low-income individuals, in order to facilitate contact with employers and service providers.

### **Individual Development Accounts (IDAs)**

IDAs are part of the Manitoba Saves! initiative administered by SEED Winnipeg that supports low-income Manitobans to save for the future. These initiatives include financial literacy and two types of matched savings programs, Saving Circle (with lower savings goals) and the regular IDA program. Manitoba Saves! also provides funding for SEED Winnipeg to provide Access To Benefits programming to assist families file tax returns, obtain required identification for all family members, as well as set up bank accounts and RESPs to access Canada Learning Bonds and grants.

In 2014/15, SEED Winnipeg and partner community groups throughout the province recruited and provided support and services to 37 EIA participants and 82 non-EIA participants in the regular IDA. As well, 177 EIA participants and 192 non-EIA participants were recruited and active in Saving Circle programs.

### **Community Unemployed Help Centre (CUHC)**

CUHC is a non-profit organization primarily dedicated to providing information, advice and representation to unemployed workers in Manitoba experiencing Employment Insurance problems, as well as Employment and Income Assistance (EIA) Advocacy Services. In 2014/15, CUHC assisted 1,458 clients, including 102 on Employment Insurance appeals. They also provided support to 352 EIA participants, including 74 who had appealed decisions.

### **marketAbilities PROGRAM**

The marketAbilities Program assists eligible adults with a disability to pursue and secure gainful employment by providing a spectrum of vocational training, education and support services. Individual vocational training plans are submitted to the marketAbilities Program by vocational rehabilitation counsellors who work out of the Community Service Delivery division or grant funded agencies. Based on

these plans, funds are approved to assist individuals in accessing vocational training services.

The objectives of the marketAbilities Program are:

- To provide vocational rehabilitation services to adults with a disability, to enhance their independence and ability to contribute socially and economically through employment in the competitive labour force.
- To assist adults with an intellectual, physical, psychiatric or learning disability to prepare for, obtain and maintain employment through the provision of assessment, training, education and support services.

### **SUPPORTED EMPLOYMENT PROGRAM**

Supported employment programming provides people with disabilities the supports required to participate in paid employment. In 2014/15, 1,128 people with disabilities received services from fifteen supported employment agencies. The objectives of the Supported Employment Program are:

- To enable workers with disabilities to pursue employment opportunities and to physically and socially integrate into competitive employment settings.
- To enable workers with disabilities to receive supports necessary to maintain employment.

#### **marketAbilities Program: Total Active Caseload by Disability (as at March 31)**

<b>Disability</b>	<b>2012/13</b>	<b>2013/14</b>	<b>2014/15</b>
Physical Disability	664	650	667
Psychiatric Disability	936	953	930
Intellectual Disability	675	653	656
Learning Disability	415	414	378
Sight Disability	340	312	325
Hearing Disability	190	188	160
<b>Total</b>	<b>3,220</b>	<b>3,170</b>	<b>3,116</b>

#### **marketAbilities Program: Total Active Caseload by Region/Program/Agency (as at March 31)**

<b>Region/Program/Agency</b>	<b>2012/13</b>	<b>2013/14</b>	<b>2014/15</b>
Winnipeg	1,076	1,005	1,035
Westman	279	256	218
Eastman	171	191	145
Central	109	110	94
Interlake	51	52	42
Parkland	53	46	46
Northern	33	33	22
Grant Funded Agencies	1,137	1,094	1,090
Self Directed	22	27	21
Reaching Equality Employment Services	44	50	54
Mental Health	245	306	349
<b>Total</b>	<b>3,220</b>	<b>3,170</b>	<b>3,116</b>

**marketAbilities Program: Individuals Funded by Disability (as at March 31)**

<b>Disability</b>	<b>2012/13</b>	<b>2013/14</b>	<b>2014/15</b>
Physical Disability	243	263	227
Psychiatric Disability	528	479	452
Intellectual Disability	275	230	220
Learning Disability	219	181	167
Sight Disability	43	54	52
Hearing Disability	87	81	82
<b>Total</b>	<b>1,395</b>	<b>1,288</b>	<b>1,200</b>

**marketAbilities Program: Services Purchased by Type (as at March 31)**

<b>Disability</b>	<b>2012/13</b>	<b>2013/14</b>	<b>2014/15</b>
Education – University	186	178	159
Education – Community College	176	182	173
Education – Special Colleges	47	51	43
Education – School	41	53	35
Education – Out of Province	4	6	6
Work Assessment/Training			
Vocational – Employment and Training Centre	993	1,072	1,113
Vocational – Training-in-Industry	30	45	38
Vocational – School-to-Work	112	52	49
Transportation	1,404	1,434	1,375
Special Services	2,120	2,089	2,018
Other	1	4	6
<b>Total<sup>1</sup></b>	<b>5,114</b>	<b>5,166</b>	<b>5,015</b>

<sup>1</sup> Individuals usually access more than one service. As a result, the total number of services provided is greater than the total number of individuals funded by disability.

**10-3H Employment Income, and Rental Assistance**

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2014/15 \$000</b>	<b>FTE</b>	<b>Estimate 2014/15 \$000</b>	<b>Variance Over/(Under)</b>	<b>Expl. No.</b>
Salaries and Employee Benefits	3,171	37.00	2,833	338	
Other Expenditures	4,065		3,044	1,021	1
Employment Income, and Rental Assistance	362,002		344,770	17,232	2
Health Services	67,056		66,523	533	
Income Assistance for Persons with Disabilities	25,520		25,186	334	
marketAbilities	8,849		9,329	(480)	
55 PLUS	4,987		4,932	55	
Building Independence	3,030		3,870	(840)	3
Manitoba Child Benefit	2,671		4,154	(1,483)	4
<b>Subtotal (H)</b>	<b>481,351</b>	<b>37.00</b>	<b>464,641</b>	<b>16,710</b>	

1. Primarily reflects Information Technology costs related to the IBM SAMIN Mainframe.

2. Increase in caseload.

3. Decrease in eligible program costs recovered under the Canada-Manitoba Job Fund Agreement.

4. Lower than anticipated program participation.

## **EMPLOYMENT, INCOME AND RENTAL ASSISTANCE SERVICE DELIVERY**

### **OBJECTIVES**

- To provide leadership and guidance to ensure that Employment and Income Assistance (EIA) policies are interpreted accurately and equitably across the service delivery system.
- To provide leadership in the resolution of complex issues related to benefit eligibility for EIA participants.
- To assist and support under-represented and marginalized individuals with their employment transition and retention goals.
- To assist service providers and employers with the opportunities and challenges of attracting and retaining this target group.

### **ACTIVITIES/HIGHLIGHTS IN 2014/15**

Specialized multi-dimensional supports are provided to support and respond to the employment transition and retention needs of participants of labour market programming, especially those on Employment and Income Assistance,

EIA Program Specialists provided policy interpretation to delivery staff, supported the Minister in responding to public inquiries about the EIA Program, and provided a service delivery perspective in the policy development process. They also made decisions regarding eligibility for benefits that can only be authorized by the Minister or a Minister's Designate.

Job Connections staff provided intensive supports to address the needs of Manitobans in Jobs and the Economy employment and training interventions, who have encountered a crisis or barrier that jeopardizes their success in preparing for, attaining and retaining sustainable employment.

The marketAbilities Program Specialist provided policy interpretation to delivery staff and is responsible for the provincial marketAbilities Individualized Training Fund budget. The specialist also played a key role in staff training to ensure that services are tailored to the unique challenges of under-represented and marginalized groups such as income assistance recipients, persons with disabilities, and other Manitobans with barriers to employment.

### **10-3(i) Employment, Income and Rental Assistance Service Delivery**

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2014/15 \$</b>	<b>Estimate 2014/15 FTE</b>	<b>Estimate 2014/15 \$</b>	<b>Variance Over (Under)</b>	<b>Expl. No.</b>
Total Salaries & Employee Benefits	763	16.00	1,216	(453)	1
Total Other Expenditures	41		44	(3)	
<b>Total Expenditures</b>	<b>804</b>	<b>16.00</b>	<b>1,260</b>	<b>(456)</b>	

1. *Underexpended due to delay in filling vacancies.*

## RECOVERABLE FROM OTHER APPROPRIATIONS

Recovery of funding from program areas participating in the delivery of labour market programming implemented under the Agreement.

### 10-3(j) Recoverable from Other Appropriations

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2014/15 \$</b>	<b>Estimate 2014/15 FTE</b>	<b>Variance Over (Under)</b>	<b>Expl. No.</b>
Recoverable from other appropriations	(10,257)	(10,257)	-	
<b>Total Expenditures</b>	<b>(10,257)</b>	<b>(10,257)</b>	<b>-</b>	



# **INTERNATIONAL RELATIONS AND TRADE**

## **INTERNATIONAL RELATIONS**

The Canada-US and International Relations (CUSIR) Branch provides strategic policy advice and support for the international activities of the Premier, the Minister of Jobs and the Economy, and other representatives of the Government of Manitoba. The Branch also helps coordinate the Government's involvement in international development projects and supports access by Manitoba firms to international development work.

### **Principal Activities in 2014/15**

In 2014/15, the main activities of Canada-US and International Relations continued to be:

- Providing a coordinating function with respect to Manitoba's international activities and promoting a strategic approach to Manitoba's international relations;
- Building strategic relationships with international government officials, Canadian High Commissions, Embassies, and other diplomatic posts abroad, and those involved with international relations within Canada; and
- Providing strategic and operational advice to the government in support of its international interests including negotiation and advice on international agreements.

### **Highlights in 2014/15**

The Branch supported advocacy with various US Governors and Members of Congress, Ambassadors, and senior representatives from the US Administration and the Canadian Government. Advice and support were provided on a number of key policy initiatives such as trans-boundary water issues, Canada-US work on border issues and regulatory cooperation, US Country of Origin Labeling for pork and beef, and encouraging the recognition of Manitoba hydroelectric power as a renewable resource in US legislation, including the proposed US "Clean Power Plan."

The Branch forged or maintained relationships with officials in the US and abroad, including through organizations such as the Western Governors' Association, the Midwestern Governors' Association, the Midwestern Legislative Conference, the regional Legislators' Forum, the Southeastern United States-Canadian Provinces Alliance, North American Strategy for Competitiveness (NASCO), and the National Governors' Association.

The Branch provided support and coordination for missions to China and the US, and assisted in preparations for the Premier's mission to France. The Branch also provided support for the Premier's and Ministers' meetings with incoming diplomats and the Manitoba consular corps, and for the participation of Members of the Legislative Assembly in US events in Minnesota, Nebraska, and South Dakota.

Additionally, the Branch provided ongoing assistance and coordination for departments involved in international relations.

The Branch has also supported Manitoba's participation in international development projects and international aid, notably through the successful conclusion of a multi-year partnership project with the Philippines Department of the Interior and Local Government and through ongoing facilitation of contact between the Philippines Local Government Academy and academic institutes in Manitoba. The Branch also facilitated a successful study tour to Manitoba by South African government officials from Western Cape Province. The Branch continues to support Manitoba companies' access to international development work by participating in the World Bank's Private Sector Liaison Officer Network and acting as the point of contact between the Manitoba Government, Manitoba businesses and the World Bank.

**10-4(a) International Relations**

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<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2014/15 \$</b>	<b>Estimate 2014/15 FTE</b>	<b>\$</b>	<b>Variance Over (Under) \$</b>	<b>Expl. No.</b>
Total Salaries & Employee Benefits	930	10.00	974	(44)	
Total Other Expenditures	702		540	162	
<b>Total Expenditures</b>	<b>1,632</b>	<b>10.00</b>	<b>1,514</b>	<b>118</b>	

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## **MANITOBA TRADE AND INVESTMENT**

Manitoba Trade and Investment (MTI) is the lead provincial agency for international business development; working with Manitoba firms to become export ready, to enter new markets outside of Manitoba and diversify in existing markets. MTI is also responsible for promoting Manitoba as a destination for inward investment.

Manitoba Trade and Investment supports Manitoba businesses to become export-capable and to diversify into domestic and international markets by delivering targeted programs and services. It also promotes the Province as a destination for investment to increase foreign direct investment and employment. Trade activities undertaken and supported include trade shows, incoming/outgoing business missions and match-making events, in addition to providing enhanced market intelligence and coordinating in-market support for Manitoba's business community.

Services provided by Manitoba Trade and Investment include:

Export counselling – MTI staff engage in consultations with Manitoba companies interested in developing their exports. Counselling focuses on the companies' markets of interest and their capabilities to meet potential demand.

In-market experience – MTI staff and foreign representatives have over 492 years of combined international business experience, and many of MTI's staff have lived/worked in the markets for which they are responsible. This experience enables the staff to provide first-hand knowledge of business practices, cultural considerations, consumer preferences and expectations.

Market intelligence – MTI staff combine their first hand knowledge of various markets with ongoing research and involvement with the markets to provide Manitoba companies with insight into their markets of responsibility; from shifting consumer demands to political changes, MTI staff help Manitoba companies to better understand the markets that they are pursuing.

Financial programs – MTI plays an active role in the delivery of the Commercialization Support for Business (CSB) Program. The CSB Program provides support to Manitoba companies to enter new export markets through participation in trade shows/events and the design of export focused marketing materials.

Languages – MTI and its foreign representatives can provide services in 17 languages; language capabilities include: English, French, Spanish, Mandarin, German, Portuguese, Hebrew, Russian, Hindi, Gujarati, Ukrainian, Dutch, Telugu, Malayalam, Bengali, Punjabi and Japanese.

Foreign representatives – MTI has augmented the expertise and experience of its staff with foreign trade representatives in five markets (Brazil, China, India, Mexico and Europe). MTI's foreign representatives support Manitoba companies' market entry with in-country assistance. MTI continues to evaluate new markets as possible locations for new representatives.

Promote Manitoba – MTI staff promote the full range of Manitoba's capabilities internationally, including tourism, education, investment, immigration and trade.

Missions and tradeshows – outbound missions include companies from multiple sectors targeting opportunities in another province or a foreign country and include a combination of joint networking opportunities and business-to-business meetings; incoming missions normally include a small number of companies from one market or one sector from a geographic region that have one-on-one meetings with Manitoba companies who are potential partners/suppliers; tradeshow are sector specific marketing events in external markets where Manitoba companies promote their products/services. Missions and tradeshow are integral components of MTI's delivery on its mandate. Each market is different and

requires a unique approach – tradeshows work in some markets whereas missions are a better approach in others.

### **Highlights in 2014/15**

Manitoba Trade and Investment continues to promote the importance of exporting in order to assist Manitoba companies to sustain and grow their businesses. With both geographic and sector foci, Manitoba Trade and Investment is able to provide opportunity identification and market intelligence to companies identified as export interested/ready or active in export markets. In 2014/15, Manitoba Trade and Investment worked with over 520 Manitoba companies and organizations to explore and enter new markets and to expand within existing markets by providing consulting services, assistance to participate in trade shows, organized trade missions and trade show participation.

In early 2015, Manitoba Trade and Investment launched its new website, [www.Manitoba-Canada.com](http://www.Manitoba-Canada.com), to better promote its programs, events and services.

In fiscal year 2014/15 Manitoba Trade and Investment partnered with several industry organizations providing support for export development initiatives for their members. These partnerships enhanced the ability of Manitoba companies to successfully export. Manitoba Trade and Investment and its public/private sector partners, coordinate the delivery of trade services and programs to ensure they are effectively servicing the business communities in Winnipeg and rural Manitoba. Outreach activities outline the importance of exporting as well as facilitate access to the information/support needed to become export-ready or to enter and diversify markets. In addition, companies with an interest and the capability to consider exporting are identified and a process of company-specific consulting and export counseling is initiated.

Manitoba's domestic exports in 2014 were \$13.5 billion, the highest in the last 10 years. This represents an increase of \$1 billion over 2013 exports. The United States of America continues to be Manitoba's largest market, in 2014 it accounted for 67.7% of Manitoba's total foreign merchandise exports, as compared to 75.5% in 2005. 2014 represented the 2<sup>nd</sup> consecutive year that Manitoba's domestic exports to a non-US destination exceeded \$1.0 billion; Manitoba's exports to China exceeded \$1.0 billion both years.

To best serve clients, Manitoba Trade and Investment works in partnership with organizations both domestically and internationally. On March 17, 2014, The Government of Mexico announced its intention to open a consular agency in Winnipeg to help foster trade with Manitoba. Manitoba Trade and Investment will assist Mexican officials, where needed, in the establishment of this new office.

## **Agribusiness**

The agriculture and food sectors are key contributors to Manitoba's economy representing \$5.6 billion in provincial exports or 41.4% of Manitoba's total foreign exports in 2014. The Agribusiness branch delivers comprehensive export and market-development services to Manitoba agri-food exporters. The branch also promotes Manitoba's trade development interests as a participant on the Federal-Provincial Market Development Council, the Federal-Provincial International Market Engagement Teams, the North American Agricultural Marketing Officials and other organizations.

### **Highlights for 2014/15 included the following activities:**

Manitoba Trade and Investment undertook agri-food promotion activities in the following countries: Canada, China, France, South Korea, Thailand and the United States of America.

Manitoba Trade and Investment organized and hosted incoming buyer missions and events with delegations from Canada, China and India.

Highlights of agribusiness missions can be found under the relevant geographic location.

## **Asia**

Manitoba's domestic exports to Asia totalled \$2.4 billion in 2014. This is an increase of 15.1% compared to 2010 exports. Leading exports were canola/colza seeds, unwrought nickel, pork (fresh/chilled/frozen), wheat and soya beans. China was Manitoba's largest export market within Asia, followed by Japan, Hong Kong, Taiwan and Indonesia.

Manitoba's imports from Asia totalled \$1.7 billion in 2014. This is an increase of 49.2% compared to 2010 imports. Leading imports were magnetic/optical readers, motor vehicle parts, telephone equipment, electric integrated circuits and self-propelled bulldozers/scrapers/graders. China was the top ranking source of Manitoba imports within Asia, followed by Japan, Taiwan, India and South Korea.

### **Highlights for 2014/15 included the following activities:**

April 2014 – MTI participated in the federal Minister of Agriculture Mission to South Korea along with participating Manitoba companies.

June 2014 – MTI participated in the Agriculture and Agri-Food Canada (AAFC) Minister Gerry Ritz mission of industry and government representatives to Beijing, Guangzhou and Shanghai. The mission focused on Canadian food, grains, oilseeds and meat products.

October 2014 – MTI participated in the Province of Manitoba Business and Education Mission to China led by His Honour Philip Lee, Lieutenant Governor of Manitoba, and the Honourable Ron Kostyshyn, Minister Manitoba Agriculture, Food and Rural Development. The mission also included participation in the Council of the Federation's (COF) mission which took place in Beijing.

November 2014 – MTI led a delegation of Manitoba companies to attend Agro Tech 2014, India's premier agro technology and business fair. This mission resulted in an incoming mission in February 2015.

February 2015 – MTI in partnership with the Department of Foreign Affairs, Trade and Development (DFATD) welcomed the Canadian Ambassador to the People's Republic of China, Mr. Guy Saint-Jacques. MTI and DFATD hosted a luncheon for His Excellency with Manitoba's business community.

March 2015 - MTI attended the Indian Architect & Builder 361 Degrees Design Conference in Mumbai, India to explore potential future business opportunities for Manitoba service providers and companies.

## **European Union**

Manitoba's domestic exports to the European Union totalled \$474.8 million in 2014. This is an increase of 22.4% compared to 2010 exports. Leading exports were unwrought nickel, copper ores/concentrates, medicaments, wheat and seeds/fruits/spores for sowing. The United Kingdom was Manitoba's largest export market within the European Union, followed by Germany, Belgium, France and Spain.

Manitoba's imports from the European Union totalled \$1.1 billion in 2014. This is an increase of 20.8% compared to 2010 imports. Leading imports were turbo-jets/propellers/gas turbines, harvesting/threshing machinery, transport trucks, tractors and taps/ cocks/valves. Germany was the top ranking source for Manitoba imports within the European Union, followed by France, the United Kingdom, Italy and the Netherlands.

### **Highlights for 2014/15 included the following activities:**

June 2014 – MTI organized a meeting and roundtable discussion for an incoming delegation from Poland, Germany, and Switzerland, as follow-up to their participation at the AGRITECHNICA 2013 event in Germany. The event focused on Manitoba's ag-related manufacturing and technology capabilities.

September 2014 – MTI in conjunction with Manitoba Music coordinated a trade mission to The Reeperbahn Festival in Hamburg, Germany for Manitoba companies and artist-entrepreneurs to leverage their international market development and opportunities.

October 2014 – MTI partnered with the Saskatchewan Trade and Export Partnership and Western Economic Diversification to exhibit at AGROSALON 2014, Russia's largest agriculturally-focused international exhibition.

February 2015 – MTI participated in the Manitoba delegation to the Mobile World Congress in Barcelona, Spain.

March 2015 – MTI led a delegation of Manitoba companies to attend AgriTek Astana 2015 in Astana, Kazakhstan.

## **Latin America**

Manitoba's domestic exports to Latin America totalled \$378.1 million in 2014. This is an increase of 34.3% compared to 2010 exports. Leading exports were wheat, paperboard, harvesting/threshing machinery, leguminous vegetables, and film/plates/sheets/foil/strip of plastics. Colombia was Manitoba's largest export market within Latin America, followed by Peru, Venezuela, Brazil and Chile.

Manitoba's imports from Latin America totalled \$135.2 million in 2014. This is an increase of 3.1% compared to 2010 imports. Leading imports were cut flowers, bananas, acyclic alcohols, dates/figs/pineapple/avocado/guavas/mangoes and grape wines. Colombia was the top ranking source of Manitoba imports within Latin America, followed by Brazil, Chile, Guatemala and Costa Rica.

### **Highlights for 2014/15 included the following activities:**

April 2014 – MTI hosted a delegation from Alto de Parana, Paraguay.

April 2014 – MTI attended EXPOMIN, The World Mining Exhibition & Congress for Latin America, in Santiago, Chile. In addition, MTI arranged one-on-one business meetings for Manitoba companies who participated in the mission.

July 2014 – MTI attended the EXPO 2014 fair, in Paraguay. In addition to attending EXPO 2014, MTI led a business mission to Paraguay to explore further opportunities around education, training and trade.

## **North America**

### **Canada**

#### **Highlights for 2014/15 included the following activities:**

April 2014 – MTI attended the Canadian Health Food Association (CHFA) Expo West in Vancouver, British Columbia. The conference and trade show is the largest for the natural health and organics industry in Canada.

May 2014 – MTI partnered with Export Development Canada (EDC) to bring EDC's annual cross Canada tour "*Let's Talk Exports*" to Winnipeg.

October 2014 – MTI supported and participated in Centrallia Manitoba 2014 in Winnipeg, Manitoba.

November 2014 – MTI and participating Manitoba companies attended SecureTech 2014 in Ottawa, Ontario.

November 2014 – MTI in partnership with The Canadian Manufacturers and Exporters (CME) Association organized the 2014 CME Trade Summit, for new and active exporters in Manitoba.

January 2015 – MTI organized the Agri-Marketing Centre at Manitoba Ag Days in Brandon, Manitoba. Now in its 38th year, Manitoba Ag Days has grown to become Canada's largest, most diverse indoor agriculturally-focused trade show with the 2015 event attracting 550 exhibitors and attendance levels set at approximately 40,000.

### **Mexico**

Manitoba's domestic exports to Mexico totalled \$343.8 million in 2014. This is an increase of 1.0% compared to 2010 exports. Leading exports were canola/colza seeds, wheat, pork (fresh/chilled/frozen), paperboard and malt.

Manitoba's imports from Mexico totalled \$693.1 million in 2014. This is an increase of 82.4% compared to 2010 imports. Leading imports were iron tubes/pipes, wheeled toys, transport trucks, tractors and seats.

#### **Highlights for 2014/15 included the following activities:**

September 2014 – MTI attended the 2014 Canada-Mexico Partnership meetings in Calgary. In addition, MTI was invited to participate in the Trade, Investment and Innovation Working Group. As a result of this activity, MTI is working with the Agriculture Growers Association of Mexico and CentrePort Canada to explore the development of a distribution hub in Winnipeg for fresh fruits and vegetables.

September 2014 – MTI participated in the 2014 NASCO Conference in Mexico City to network with Mexican and American participants active and interested in facilitating trade across North America.

December 2014 – MTI in partnership with CentrePort Canada hosted a delegation of business people from Mexico that included representatives from one of the world's largest logistic companies.

### **United States of America**

Manitoba's domestic exports to the United States totalled \$9.1 billion in 2014. This is an increase of

39.3% compared to 2010 exports. Leading exports were crude petroleum oils, aircraft parts, canola/colza/mustard oils, harvesting/threshing machinery and electrical energy. Minnesota was Manitoba's largest export destination state, followed by Illinois, North Dakota, Texas and Washington.

Manitoba's imports from the United States totalled \$16.3 billion in 2014. This is an increase of 48.7% compared to 2010 imports. Leading imports were tractors, passenger motor vehicles, pesticides, liquefied petroleum and harvesting/threshing machinery. Illinois was the top ranking state source of Manitoba imports, followed by Minnesota, Texas, Wisconsin and Iowa.

**Highlights for 2014/15 included the following activities:**

July 2014 – MTI participated in the North American Agricultural Marketing Officials (NAAMO) annual trade meeting and workshop hosted by the State of Colorado. Manitoba hosted the NAAMO conference in 2012.

August 2014 - MTI led a delegation of Manitoba companies to the Farm Progress Show in Boone, Iowa. This agricultural exposition is the United State's largest annual outdoor farm show.

November 2014 – MTI attended both the Equipment Marketing & Distribution Association (EMDA) and the Farm Equipment Manufacturers Association (FEMA) conferences in Las Vegas, Nevada. At the show, MTI promoted Manitoba's agricultural related capabilities and opportunities.

January 2015 – MTI and Manitoba companies participated in the Winter Fancy Food Show 2015, in San Francisco, California, which is the largest specialty food and beverage trade show in the United States.

March 2015 – MTI and Manitoba companies attended the Game Developers Conference, the world's largest professionals only Game industry event in San Francisco, California.

March 2015 – MTI and participating Manitoba companies attended the South by Southwest (SXSW) Conference 2015 in Austin, Texas. This year Manitoba Trade and Investment (MTI) partnered with the Canadian Independent Music Association (CIMA) and Saskatchewan Trade and Export Partnership (STEP) to attend this multimedia event featuring film, interactive, music festivals, conferences and tradeshow, as part of the Western Canadian Pavilion.

**10-4(b) Manitoba Trade**

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2014/15 \$</b>	<b>Estimate 2014/15 FTE</b>	<b>Variance Over (Under) \$</b>	<b>Expl. No.</b>
Total Salaries & Employee Benefits	1,885	22.00	1,888	(3)
Total Other Expenditures	1,628		1,744	(116)
Less: Recoverable from Urban Development Initiatives	(1,000)		(1,000)	-
<b>Total Expenditures</b>	<b>2,513</b>	<b>22.00</b>	<b>2,632</b>	<b>(119)</b>



# **BUSINESS TRANSFORMATION AND TECHNOLOGY**

## **OBJECTIVES**

Provides strategic leadership to continuously improve the Manitoba Government's Information, Communications, and Technology (ICT) environment through planning and implementing solutions to meet current and future needs.

## **ACTIVITIES/RESULTS**

- Improve service delivery by modernizing government through achieving simplicity, developing partnerships, engaging technology, organizational innovation, streamlining and improving business interactions, and performance reporting;
- Provide leadership for improvement of service quality, citizen-centered service delivery and on-line service initiatives;
- Maximize the potential of SAP;
- Facilitate operational transformation through operational reviews, business analysis, organizational change management, user transition, development of communication plans, training support and end-user role definition and readiness;
- Serve as a link to inter-jurisdictional committees and forums where information and knowledge on service delivery and operational transformation are exchanged;
- Provide support for Committees driving service delivery and operational transformation;
- Develop and continually improve ICT strategic plans, policies, and measurement protocols.
- Work with stakeholders to optimize and align the ICT investment portfolio;
- Research and design new ICT products and services to help build new effective solutions;
- Establish flexible and adaptable information, application and technology foundations;
- Establish and monitor security standards and architecture;
- Provide ICT Goods and Services procurement and contract negotiation services to government programs;
- Ensure an adequate level of ICT Governance is in place to manage ICT resources;
- Provide ICT Risk Management capabilities to ensure adequate mitigation strategies are in place, including appropriate levels of Business Continuity capabilities and Disaster Recovery strategies;
- Proactively participate in strategies to enhance the ICT Sector within Manitoba;
- Exercise comptrollership responsibilities and provide overall financial leadership for ICT;
- Coordinate and manage the use of ICT resources across the ICT program portfolio;
- Proactively manage ICT contracts and license agreements;
- Plan, recruit, allocate, evaluate, train and develop resources for ICT work;
- Manage the process of implementing major changes in ICT to reduce the risks and costs of change, and to optimize its benefits;
- Manage the relationship between ICT and clients to ensure needs are addressed;
- Provide client support in the day-to-day delivery of services;
- Improve the efficiency and effectiveness of project delivery through application of standard project management practices;
- Develop, deploy and support critical ICT infrastructure services;
- Develop and integrate applications to create functional systems responsive to the requirements of clients' program delivery needs;
- Work with the private sector and community-based organizations in order to provide high-speed connectivity and broadband capacity to those areas in the province where such services do not currently exist; and
- Maintain and operate existing applications that support the delivery of government program services.

BUSINESS TRANSFORMATION AND TECHNOLOGY reports the following results in 2014/15

- Provided an ongoing government-wide information security awareness program;
- Continued to work to improve practices and policies around systems which support Public Accounts;
- Promoted and utilized the Organizational Change Management Program to assist departments with service transformation activities;
- Promoted the Business Analysis Toolkit for use by departments and other government agencies to assist in the planning, identification, analysis and articulation of business requirements for transformation projects;
- Supported Service Quality Partners through various activities such as the Manitoba Service Excellence Awards (MSEA), networking and learning opportunities through the Brown Bag Lunch Program and through learning seminars related to service quality;
- Conducted employee and departmental surveys for various stakeholders;
- Implemented an ICT Prioritization tool and standardized process to ensure better planning and scheduling of work;
- Established an ICT Disaster Recovery framework and program for government ICT systems;
- Launched a Business Continuity Planning Initiative;
- Implemented numerous technology projects with government departments including:
  - Planning, Budgeting and Financial Management project to modernize the financial system and provide a central budgeting and forecasting system
  - Seniors' School Tax Rebate
  - e-Ticket system to automate the manual Common Offense Notice Ticket process
  - Dutch Elm Disease Mobile Data Collection System resulting in faster field data collection
  - Transitioned The Property Registry applications to Teranet Manitoba
  - A new Corporate Internet for all government staff which meets web accessibility standards and introduces new social engagement features
  - Worked with Entrepreneurship Manitoba (EMB) to implement their new web site
  - Family Doctor eForm to provide residents with an online option to locate a family doctor
- Provided ongoing problem resolution and system enhancement activities for all managed business applications;
- Continued work on the Application Portfolio Management Initiative to evaluate all applications in government and develop a long range strategy;
- Introduced Lightly Managed Services (LMS) to provide asset management, licensing and security of laptop computers used outside government of Manitoba offices; and
- Completed contract negotiations for new Workplace Technology Services to replace the former Desktop Management Services Agreement.

### **Manitoba Aboriginal Initiatives**

#### **Objectives:**

To provide strategic leadership for the development and implementation of information technology initiatives to enhance Aboriginal community economic development and academic experiences.

#### **Activities/Results:**

Develop and maintain an Aboriginal community economic development portal;

Enhance the academic experience of students in Aboriginal and Northern Affairs Communities through the use of technology; and

Have Aboriginal youth identify IT solutions to assist their home communities in resolving problems.

BUSINESS TRANSFORMATION AND TECHNOLOGY reports the following results in 2014/15:

- Maintained and updated the Aboriginal Community Economic Development Web Portal; and
- Enhanced the academic experience of students in Aboriginal and Northern Communities through the use of technology.

**10-5(a) Business Transformation and Technology**

Expenditures by Sub-Appropriation	Actual 2014/15 \$	Estimate 2014/15 FTE	Estimate 2014/15 \$	Variance Over (Under)	Expl. No.
Total Salaries & Employee Benefits	19,376	207.6	18,746	630	
Total Other Expenditures	82,029		81,804	225	
<b>Total Expenditures</b>	<b>101,405</b>	<b>207.6</b>	<b>100,550</b>	<b>855</b>	

**10-5(b) Business Transformation and Technology Recovery**

Expenditures by Sub-Appropriation	Actual 2014/15 \$	Estimate 2014/15 FTE	Estimate 2014/15 \$	Variance Over (Under)	Expl. No.
Total Recoverable from other Appropriations	(63,002)		(60,932)	(2,070)	1
<b>Total Expenditures</b>	<b>(63,002)</b>		<b>(60,932)</b>	<b>(2,070)</b>	

1. Increased central ICT recoveries from other departments offset by expenditures.

## **LEGISLATIVE BUILDING INFORMATION SYSTEMS**

### **OBJECTIVES**

To provide a secure technological environment with highly responsive support services and reliable systems that address business requirements of diverse users in the Legislative Building.

The user community encompasses both government and non-government staff. Government staff includes Executive Council, Ministers' and Deputy Ministers' offices, Treasury Division, and departmental staff that work in the building. Non-government staff includes the Legislative Assembly offices of the Speaker and the Clerk, the Leaders of the Opposition, and Caucus offices.

### **ACTIVITIES/RESULTS**

Activities undertaken in 2014/15

- To direct and plan Information Technology initiatives in the Legislative Building;
- To develop and implement strong security strategies to protect electronic information;
- To provide desktop management services including help desk support, requirements analysis, purchasing and asset management;
- To implement and manage all computing services such as e-mail, document storage, printing, remote access, etc.;
- To manage the communications infrastructure for the building network, access to the Internet, and access to the Government-wide network;
- Provide client support in the day-to-day delivery of services;
- Develop, deploy and support critical ICT infrastructure services;
- To analyze, develop, implement and support business applications; and
- To provide consulting and project management services on outsource initiatives.

Legislative Building Information Systems reports the following results in 2014/15

- Provided consulting and technical support, including an upgrade to the Blackberry service to support both iOS and Blackberry devices;
- Provided Legislative Assembly with consulting, technical, and project management services in support of various specialty applications;
- Continued implementation of server virtualization and consolidation;
- Provided Treasury Division with consulting, technical, and project management services in support of server consolidation and vitality upgrade process; and
- Implemented numerous technology projects including:
  - Continuation of the desktop refresh.
  - Upgrades to the Remote Access service, Internet Explorer and the Proxy server
  - New security technology to enhance detection and prevention of security threats.
  - Upgrade backup technology to enhance Disaster Recovery capabilities.

**10-5(c) Legislative Building Information Systems**

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2014/15 \$</b>	<b>Estimate 2014/15 FTE</b>	<b>\$</b>	<b>Variance Over (Under)</b>	<b>Expl. No.</b>
Total Salaries & Employee Benefits	1,033	11.00	976	57	
Total Other Expenditures	243		310	(67)	
<b>Total Expenditures</b>	<b>1,276</b>	<b>11.00</b>	<b>1,286</b>	<b>(10)</b>	

## COSTS RELATED TO CAPITAL ASSETS

Commencing in 1999/2000, it is the policy of the Province of Manitoba to record in the accounts of the Province, the tangible capital assets owned and used by the Province along with appropriate amortization costs. The Provincial Comptroller establishes standard asset classes along with capitalization thresholds and corresponding amortization rates.

Consistent with this policy, the department records amortization of:

- the Enterprise System allocated to departments based on projected use;
- the amortization of other departmental and government assets; and
- the interest related to the assets.

### 10-6(a) Costs Related to Capital Assets – Enterprise System

Expenditures by Sub-Appropriation	Actual 2014/15 \$	Estimate 2014/15 FTE	Variance Over (Under)	Expl. No.
Amortization Expense	2,261	3,071	(810)	1
<b>Total Expenditures</b>	<b>2,261</b>	<b>3,071</b>	<b>(810)</b>	

1. Enterprise System fully amortized in 14/15.

### 10-6(b) Costs Related to Capital Assets - Amortization Expense

Expenditures by Sub-Appropriation	Actual 2014/15 \$	Estimate 2014/15 FTE	Variance Over (Under)	Expl. No.
Amortization Expense	6,001	7,740	(1,739)	1
<b>Total Expenditures</b>	<b>6,001</b>	<b>7,740</b>	<b>(1,739)</b>	

1. Lower actual capitalization rate.

### 10-6(c) Costs Related to Capital Assets - Interest Expense

Expenditures by Sub-Appropriation	Actual 2014/15 \$	Estimate 2014/15 FTE	Variance Over (Under)	Expl. No.
Interest Expense	2,678	3,076	(398)	1
<b>Total Expenditures</b>	<b>2,678</b>	<b>3,076</b>	<b>(398)</b>	

1. Expenditures related to Capital Investment were less than anticipated.

**JOBS AND THE ECONOMY**

**Reconciliation Statement**

<b>EXPENDITURE DETAILS</b>	
2014/15 MAIN ESTIMATES	669,545
<p>MAIN ESTIMATES AUTHORITY TRANSFERRED FROM:</p> <ul style="list-style-type: none"> <li>• Enabling Appropriations <ul style="list-style-type: none"> <li>- Enabling Vote - Economic Development Initiatives</li> <li>- Enabling Vote - Other</li> <li>- Internal Service Adjustments</li> </ul> </li> </ul>	<p>1,204</p> <p>510</p> <p>308</p>
2014/15 ESTIMATE	671,567

**Jobs and the Economy**  
**Expenditure Summary**  
**For Fiscal Year Ended March 31, 2015**  
**(with comparative figures for the previous year)**

Estimate 2014/15 \$	Appropriation		Actual 2014/15 \$	Actual 2013/14 \$	Increase (Decrease) \$	Expl. No.
	<b>10-1</b>	<b>Administration and Finance</b>				
37	(a)	Minister's Salary	37	37	-	
	(b)	Executive Support				
781		(1) Salaries and Employee Benefits	897	693	204	
73		(2) Other	70	70	-	
	(c)	Financial and Administrative Services				
2,044		(1) Salaries and Employee Benefits	2,233	2,299	(66)	
422		(2) Other	429	407	22	
(150)		(3) Less: Recoverable from Mineral Resources	(150)	(150)	-	
	(d)	Policy, Planning and Coordination				
857		(1) Salaries and Employee Benefits	821	829	(8)	
237		(2) Other	210	186	24	
	(e)	Manitoba Bureau of Statistics				
957		(1) Salaries and Employee Benefits	674	685		
311		(2) Other	383	442	(59)	
(60)		(3) Less: Recoverable from other appropriations	(28)	(39)	11	
5,509		Total 10-1	5,576	5,519	5,460	
	<b>10-2</b>	<b>Business Services</b>				
	(a)	1. Industry Development-Financial Services				
1,053		(1) Salaries and Employee Benefits	939	926	13	
333		(2) Other	237	346		
13,197		(3) Business Financial Support	6,643	9,756	(3,113)	1
(8,810)		(4) Less: Interest Recovery	(3,227)	(4,121)	894	1
		2. Industry Development-Commercialization Support for Business	3,930	3,615	315	
5,175						
	(b)	Industry Consulting and Marketing Support				
795		(1) Salaries and Employee Benefits	749	770	(21)	
307		(2) Other	191	242	(51)	



Estimate 2014/15 \$	Appropriation	Actual 2014/15 \$	Actual 2013/14 \$	Increase (Decrease) \$	Expl. No.
	(c) Science, Innovation and Business Development				
1,541	(1) Salaries and Employee Benefits	1,561	1,535	26	
557	(2) Other	374	499	(125)	
17,023	(3) Research Manitoba	17,023	17,023	-	
(750)	(4) Less: Recoverable from Urban Development	(750)	(750)	-	
1,270	(d) Interactive Digital Media Tax Credit	1,189	1,200	(11)	
730	(e) Industrial Technology Centre Manitoba Education, Research, and Learning Information	730	899	(290)	
346	(f) Networks	346	346	-	
1711	(g) Economic Development Initiatives	4,841	5,541	(700)	2
(1,182)	(h) Less: Recoverable from other appropriations	(1,080)	(1,080)	-	
33,296	Total 10-2	33,696	36,398	(2,702)	

**10-3 Workforce Development and Income Support Division**

	(a) Divisional Administration				
697	(1) Salaries and Employee Benefits	708	789	(81)	
265	(2) Other	265	165	100	
	(b) Industry Workforce Development				
778	(1) Salaries and Employee Benefits	798	732	66	
132	(2) Other	135	136	(1)	
3,825	(3) Training Support	3,749	3,377	372	
	(c) Apprenticeship				
3,912	(1) Salaries and Employee Benefits	3,890	3,906	(16)	
1,920	(2) Other	1,816	1,269	547	
16,332	(3) Training Support	16,546	15,776	770	
(2,237)	(4) Less: Recoverable from Canada-Manitoba Labour Market Agreement	(2,237)	(2,237)	-	

Estimate 2014/15 \$	Appropriation	Actual 2014/15 \$	Actual 2013/14 \$	Increase (Decrease) \$	Expl. No.
	(d) Training and Employment Services (Employment Manitoba)				
6,041	(1) Salaries and Employee Benefits	5,620	5,618	2	
2,080	(2) Other	1,920	2,780	(860)	
12,393	(3) Training Support	12,820	9,957	2,863	3
	(e) Canada-Manitoba Labour Market Development Agreement				
7,433	(1) Salaries and Employee Benefits	6,884	7,169	(285)	
989	(2) Other	942	919	23	
43,083	(3) Training Support	43,609	43,786	(177)	
2,600	(f) Industry and Labour Force Investment Fund	2,483	2,445	38	
	(g) Canada-Manitoba Job Fund Agreement				
893	(1) Salaries and Employee Benefits	863	2,517	(1,654)	
543	(2) Other	451	508	(57)	
16,502	(3) Training Support	15,769	20,854	(5,085)	4
	(h) Employment and Income Assistance Support				
2,833	(1) Salaries and Employee Benefits	3,171	2,920	251	
3,044	(2) Other	4,065	3,860	205	
	(3) Employment and Income Assistance Programs:				
344,770	a. Employment and Income Assistance	362,002	330,829	31,173	5
66,523	b. Health Services	67,056	66,508	548	
25,186	c. Income Assistance for Persons with Disabilities	25,520	25,161	359	
9,329	d. Market Abilities	8,849	8,684	165	
4,932	e. 55 Plus	4,987	5,208	(221)	
3,870	f. Building Independence	3,030	3,035	(5)	
4,154	g. Manitoba Child Benefit	2,671	2,895	(224)	
	(i) Employment and Income Assistance Service Delivery				
1,216	(1) Salaries and Employee Benefits	763	1,150	(387)	6
44	(2) Other	41	58	(17)	
(10,257)	(j) Less: Recoverable from other Canada-Manitoba	(10,257)	(10,257)	-	
573,825	Total 10-3	588,929	560,517	28,412	

Estimate 2014/15 \$	Appropriation	Actual 2014/15 \$	Actual 2013/14 \$	Increase (Decrease) \$	Expl. No.
	<b>10-4 International Relations and Trade</b>				
	(a) International Relations				
974	(1) Salaries and Employee Benefits	930	877	53	
540	(2) Other	702	637	65	
	(b) Manitoba Trade				
1,888	(1) Salaries and Employee Benefits	1,885	1,865	20	
1,744	(2) Other	1,628	1,688	(59)	
(1,000)	(4) Less: Recoverable from Urban Development Initiatives	(1,000)	(1,000)	-	
4,146	Total 10-4	4,145	4,067	78	
	<b>10-5 Business Transformation and Technology</b>				
	(a) Business Transformation and Technology				
18,746	1) Salaries and Employee Benefits	19,376	19,340	36	
81,804	(2) Other	82,029	81,907	122	
(60,932)	(b) Business Transformation and Technology Recoveries	(63,002)	(63,947)	945	
	(c) Legislative Building Information Systems				
976	1) Salaries and Employee Benefits	1,033	1,004	29	
310	(2) Other	243	278	(35)	
40,904	Total 10-5	39,679	38,582	1,097	
	<b>10-6 Costs Related to Capital Assets</b>				
3,071	(a) Enterprise System - Amortization Expense	2,261	3,251	(990)	7
7,740	(b) Amortization Expense	6,001	6,989	(988)	
3,076	(c) Interest Expense	2,678	2,789	(111)	
13,887	Total 10-6	10,940	13,029	(2,089)	
671,567	<b>TOTAL JOBS AND THE ECONOMY</b>	682,965	658,053	24,912	

Explanations:

1. *Smaller loan portfolio in 2014/15 vs 2013/14.*
2. *Decrease in budget from 2013/14 to 2014/15.*
3. *Increase in Employment Assistance Services.*
4. *In 2013/14 the branch had an additional \$5,000 of expenditures due to the \$5,000 deferred revenue from the Canada-Manitoba Labour Market Agreement.*
5. *Increase in client volume and enhancement to RentAid benefits in 14/15.*
6. *Decrease in salaries due to retirements and unfilled vacancies.*
7. *Decrease due to Enterprise System being completely amortized in 14/15.*

**Jobs and the Economy**

**Revenue Summary by Source**

**For Fiscal Year Ended March 31, 2015 (with comparative figures for the previous year)**

Actual 2013/14 \$	Actual 2014/15 \$	Increase (Decrease) \$	Expl. No.	Source	Actual 2014/15 \$	Estimate 2014/15 \$	Variance \$	Expl. No.
				Government of Canada				
49,585	49,161	(424)		Labour Market Development Agreement	49,161	49,161	-	
23,759	17,083	(6,676)	1	Canada Job Fund	17,083	17,938	(855)	
4,507	4,507	-		Labour Market Agreement for Persons with Disabilities	4,507	4,507	-	
477	22	(455)	2	Targeted Initiative for Older Workers	22	-	22	
78,328	70,773	(7,555)		Sub-Total	70,773	71,606	(833)	
				Other Revenue				
505	504	(1)		Fees	504	464	40	
1,378	1,210	(168)		Cost Recovery from Municipalities	1,378	1,378	-	
6,697	6,836	139		Income Assistance Recoveries	6,836	7,330	(494)	
210	210	-		Levy for Local Government Welfare Purposes in Unorganized Territory	210	210	-	
6,554	9,005	2,451	3	Sundry	9,005	7,347	1,658	1
15,344	17,765	2,589		Sub-Total	17,933	16,729	1,204	
93,672	88,538	(4,966)		TOTAL REVENUE	88,706	88,335	371	

Explanations:

Comparison to Budget

1. *Increases in Job Referral Services revenue resulting from a re-negotiated agreement and ICT recoveries.*

Comparison to Prior Year

1. *13/14 Revenue includes \$5,000 of deferred revenue from the Labour Market Agreement. The variance also includes deferring 5% of Canada Jobs Fund Revenue received in 14/15 as per this new agreement.*

2. *Decrease in program participation.*

3. *Increases in Job Referral Services revenue resulting from a re-negotiated agreement and ICT recoveries*

**FIVE YEAR HISTORY**  
**Jobs and the Economy**  
**Five-Year Expenditure and Staffing Summary by Appropriation (\$000s)**  
**For Five Years Ended March 31, 2015**

Appropriation	Actual/* Adjusted Expenditures									
	2010-2011		2011-2012		2012-2013		2013-2014		2014-2015	
	FTE	\$	FTE	\$	FTE	\$	FTE	\$	FTE	\$
<b>Administration and Finance</b>	63.00	5,555	63.00	5,390	65.00	5,200	65.00	5,460	65.00	5,576
<b>Business Services</b>	65.50	39,701	65.50	41,417	65.50	38,726	39.00	36,398	39.00	33,460
<b>Workforce Development and Income Support Division</b>	343.80	552,014	343.80	548,836	343.80	554,230	339.80	560,518	339.80	588,929
<b>International Relations and Trade</b>	31.00	4,134	31.00	3,801	32.00	4,236	32.00	4,067	32.00	4,145
<b>Business Transformation and Technology</b>	218.72	43,496	218.72	46,054	218.72	39,880	219.72	38,582	218.60	39,679
<b>Costs Related to Capital Assets</b>		12,595		13,355		13,661		13,196		10,940
<b>TOTAL OPERATING</b>	722.02	657,495	722.02	658,853	725.02	655,933	695.52	658,221	694.40	682,729
Expenditures Related to Capital		6,273		8,453		9,021		12,670		3,894
<b>TOTAL</b>	722.02	663,768	722.02	667,306	725.02	664,954	695.52	670,891	694.40	686,623

\* - Adjusted figures reflect historical data on a comparable basis in those appropriations affected by reorganizations during the five years.

## **JOBS AND THE ECONOMY**

### **Performance Measures**

The following section provides information on key performance measures for the department for the 2014-2015 reporting year. All Government of Manitoba departments include performance measures in their Annual Reports to complement the financial results and provide Manitobans with meaningful and useful information about government activities and their impact on the province and its citizens.

For more information on performance reporting and the Manitoba government, visit [www.manitoba.ca/performance](http://www.manitoba.ca/performance)

Your comments on performance measures are valuable to us. You can send comments or questions to [mbperformance@gov.mb.ca](mailto:mbperformance@gov.mb.ca)

## Jobs and the Economy

### Business Development Indicators

<b><i>What is being measured and how?</i></b>	<b><i>Why is it important to measure this?</i></b>	<b><i>Where are we starting from? (baseline measurement)</i></b>	<b><i>What is the most recent available value for this indicator?</i></b>	<b><i>What is the trend over time for this indicator?</i></b>	<b><i>Comments/recent actions/report links</i></b>
<p>1. <i>Venture Capital Available to Manitoba – by measuring Venture Capital investments in Manitoba</i></p> <p>The Small Business Venture Capital Tax Credit Program (formerly the Community Enterprise Investment Tax Credit Program) was established in 2008 to encourage investors to partner with growing businesses in need of equity capital.</p>	<p>Access to venture capital in Manitoba is directly related to the competitiveness of Manitoba in attracting, developing and maintaining businesses in Manitoba. The availability of venture capital impacts job creation and growth and the attraction of professional and knowledge based workers to Manitoba. Supply of venture capital is linked to the improvement of performance of small and medium businesses.</p>	<p>As of March 31, 2000, there was \$19.6 million outstanding committed capital available to Venture Capital Partnerships</p> <p>The amount of outstanding committed capital is dependent upon a number of factors including:</p> <ul style="list-style-type: none"> <li>i. The creation of new Venture Capital Partnerships;</li> <li>ii. The amount of capital invested in any one year;</li> <li>iii. The number of managers of Venture Capital Partnerships</li> </ul>	<p>The two remaining Third Party Funds are mature funds that are in divestiture mode and are no longer making investments.</p> <p>The sidecar fund program is in the first year of a three year pilot program that may take up some of the investment demand that would otherwise have gone to the Third Party Funds Program</p> <p>Since 2008, 61 companies have been approved and they have raised \$27.9 million in cash equity under the tax credit program</p>	<p>The number of companies approved and the equity amounts raised vary from year to year under the program</p>	<p>This measurement is limited to publicly available information; it does not track privately orchestrated venture capital financing which makes up a significant segment of this market.</p> <p>The Small Business Venture Capital Tax Credit Program (formerly the Community Enterprise Investment Tax Credit Program) was established in 2008 to encourage investors to partner with growing businesses in need of equity capital.</p>



<b><i>What is being measured and how?</i></b>	<b><i>Why is it important to measure this?</i></b>	<b><i>Where are we starting from? (baseline measurement)</i></b>	<b><i>What is the most recent available value for this indicator?</i></b>	<b><i>What is the trend over time for this indicator?</i></b>	<b><i>Comments/recent actions/report links</i></b>
<p>A Venture Capital Partnership is a pool of capital where the capital will be invested in small and medium sized businesses.</p> <p>The Province has established a third-party program, which in turn, co-invests with the private sector in these Venture Capital Partnerships</p> <p>The SBVCTC Program will assist eligible small corporations to raise new equity capital from investors. The assistance comes by providing investors with a non-refundable provincial tax credit equal to 30% of the amount the investor invests in the corporation.</p>	<p>Adequate supply of venture capital is a major contributor to economic growth and job creation in Manitoba.</p> <p>Access to venture capital is featured as a priority in Manitoba's Action Strategy for Economic Growth, Raising and Retaining Investment.</p>				<p>During 2014, 12 companies were approved to issue equity of which 9, in aggregate, raised \$2,520,701 from 48 Manitoba investors.</p>

<b><i>What is being measured and how?</i></b>	<b><i>Why is it important to measure this?</i></b>	<b><i>Where are we starting from? (baseline measurement)</i></b>	<b><i>What is the most recent available value for this indicator?</i></b>	<b><i>What is the trend over time for this indicator?</i></b>	<b><i>Comments/recent actions/report links</i></b>
<p>2. Capital Investment (Funded), by measuring new dollars invested in the Manitoba Industrial Opportunities Program, and total investment funding to entrepreneurs provided through the Business Start Program</p> <p>Under the Manitoba Industrial Opportunities Program (MIOP), the government provides term loans to assist businesses to expand in Manitoba. The loans are reserved for opportunities that create significant strategic economic benefit. The measures include the total dollars invested in active loans and the additional capital investment levered.</p>	<p>Access to capital promotes the retention and expansion of industry in Manitoba, strengthening the Manitoba economy. MIOP provides financing to industry that may not be available through traditional financial institutions. MIOP emphasizes job maintenance and creation as well as increasing technologically valuable industries in Manitoba. Investment in capital is featured as a priority in Manitoba's Action Strategy for Economic Growth, Raising and Retaining Investment.</p>	<p>As of March 31, 2000:</p> <ul style="list-style-type: none"> <li>- New MIOP dollars invested in the 1999/2000 fiscal year was \$10.4 million.</li> <li>- Capital investment generated by MIOP projects which includes dollars invested in capital assets, commercialization, and product development. In 1999/2000 \$21.1 million was invested in project capital.</li> </ul>	<p>Indicators include: As at March 31, 2015 the program has 15 active loans totaling \$79.6 million under management with \$14.0 million of new loans approved in 2014/15.</p> <p>The new loans levered \$7.0 million in additional capital.</p>	<p>These trends are cyclical and can vary dramatically from year to year. They are dependent on the nature of the applications in any given year and economic cycles.</p> <p>The MIOP Program financing has leveraged \$834 million worth of private sector investment since March 31, 2000.</p>	<p>The program continues experienced a slight increase in uptake in 2014/15 as Manitoba's economy experiences steady growth as it rebounds from a global recession.</p>

<b><i>What is being measured and how?</i></b>	<b><i>Why is it important to measure this?</i></b>	<b><i>Where are we starting from? (baseline measurement)</i></b>	<b><i>What is the most recent available value for this indicator?</i></b>	<b><i>What is the trend over time for this indicator?</i></b>	<b><i>Comments/recent actions/report links</i></b>
<p><b><i>3. Jobs Created &amp; Retained</i></b>  Under the Manitoba Industrial Opportunities Program, the government provides term loans to assist businesses to expand in Manitoba. The loans are reserved for opportunities that create significant strategic economic benefit</p>	<p>The creation and retention of jobs is important to the Manitoba economy and vital to attracting and maintaining Manitoba citizens.</p>	<p>As of March 31, 2000:  The MIOP Program levered approximately 673 jobs in 1999/2000.</p>	<p>Approximately 1,089 jobs were leveraged by the MIOP Program in 2014/15.</p> <p>As of March 31, 2015 the program has 15 active loans under management, with 2,065 Manitoba full time equivalent jobs required per the loan agreements and 2,441 Manitoba full time equivalent jobs maintained by active MIOP loan clients.</p>	<p>The year to year trends are cyclical and can vary dramatically from year to year.</p> <p>Since March 31<sup>st</sup>, 2000 the MIOP Program has levered approximately 10,507 jobs</p>	<p>The program has shifted focus from job creation which was important in the 1990's when Manitoba had high unemployment rates to its current focus on increasing production capacity, plant competitiveness, and job retention, now that Manitoba has strong employment rates.</p>

<b><i>What is being measured and how?</i></b>	<b><i>Why is it important to measure this?</i></b>	<b><i>Where are we starting from? (baseline measurement)</i></b>	<b><i>What is the most recent available value for this indicator?</i></b>	<b><i>What is the trend over time for this indicator?</i></b>	<b><i>Comments/recent actions/report links</i></b>
4. Quantitative and qualitative impacts of the Province's support for local knowledge commercialization and key knowledge based industries.	It is important to show how the Province's support for knowledge commercialization and key knowledge based industries drive economic growth in Manitoba through innovation.	In 2013/14, \$295,000 in support from SIBD to Manitoba's ICT, interactive digital media (IDM), and life sciences industries generated over: <ul style="list-style-type: none"> <li>• \$350,000 in cash contributions by local ICT, IDM &amp; life science companies</li> <li>• \$600,000 in in-kind contributions from companies across the same 3 sectors; and,</li> <li>• \$350,000 in leveraged cash investments from federal government agencies and other non-Provincial funders</li> </ul>	In 2014/15, \$295,000 in support from SIBD to Manitoba's ICT, interactive digital media (IDM), and life sciences industries generated over: <ul style="list-style-type: none"> <li>• \$271,000 in cash contributions by local ICT, IDM &amp; life science companies;</li> <li>• \$1,942,000 in in-kind contributions from companies across the same 3 sectors; and</li> <li>• \$213,000 in leveraged cash investments from federal government agencies and other non-Provincial funders.</li> </ul>	With only two years of data no trend has yet been established.	Science, Innovation and Business Development (SIBD) measures the economic impact and benefits to MB that are generated through quarterly reporting undertaken with each of Manitoba's key knowledge-based industries supported

## Employment and Income Assistance Indicators

<b>What is being measured and how?</b>	<b>Why is it important to measure this?</b>	<b>Where are we starting from? (baseline measurement)</b>	<b>What is the most recent available value for this indicator?</b>	<b>What is the trend over time for this indicator?</b>	<b>Comments/recent actions/report links</b>
5. Dependency on Income Assistance  Per cent of population (excluding First Nations people on reserve) receiving income assistance. <sup>1</sup>	A low percentage may show positive results for the provincial economy and government policies	5.4% (2001/02) <sup>2</sup>	5.0% (2014/15)	This indicator has remained largely unchanged since 2001/02.	Using the Market Basket Measure (MBM) <sup>3</sup> in 2013 (the most recent year for which data is available), 11.6 per cent of Manitobans were living in low income (excluding First Nations people on reserve). For children, the rate living in low-income families was 15.3 per cent. <sup>4</sup>  Between 2012 and 2013, the per cent of children living in low income decreased from 16.9 per cent to 15.3 per cent. The

<sup>1</sup> Source: 2011/12 population data from the Manitoba Health and Healthy Living Population Report; 2001/02 population data from the Manitoba Health Population Report and EIA caseload data.

<sup>2</sup> Previous Annual Reports excluded 2001/02 Municipal Assistance recipients and cited this figure as 5.2 per cent. The figure in this report (5.4 per cent) has been revised to include Municipal Assistance recipients.

<sup>3</sup> In Annual Reports released prior to 2008/09, Low-Income Cut-Offs (LICOs) were used to report on low income. MBM thresholds, used in this report, are based on the cost of a "basket of goods and services" that includes food, clothing and footwear, shelter, transportation and a range of other items, such as personal care, household equipment and supplies, telephone services, educational and recreational items and reading materials. MBM provides an advantage over using LICOs since they account for cost of living differences across Canada.

*In June 2013, Statistics Canada revised the way that the MBM is calculated (particularly shelter costs). The impact of these changes resulted in increased MBM thresholds.*

*Consequently, more people are now considered to be living in low income under the MBM. This rebasing exercise accounts for the differences in results published in previous years.*

<sup>4</sup> The methodology for calculating low income rates changed in 2012. The low income rates for 2012 and 2013 are currently not comparable with low income rates of previous years. Comparable stats for previous years are expected to be available in December 2015.

					<p>percentage of all Manitobans living in low income decreased from 12.2 per cent in 2012 to 11.6 per cent in 2013.</p> <p>Comparing provinces in 2013, Manitoba had the fourth lowest rate of all persons and the fifth lowest rate of children living in low income.</p>
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## Labour Market Indicators

<b><i>What is being measured and how?</i></b>	<b><i>Why is it important to measure this?</i></b>	<b><i>Where are we starting from? (baseline measurement)</i></b>	<b><i>What is the most recent available value for this indicator?</i></b>	<b><i>What is the trend over time for this indicator?</i></b>	<b><i>Comments/recent actions/report links</i></b>
6. Our contribution to meeting the evolving skills requirements of the labour market is measured by employment outcomes and participation in key training initiatives to meet labour market demand.	Skills training programs/activities are key elements in response to the increasing demand for skilled workers and continued growth of the economy. Some of the programs/activities are formal, while others are non-formal (e.g. workplace training).	<p><u>Participation in key training initiatives</u> -</p> <p>(1) 1999/00 - 3,704 active apprentices as at April 1, 1999</p> <p>(2) 1999/00 Journeyman Certification: Apprenticeship: 476 Trades Qualification: 125 Total: 601</p> <p>(3) 2006/07 - 3,035 total number of apprentices attending in-school technical training</p> <p>(4) 1999/00 - 1,296 new apprenticeship applications registered</p>	<p><u>Participation in key training initiatives</u> -</p> <p>(1) 2014/15 – 10,941 active apprentices as of March 31, 2015.</p> <p>(2) 2014/15 Journeyman Certification - Apprenticeship: 1,249 Trades Qualification: 241 Total: 1,490</p> <p>(3) 2014/15 – 4,527 total number of apprentices attending in-school technical training</p> <p>(4) 2014/15 – 2,753 new apprenticeship applications registered</p>	<p>(1) Increase in the number of active apprentices – An increase of 195% from 1999/00 to 2014/15 fiscal year.</p> <p>(2) Increase in the number of Journeyman Certificates – An increase of 147% from 1999/00 to 2014/15 fiscal year.</p> <p>(3) Apprentices attending in-school technical training – An increase of 49% from 2006/07 to 2014/15 fiscal year.</p> <p>(4) New apprenticeship applications registered – An increase of 112% from 1999/00 to 2014/15 fiscal year.</p>	<p>The Apprenticeship model coordinates the training system that delivers workplace-based skills and technical training to apprentices, leading to journeyman certification in skilled trades.</p> <p>Aboriginal apprentices constitute 8.7% of all active apprentices in Manitoba, as of March 31, 2015.</p>

<b><i>What is being measured and how?</i></b>	<b><i>Why is it important to measure this?</i></b>	<b><i>Where are we starting from? (baseline measurement)</i></b>	<b><i>What is the most recent available value for this indicator?</i></b>	<b><i>What is the trend over time for this indicator?</i></b>	<b><i>Comments/recent actions/report links</i></b>
		2001/02 Training and Employment Services - Skills Development Program Individuals supported: 3,733 participants.	2014/15 Training and Employment Services - Skills Development Program Individuals supported: 3,075 participants. <sup>5</sup>	Long term trend – decrease  Year to year –slight decrease of 3.1% (3,175 participants in 2013/14)	The Skills Development program provides financial and other supports to individuals (unemployed EI and non-EI insured individuals and low skilled employed workers) to participate in existing education and training opportunities at universities, colleges, private vocational institutions and other education/training providers.

<sup>5</sup> The number of clients starting a skills development service with Training and Employment Services (including LMDA and Canada-Manitoba Job Fund appropriations and excluding apprentices) between April 1, 2014 and March 31, 2015. This includes participants beginning the second year of a two year program.



<b><i>What is being measured and how?</i></b>	<b><i>Why is it important to measure this?</i></b>	<b><i>Where are we starting from? (baseline measurement)</i></b>	<b><i>What is the most recent available value for this indicator?</i></b>	<b><i>What is the trend over time for this indicator?</i></b>	<b><i>Comments/recent actions/report links</i></b>
		1999/00 Industry Services 7,310 participants	2013/14 Industry Services 27,641 participants <sup>6</sup> trained/year and 32,080 individuals receiving career information	Increase. The number of workplace training and development participants has been on an upward trend since 1999/2000.	Industry Services provides support directly to employers and for human resource development and workplace training through partnerships with Sector Councils, business and industry associations.

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<sup>6</sup> Includes sectoral training and career development initiatives, Canada-Manitoba Job Grant training, industry development courses and workplace essential skills training programs.

<b><i>What is being measured and how?</i></b>	<b><i>Why is it important to measure this?</i></b>	<b><i>Where are we starting from? (baseline measurement)</i></b>	<b><i>What is the most recent available value for this indicator?</i></b>	<b><i>What is the trend over time for this indicator?</i></b>	<b><i>Comments/recent actions/report links</i></b>
7. Our contribution to meeting the evolving skills requirements of the labour market is measured by the number of individuals receiving employment services and the number of job orders posted on the Job Bank, which brings job seekers and employers together.	<p>Assisting unemployed individuals to prepare for, find and keep employment is important for the economy, for the well-being of individuals and for the communities they reside in.</p> <p>Many people make the transition from unemployment to employment without assistance. Use of employment services is a measure of how governments are helping those that do need assistance.</p>	2001/02 Job Bank Total number of job orders posted: 18,105	2014/15 Job Bank Total number of job orders posted: 17,530 <sup>7</sup>	<p>Long term trend - decrease</p> <p>Overall between 2001/02 and 2014/15 the number of job orders posted decreased by 3.2%.</p> <p>There was a year over year decrease (-13.6%) in the number of jobs posted ( 20,300 in 2013/14).</p>	As part of the Labour Market Development Agreement, the Department delivers the National Employment Services. The Job Bank, through which current job vacancies are posted on the Internet, is one of these services.

<sup>7</sup> The number of Job Bank (advertised) orders between April 1, 2014 and March 31, 2015.

<b><i>What is being measured and how?</i></b>	<b><i>Why is it important to measure this?</i></b>	<b><i>Where are we starting from? (baseline measurement)</i></b>	<b><i>What is the most recent available value for this indicator?</i></b>	<b><i>What is the trend over time for this indicator?</i></b>	<b><i>Comments/recent actions/report links</i></b>
8. Employment services for individuals include employment needs assessment, employment/ career counseling, access to labour market and other information, job search assistance, access to computers, and other employment services.		2001/02 Training and Employment Services - Employment services for Individuals <sup>8</sup> Total Clients Served: 36,333	2014/15 Training and Employment Services - Employment services for Individuals Total Clients Served: 30,078.	The long term trend - decrease  Year over year - increase of 8.8% (27,637 total clients served in 2013/14).	The total number of clients served has stabilized at the pre-downturn levels. Over the last four years, the average number of clients served per year is 29,405 compared to 28,316 in 2007/08.

<sup>8</sup> All clients receive at least one employment service from Training and Employment Services. This is a count of distinct clients who received an employment service from Training and Employment Services between April 1, 2014 and March 31, 2015. This includes clients with new start services only within the fiscal year.

## Trade Indicators

<b><i>What is being measured and how?</i></b>	<b><i>Why is it important to measure this?</i></b>	<b><i>Where are we starting from? (baseline measurement)</i></b>	<b><i>What is the most recent available value for this indicator?</i></b>	<b><i>What is the trend over time for this indicator?</i></b>	<b><i>Comments/recent actions/report links</i></b>
9. We are measuring the export readiness of Manitoba companies/organizations by tracking the number of companies/organizations that are potential, preparing and/or active exporters.	A key for Manitoba companies/organizations to remain competitive in a global market and to grow is the ability to access new markets. In order to access new markets companies/organizations must understand business cultures within those markets and develop in-market contacts/clients.	In the 2011/12 fiscal year, Manitoba Trade and Investment worked with 410 Manitoba companies/organizations to explore and/or expand exports to markets outside of Manitoba.	In 2014/15, Manitoba Trade and Investment supported 520 Manitoba companies/organizations to explore and/or expand exports to markets outside Manitoba.	The trend over time indicates that Manitoba companies continue to be aware of the importance of exporting and are exploring new export opportunities. 2014/15 saw an increase in the number of companies assisted, compared to 2011/12.	Manitoba Trade and Investment seeks to work with new companies/organizations interested and/or active in entering new export markets. The number of companies/organizations worked with annually fluctuates as their needs for services change.

## Business Transformation and Technology Indicators

<b><i>What is being measured and how?</i></b>	<b><i>Why is it important to measure this?</i></b>	<b><i>Where are we starting from? (baseline measurement)</i></b>	<b><i>What is the most recent available value for this indicator?</i></b>	<b><i>What is the trend over time for this indicator?</i></b>	<b><i>Comments/recent actions/report links</i></b>
10. Number of BTT staff with Learning Plans	BTT Managers will report to BTT ADM on how many Learning Plans staff have completed.	Completed learning plans demonstrate that staff are interested in acquiring the skills and knowledge required to better perform their role and job within BTT. It also demonstrates that they want to help BTT and themselves reach their respective goals.	April 2013	Between April 1, 2014 and March 31, 2015, 24 Employee Learning plans were submitted for a total number of 132 plans.	Approximately 60% of staff have completed and submitted a Learning Plan to their Manager by March 31,2015.
11. The interval of time between the receipt of a valid request for a new ICT service and the formal launch of the new service.	Measured from the time a Request for Service is received to the launch date of the service.	By shortening service launch intervals BTT can make more efficient use of staff and resources and provide services to clients departments on a timelier basis.	April 2012	Data Is collected in BTT's Service Request system on an ongoing basis.	BTT launched the following new services in 2014/15: -Lightly Managed Services -Soft Tokens for Mobility Services
12. Number of requests received and prioritized.	BTT introduced a prioritization tool to assist BTT in identifying the work of the highest priority and	It will help ensure that BTT is working on requests that generate value for government, be it	Pilot took place during the 2013-14 fiscal year. The ICT prioritization tool and process was	Departments have entered their ICT requirements in the tool. As of March 31, 2015, 176	BTT has more complete and comprehensive data of department priorities.

<b><i>What is being measured and how?</i></b>	<b><i>Why is it important to measure this?</i></b>	<b><i>Where are we starting from? (baseline measurement)</i></b>	<b><i>What is the most recent available value for this indicator?</i></b>	<b><i>What is the trend over time for this indicator?</i></b>	<b><i>Comments/recent actions/report links</i></b>
	assigning resources accordingly.	through vitality exercises or transformational initiatives.	rolled out to all departments in August 2014.	requests were received and in progress.	
13. Incremental number of communities with access to broadband or high-speed network services.	BTT uses an Industry Canada definition or community, based on Canadian Census data, which includes all cities, towns and rural municipalities.	To ensure BTT is aware of Internet and other Broadband services throughout Manitoba when contemplating new applicaion development.	Access to Broadband was limited in Manitoba and did not exist in rural and northern communities prior to September 2001.	Estimated community connectivity by year: 2004 104 2005 132 2006 200 2007 230 2008 255 2009 357 2010 360 2011 360 2012 415 2013 Over 426	Industry Canada is now tracking broadband connectivity by the number of connected households rather than the number of connected communities.
14. Process Development (includes work on creating, enhancing, updating processes)	Number of process documents posted in the Process Repository.	The measure provides a record of the progress made toward achieving the objective and ensures the work is being done.	2012 - Process Repository created; starting point was zero process documents.	There are 16 finalized process documents in the Process Repository and 43 supporting documents under review. There are five processes currently being updated.	The number of documents in the Process Repository will continue to rise until all process documentation has been posted.
15. Policy Development	Availability of ICT policies and supporting policy instruments.	To ensure the proper governance and oversight of ICT in the Government of Manitoba.	2012/2013 Policy Gap Analysis	Nine ICT policies have been reviewed, updated and/or created and made available to	All ICT-related policy instruments are now being reviewed on an annual basis, and updated as

<b><i>What is being measured and how?</i></b>	<b><i>Why is it important to measure this?</i></b>	<b><i>Where are we starting from? (baseline measurement)</i></b>	<b><i>What is the most recent available value for this indicator?</i></b>	<b><i>What is the trend over time for this indicator?</i></b>	<b><i>Comments/recent actions/report links</i></b>
				all staff.	necessary to remain current.
16. Availability of a 5 year ICT Strategic Plan.	The 5 year strategic plan will be updated annually. Achievements of the organization will be assessed against the goals of the strategic plan.	Improved tactical decisions that contribute to meeting government and divisional objectives.	BTT strategic priorities document 2012, SAP 1/3/5 plan (updated 2012), Manitoba 2020 (Feb 2012), OAG.	Strategic priority activities for the 2012 plan were reported quarterly. A new set of strategic priorities were identified for the next 5 Year Plan in 2014.	Six strategic priorities were identified and resourced in 2012. Five of these activities are now operational. The one remaining activity is underway. Six new strategic priorities have been identified for the next five years commencing 2016, and implementation plans are being developed.
17. Availability of a 5 year Capital and SAP Plan(s).	Business Transformation Executive Committee (BTEC) endorsed multi-year capital plan.	Improvement in ICT investments and reduced "Lapsed Capital".	Starting point data Fiscal 2011/12 Capital Plan. Year end capital expenditure report.	Both the ICT Capital Plan and SAP plans are multi-year rolling plans, updated annually.	The planning process has been operationalized and is conducted annually.
18. Use of the Business Analysis (BA) Toolkit in projects by Departments.	Assessment analysis against an established baseline as presented in the Annual State of Application Renewal (SOAR).	Improved analysis capability will result in improved systems requirements gathering and system scoping.	Starting point data will begin to be collected in fiscal 2013/2014 with projects undertaken by Application Development & Integration (ADI)	In 2014/15, of the 41 projects undertaken by ADI, 22 used the Manitoba BA Toolkit.	Approximately 54% of projects undertaken by ADI used the BA Toolkit in 2014/15.

<b><i>What is being measured and how?</i></b>	<b><i>Why is it important to measure this?</i></b>	<b><i>Where are we starting from? (baseline measurement)</i></b>	<b><i>What is the most recent available value for this indicator?</i></b>	<b><i>What is the trend over time for this indicator?</i></b>	<b><i>Comments/recent actions/report links</i></b>
19. Application Portfolio Management (APM) enhancements.	Assessment analysis against an established baseline as presented in the Annual State of Application Renewal (SOAR) Report.	Improved decision making in regards to legacy applications maintenance costs.	Starting point for data analysis and baseline results completed 2012/13 fiscal year.	As of March 32, 2015, there are approximately 460 applications managed under the Portfolio. 60% are categorized in the tolerate/invest state.	Improved governance and decision making over the Manitoba Government application portfolio and aid in directing application legacy renewal efforts.
20. Continue the implementation of the BTT Risk Management Framework.	Ongoing review and management of the BTT Risk Register	Ensure that risks are taken into account in decision making.	BTT Risk Register of 2011/2012.	Risk Register Report is produced and reviewed on a quarterly.	Risks are being documented and managed.
21. Increase in variety of mobile devices available to GoM employees	BTT will monitor the increase in the variety of mobile devices available.  BTT will continue to report on new online services being launched for government program areas.	Having access to the appropriate devices in order for staff to be productive helps create opportunities for efficiencies and increases productivity.	In April 2013, the only mobile device available was the older version of the BlackBerry.	Available devices include: <ul style="list-style-type: none"> <li>• Blackberry Classic, Z30, Passport</li> <li>• iPhone 6,5s</li> <li>• iPad2, Mini</li> <li>• HP Revolve Convertible Tablet</li> </ul>	Devices of a mobile nature are becoming increasingly powerful, thus creating opportunities for further product offerings to help generate opportunities for an increase in operational productivity. The number of mobile devices available is increasing.



### **The Public Interest Disclosure (Whistleblower Protection) Act**

*The Public Interest Disclosure (Whistleblower Protection) Act* came into effect in April 2007. This law gives employees a clear process for disclosing concerns about significant and serious matters (wrongdoing) in the Manitoba public service, and strengthens protection from reprisal. The Act builds on protections already in place under other statutes, as well as collective bargaining rights, policies, practices and processes in the Manitoba public service.

Wrongdoing under the Act may be: contravention of federal or provincial legislation; an act or omission that endangers public safety, public health or the environment; gross mismanagement; or, knowingly directing or counseling a person to commit a wrongdoing. The Act is not intended to deal with routine operational or administrative matters.

A disclosure made by an employee in good faith, in accordance with the Act, and with a reasonable belief that wrongdoing has been or is about to be committed is considered to be a disclosure under the Act, whether or not the subject matter constitutes wrongdoing. All disclosures receive careful and thorough review to determine if action is required under the Act, and must be reported in a department's annual report in accordance with Section 18 of the Act.

The following is a summary of disclosures received by Manitoba Jobs and the Economy for fiscal year 2014-2015:

<b>Information Required Annually (per Section 18 of The Act)</b>	<b>Fiscal Year 2014-2015</b>
The number of disclosures received, and the number acted on and not acted on. <i>Subsection 18(2)(a)</i>	<b>NIL</b>
The number of investigations commenced as a result of a disclosure. <i>Subsection 18(2)(b)</i>	<b>NIL</b>
In the case of an investigation that results in a finding of wrongdoing, a description of the wrongdoing and any recommendations or corrective actions taken in relation to the wrongdoing, or the reasons why no corrective action was taken. <i>Subsection 18(2)(c)</i>	<b>NIL</b>

## **APPENDIX A**

### **ASSOCIATED AGENCIES, BOARDS, COMMISSIONS and COUNCILS**

#### **RESEARCH MANITOBA**

Research Manitoba provides funding for health research initiatives. The Research Manitoba tables its annual report under separate cover with the Manitoba Legislature.

#### **INDUSTRIAL TECHNOLOGY CENTRE**

The Industrial Technology Centre (ITC) is a special operating agency of the Department of Jobs and the Economy. The Department supports ITC's contribution to economic development activities in Manitoba via an Economic Development Contribution Agreement (a performance contract). ITC provides a wide range of technical services in support of technology based economic development in Manitoba. ITC tables its annual report under separate cover with the Manitoba Legislature.

#### **MANITOBA EDUCATION, RESEARCH AND LEARNING INFORMATION NETWORKS**

The Manitoba Education, Research and Learning Information Networks (MERLIN), is a special operating agency of the Department of Jobs and the Economy. MERLIN tables its annual report under separate cover with the Manitoba Legislature.

#### **THE ADVISORY COUNCIL ON WORKFORCE DEVELOPMENT**

The role of the advisory council is to consult with sector councils and provide information and advice to the minister about workforce trends, and about initiatives, policies and strategies for developing Manitoba's workforce.

#### **THE APPRENTICESHIP AND TRADES QUALIFICATIONS BOARD**

The Apprenticeship and Trades Qualifications Board provides a governance and leadership role within its advisory mandate to coordinate a relevant, accessible and responsive apprenticeship and certification system in Manitoba. The Board's governance role involves responsibility for the development of an annual strategic plan based on consultations with stakeholders to identify and provide leadership on issues that have an impact on the apprenticeship system as a whole. The Board tables an annual report under separate cover with the Manitoba legislature.

#### **THE MANITOBA DEVELOPMENT CORPORATION**

The Manitoba Development Corporation (MDC) provides financial services and financial instruments on behalf of the Province of Manitoba to assist with economic development initiatives under The Manitoba Development Corporation Act. MDC tables its annual financial statements under separate cover with the Manitoba Legislature.

#### **THE PROVINCIAL TRADE ADVISORY COMMITTEES (PTACs)**

The Apprenticeship and Trades Qualifications Board appoints Provincial Trade Advisory Committees (PTACs). The PTACs provide recommendations to the Board respecting trade regulations, training standards, examinations and certification standards.

#### **ENTREPRENEURSHIP MANITOBA**

The Entrepreneurship Manitoba provides services to support and enhance the growth of Manitoba's entrepreneurial and business community.

## APPENDIX B

### FINANCIAL INFORMATION

**Jobs and the Economy  
Summary of Business Assistance  
2014-2015 Fiscal Year**

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GRANT ASSISTANCE – COMMERCIALIZATION SUPPORT FOR BUSINESS	<u>3,930,116</u>
	<b><u>\$ 3,930,116</u></b>

## APPENDIX C

### FINANCIAL INFORMATION

Jobs and the Economy

#### Listing of Business Assistance

2014-2015 Fiscal Year

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#### Commercialization Support for Business Program

6971165 MANITOBA LTD	5,000
9027165 CANADA LTD	50,000
AGRONOMIX SOFTWARE INC	6,436
ALL NATURAL NUTRITIONAL PRODUCTS	26,471
ANDREANNE DESIGNS INC	7,133
AQUARIAIN INDUSTRIES INTERNATIONAL	1,615
ARTERIAL STIFFNESS INC	103,632
ATOM- JET INDUSTRIES (2002) LTD	6,359
BELLABALAS INC	6,416
BIOMARK TECHNOLOGIES INC	15,350
BL PHOTONICS INC	55,560
BLUE MONEY INC	49,835
CAMPFIRE UNION INC	355
CANADIAN BIRCH COMPANY LTD	1,990
CANADIAN PRAIRIE GARDEN PUREE	3,140
CANAM BIORESEARCH INC	39,986
CEMWORKS LTD	4,300
COGMATION ROBOTICS INC	51,105
COVENANT GROWERS	50,000
CRITICAL PATH BUSINESS CONSULTING	10,000
CSP INTERNATIONAL COMMODITIES	2,211
CYPHER ENVIRONMENTAL LTD	1,615
DCONSTRUCT	7,279
DEVIGNE DENIS	3,000
DOAK MATTHEW	3,000
ECOLICIOUS EQUESTRIAN INC	1,946
EGRAIN EXCHANGE INC	27,876
EMERGE KNOWLEDGE DESIGN INC	3,535
EMOTION MEDIA INC	27,416
EROSIONCONTROLBLANKET.COM	10,546
ETECH INNOVATION GROUP	25,988
EUREKA PROJECT	300,000
EXIGENCE TECHNOLOGIES	50,000
EXPEDITORS PLUS INC	1,850

FINE LINE COMMUNICATIONS LTD	98,825
FOWL MOON STUDIOS CORP	11,318
GEOS RESOURCES	1,661
GERVAIS AVERY- ANNE	3,000
GREAT GORP PROJECT INC	1,690
HAVANA CONTROLS CORP	50,000
HEARTLAND INTERNATIONAL ENGLISH	7,788
HEMP OIL CANADA INC	37,824
I D FUSION SOFTWARE	2,682
ICTAM	73,750
INNOVAAT.COM INTERNATIONAL INC	26,752
INNOVATE MANITOBA	276,000
INNOVATIVE HEATING TECHNOLOGIES INC	3,514
KALSHEA COMMODITIES INC	8,879
KANE BIOTECH INC	27,039
KARASEWICH CHRIS	3,000
KONEX WAKE PARKS	64,970
KORONIS INC	50,000
KRAJ ANDREA	3,000
LIBRESTREAM TECHNOLOGIES INC	120,261
LIFE SCIENCE ASSOCIATION OF MANITOBA	73,750
LOVEABLE CREATIONS	467
MANITOBA AGRI- HEALTH RESEARCH	73,750
MANITOBA STARCH PRODUCTS	5,267
MANITOBA TECHNOLOGY ACCELERATOR	300,000
MARSALA BIOTECH INC	1,330
MEDICURE INC	3,108
MICROPILOT INC	5,000
MID- CONTINENTAL DENTAL SUPPLY CO	4,937
NEW MEDIA MANITOBA INC	73,750
NO- SPILL SYSTEMS INC	2,530
NORTH BRYCE	3,000
OLEN COSMETICS CORP	3,075
OLSON MATTHEW	3,000
ONYX GROUP INC	11,789
OVERTON ENVIRONMENTAL ENTERPRISES	1,235
PERIODIAGNOSTICS INC	3,522
PERMISSION CLICK INC	53,190
PERSEN TECHNOLOGIES INC	12,842
PH PROBE	13,730
PICCOLA CUCINA INC	4,981
PLAINS INDUSTRIAL HEMP PROCESSING	11,300
PORTRAY ADVERTISING INC	50,000

PROWEARGEAR.COM INC	10,580
PULSE ENGINEERING LTD	4,701
QUIK- THERM INSULATION SOLUTIONS	44,033
QUIPPED INTERACTIVE LEARNING TOOLS	45,285
RED RIVER PRESS INC	14,657
REFVIK DUSTIN	3,000
RELIABLE TIRE RECYCLING	1,760
S & V MANUFACTURING LTD	1,196
SANDO TAYLOR	3,000
SANTIAGO BALAN	29,500
SCHEDULE AIDE INC	5,925
SETCAN CORP	22,794
SHIFT PRODUCTS INC	1,765
SITEDOCS SAFETY CORP	155,118
SKIPTHEDISHES RESTAURANT SERVICES	25,000
SLINGSISTERS INC	3,232
SMACK PET FOOD INC	35,590
SOLARA REMOTE DATA DELIVERY INC	9,473
STARTUP WINNIPEG	100,000
SUGAR OF THE NILE	8,606
SURGICAL STABILIZATION TECHNOLOGIES	19,750
TACTICA COMMUNICATIONS INC	875
TITAN ENVIRONMENTAL CONTAINMENT LTD	11,266
TOM AND LARRY INC	28,050
TOP & DERBY LTD	2,878
TRAIN YARD STUDIOS INC	500
TRIPLE THREE BIOTECHNOLOGY	20,806
TRLABS	580,000
ULTIMATE MUSIC THEORY LTD	7,428
ULTRA SPAN TECHNOLOGIES INC	7,522
VISUALSPECTION INC	58,357
WESTERN SAFETY SIGN CO	600
WOLFF ZACH	3,000
XITEBIO TECHNOLOGIES INC	14,528
YOMM BEVERAGES INC	2,710
YRT LTD	50,000
ZYME FAST INC	48,179
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