



FORUM OF LABOUR MARKET MINISTERS

2014-2015 ANNUAL REPORT

INTRODUCTION

The Forum of Labour Market Ministers (FLMM) was established in 1983 to promote and strengthen inter-jurisdictional discussion and cooperation on labour market matters throughout Canada. All provinces and territories (P/Ts) along with the federal government partake in the activities of the forum, which undertakes various projects that address areas of mutual interest related to national and regional labour market priorities¹.

The annual report provides an overview the FLMM of the priorities and progress over the last year, objectives and initiatives underway, as well as expenditure details on each of the major FLMM areas including the:

- FLMM Secretariat;
- Labour Mobility Coordinating Group;
- Labour Market Information Working Group;
- Foreign Qualifications Recognition Working Group;
- Effective Employment Services Working Group;
- Workforce Development Working Group;
- Apprenticeship Steering Committee;
- Labour Market Information Steering Committee; and
- Performance Management Working Group.

(The last three working groups were established following the Federal-Provincial-Territorial (FPT) Ministers Meeting in July 2014 to support the priorities mandated by Ministers.)

1. KEY ACHIEVEMENTS OF THE FLMM IN 2014-15

Labour Market Information

The Labour Market Information Working Group continued its work to improve information and advice on labour market pressures. At their July 2014 meeting, ministers agreed that better LMI was required to support decision making by job seekers, students, employers and policy makers and they tasked federal-provincial/territorial (F-P/T) governments with developing an LMI Framework. The Labour Market Information Steering Committee was created in September 2014 as a result of this exercise with a mandate to identify existing LMI resources, collaboration opportunities as well as needs and gaps.

Apprenticeship

The Apprenticeship Steering Committee was established to advance the harmonization of apprenticeship programs for the first ten Red Seal trades. Labour market ministers maintained their commitment to strengthen apprenticeship training in Canada and increase employer engagement as a means to improve completion rates. Ministers requested the Canadian Council

¹ The strategic priorities and structure of working groups allows the forum to initiate work directed by the Council of Federation (COF) (Labour Mobility and Apprenticeship Harmonization), the COF and Prime Minister (Foreign Credential Recognition) and the Labour Market Ministers (Labour Market Information, Performance Management, Effective Employment Services, and Workforce Development).

of Directors of Apprenticeship (CCDA) expand harmonization to other trades quickly, with an aim to implement the first ten trades by September 2016 in most jurisdictions and to identify the next set of trades for harmonization. Moving forward, the Apprenticeship Steering Committee will develop a detailed work plan to harmonize approximately 30 Red Seal trades by 2020, with a goal to cover two-thirds of apprentices in Red Seal trades by 2017.

Labour Market Agreements

Ministers discussed the results of stakeholder consultations and a range of FPT proposals to ensure the Agreements remain aligned with labour market needs.

In 2014-15, Canada Job Fund Agreements were signed between the federal government and each provincial and territorial government². A major component of these Agreements was the Canada Job Grant (CJG), a program designed to help employers train new or existing employees for available jobs. As part of the commitments of the Job Fund (JF) Agreements and in preparation for the Year Two Review of the CJG, the Performance Management Working Group (PMWG) developed a Performance Management Framework outlining common performance indicators, a timeline for implementation, and an annual reporting template. Ministers approved the Terms of Reference completed by the PMWG in November 2014.

Labour Mobility

The Labour Mobility Coordinating Group continued its work to coordinate implementation of Chapter 7 of the Agreement on Internal Trade. Ministers agreed to a common approach to more broadly share labour mobility information with Canadians, extended outreach to certified workers and interested stakeholders, as well as continued work with regulatory bodies. In pursuit of this goal, *Labour Mobility at Work – Five Years of Progress and Success* was released in an effort to reduce labour mobility barriers between Canadian jurisdictions.

Foreign Qualification Recognition

Labour market ministers moved towards greater foreign qualification recognition (FQR), recognizing the importance of integrating newcomers into the labour market. The Foreign Qualification Recognition Working Group (FQRWG) continued its work to guide and support implementation strategies to achieve the desired outcomes of the *Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications*, released by the Forum of Labour Market Ministers in 2009. In July 2014, labour market ministers confirmed government's commitment to further improve FQR and consult stakeholders on new priorities for action. They publicly announced the addition of ten new target occupations to the Framework. Ministers also reaffirmed that the Framework helps improve foreign qualification assessment and recognition for internationally trained professionals, so they can put their knowledge and skills to work sooner. In 2014-15, the FQRWG also developed an action plan for Better FQR Beyond 2015 that was distributed to stakeholders in January 2015.

² The Agreement between the Government of Quebec and the federal government does not include the implementation of the Canada Job Grant.

Workforce Development

The Effective Employment Services Working Group continued to support information sharing on best practices and the range of programs available to meet the unique training, employment, and support needs of Canadian labour markets.

2. FLMM SECRETARIAT OBJECTIVES FOR 2014-15

- Continue to advance the forum's strategic direction as identified by FLMM Senior Officials during their January 17th-18th, 2012 in-person meeting.
- Manage FLMM meetings and calls in collaboration with the Government of Canada, including the coordination of agendas, records of decisions, official documents, and all other materials.
- Ensure effective and efficient management of the FLMM working groups and support them where needed in achieving the objectives outlined in their 2014-15 work plans.
- Coordinate and manage the work plans, budgets, and financial reports for the Secretariat and FLMM working groups.
- Support labour market development through the sharing and development of tools, strategies, and processes for various audiences.
- Build and maintain positive working relationships and effective lines of communication with: FPT Ministers, Deputy Ministers, Senior Officials, Working Level Officials and FLMM Working Groups.
- Participate in and support working group activities to ensure FLMM priorities are aligned.

3. OPERATION AND STAFFING

The Forum is led by federal and provincial/territorial (P/T) co-chairs and operates at the Ministerial, Deputy Minister and Senior Officials level with the support of working group officials. The FLMM Secretariat is housed with a Lead Province on a two-year rotation. Prince Edward Island received the lead role from Alberta on April 1st, 2013 thus will transfer the responsibilities to Québec on April 1st, 2015.

The Honourable Allen Roach, Minister of Innovation and Advanced Learning, represented Prince Edward Island as co-chair of the FLMM for the 2014-15 fiscal year. The federal government was represented by the Honourable Jason Kenney, Minister of Employment and Social Development Canada (ESDC) and the Honourable Pierre Poilievre who was appointed the new Minister of Employment and Social Development Canada (ESDC) in February 2015.

For the 2014-15 year, the following staff levels were approved for the FLMM Secretariat:

- | | |
|----------------------------|---------|
| • Director | 1 FTE |
| • Policy Analyst | 2 FTEs |
| • Administrative Assistant | 0.5 FTE |

4. KEY LEAD PROVINCE FLMM ACTIVITIES 2014-15³

- The Secretariat supported significantly increased FLMM activity at the Minister, Deputy Minister and Senior Officials levels during its tenure from 2013-2015.
- Following the 2013 Federal Budget, the Secretariat supported activities to enhance labour market agreements, including the desire to renegotiate labour market agreements. The secretariat provided additional support which led to the new Canada-Provincial/Territorial Job Fund Agreements. In addition, the secretariat provided support to three new working groups: Apprenticeship Steering Committee, the Labour Market Information Steering Committee (Senior Official and Deputy Minister), and the Performance Measurement Working Group.

5. FLMM SECRETARIAT ACTIVITIES 2014-15

In addition to ongoing core activities, the following notable activities were undertaken by the FLMM Secretariat during the 2014-15 fiscal year:

- Continuous Improvements in FLMM Strategic Direction and Priority Setting
- Meeting Management: The Secretariat worked with the FLMM co-chairs to plan, organize, and coordinate all aspects of face-to-face meetings and teleconferences for Ministers, Deputy Minister, and Senior Officials. Tasks included scheduling, setting agendas, creating and distributing all meeting materials in both official languages; coordinating all logistic arrangements; briefings and providing support to co-chairs; and contract and budget management. Furthermore, the Secretariat supported FLMM co-chairs by communicating outcomes, through briefings and updates, to the working groups to ensure decisions were implemented, and objectives were achieved.
- Information Management: The Secretariat maintained all records and documentation related to the FLMM process.
 - Developed agenda with the co-chairs and determined meeting objectives
 - Produced and maintained the FLMM records and documents from meetings, including Records of Decision.
 - Prepared and distributed the Secretariat's budgets, workplans, updates, and all reports.
 - Maintained and updated the FLMM Sharing Network
 - Maintained and updated the FLMM contact lists and members' directory
 - Coordinated the mail-out of reports and correspondence.

³ Note: This annual report only deals with activities undertaken at the FPT-level. PT-only activities are not captured in this document.

Summary of Meeting Activities

Teleconferences (FPT)

April 3, 2014: FPT Senior Officials held a teleconference to review and approve the 2014-15 budgets and work plans for FLMM working groups. The call also provided an opportunity for Senior Officials to discuss Deputy Ministerial Engagement, the upcoming Ministers' meeting scheduled for July 11, 2015, and the status of the labour market agreements (LMA, LMDA, LMAPD, and TIOW).

April 23, 2014: FPT Senior officials held a teleconference to review and approve the 2014-15 work plan and budget for the Workforce Development Working Group. Senior Officials also discussed the agenda items for the FPT Deputy Ministers' teleconference scheduled for May 9, 2014.

May 2, 2014: FPT Senior officials held a teleconference to review and approve the agenda and supporting documentation for the FPT Deputy Ministers' teleconference, May 9, 2014.

May 9, 2014: FPT Deputy Ministers held a teleconference to determine the priorities for the upcoming FPT Deputy Ministers' meeting scheduled for June 5, 2014. Deputy Ministers' agreed to limit presentations during the meeting in order to maximize the opportunities for strategic discussions related to the following: Labour Market Information, Job Fund Agreements, Labour Market Development Agreements, Apprenticeship, Labour Market Initiatives, Labour Mobility and Foreign Qualification Recognition.

May 27, 2014: FPT Senior Officials participated in a teleconference to review and approve the final documents for the FPT Deputy Ministers' meeting being hosted in Montreal on June 5, 2014. Provinces and Territories raised concerns with the "*FQR Beyond 2015-A Concept Paper*", thus, further revisions to the document were requested prior to circulating to Deputy Ministers'. Senior Officials' also discussed the draft agenda and determined next steps for the FPT Ministers meeting scheduled for July 11, 2015 in Prince Edward Island.

June 26, 2014: FPT Senior Officials held a teleconference to review the agenda and related documentation for the FPT Ministers Meeting, July 11, 2015. Senior Officials also reviewed the Terms of Reference for the Canada Job Grant Communications Working Group.

September 4, 2014: FPT Senior Officials held a teleconference to review the deliverables arising from the FPT Ministers' meeting in July 2014 including items related to Labour Market Information, Foreign Qualification Recognition and Apprenticeship. Senior Officials also reviewed and approved the mandate and budget for the Canada Job Fund Performance Management Framework and Year Two Review of the Canada Job Grant and approved the deferral of the Effective Employment Services (EES) Best Practices Workshop to the spring of 2015.

October 2, 2014: FPT Senior Officials held a teleconference to review and approve the 2013-2014 Annual Report. Officials also received an update from the LMI Steering Committee (ADM) regarding the development of guiding principles and possible governance models requiring input of the FPT Ministers'. The Apprenticeship Steering Committee provided Senior Officials with an overview of their mandate document noting two key areas: the implementation of harmonization in ten Red Seal trades in eighteen months and a focus on employer engagement as a means to improve completion rates. Senior Officials' also discussed the draft agenda and critical path leading to the FPT Ministers' Meeting scheduled for November 21, 2014 in Toronto.

November 7, 2014: FPT Senior Officials held a teleconference to discuss the following items: Labour Market Development Agreement –Agreement In Principle (AIP), LMI Framework and Governance options, the FLMM Communications Protocol and the Apprenticeship Steering Committee Workplan and associated timelines. During the teleconference Senior Officials' approved the LMCG communications strategy and public release of "*Labour Mobility at Work: Five years of Progress and Success*" report, and the Terms of Reference and the Performance Management Framework.

November 12, 2014: FPT Deputy Ministers held a teleconference to review and approve the materials to be presented at the upcoming FPT Ministers' meeting scheduled for November 21, 2014. During the discussion, it was noted that a significant part of the Ministers' discussion would be dedicated to the Labour Market Development Agreements (LMDAs).

February 19, 2015: FPT Senior Officials held a teleconference to discuss the upcoming FLMM meetings, steering committees and working group updates and structure for 2015-16.

March 20, 2015: FPT Senior Officials' held a teleconference to discuss the management and interpretation of the financial provisions of the Job Fund Agreements, identify priority areas for the upcoming Senior Officials' and Ministers' meetings, and the FLMM work plans and structure for 2015-16.

In-Person Meetings

June 5, 2014: FPT Deputy Ministers' meeting, Montreal

- Labour Market Information (LMI)
- Job Fund Agreements
- Labour Market Development Agreements (LMDAs)
- Apprenticeship
- Labour Market Initiatives (Temporary Foreign Worker Program, First Nations Job Fund, Opportunities Fund for Persons with Disabilities)
- Labour Mobility & Foreign Qualification Recognition

July 11, 2014: FPT Ministers' meeting, Prince Edward Island

- Apprenticeship
- Labour Market Information (LMI)
- Job Fund Agreements
- Labour Market Development Agreements (LMDAs)
- Temporary Foreign Worker Program
- Foreign Qualification Recognition (FQR)
- Labour Mobility

October 22, 2014: FPT Senior Officials' meeting, Toronto

- LMDA (*Interim Consultation Report, draft Agreement in Principle (AIP)*)
- Ministers' Meeting- Discuss the process and expected outcomes on various labour market issues, including:
 - o Apprenticeship
 - o Labour Mobility
 - o Labour market Information (LMI)
 - o Foreign Qualification Recognition (FQR)
 - o Temporary Foreign Worker Program

October 22, 2015: FPT Senior Officials' Labour Market Information Steering Committee meeting, Toronto.

November 21, 2014: FPT Ministers' meeting, Toronto

- Labour Market Development Agreements
- Job Fund Agreements (Year Two Review Terms of Reference)
- Labour Market Information (Multilateral Framework and Governance)
- Foreign Qualification Recognition (Renewed FPT Action Plan on Foreign Qualification Recognition.
- Apprenticeship (Workplan and draft Mobility Protocol)
- Labour Mobility (Communication strategy and the "Labour Mobility at Work: Five Years of Progress and Success" document

Ad-Hoc Steering Committees and Working Group Engagement

Following the FPT Ministers' Meeting in July 2014, three additional groups were established to support the priorities mandated by Ministers: Apprenticeship Steering Committee, Labour Market Information Steering Committee (ADM and Deputy Minister), and Performance Management Working Group. The Secretariat has worked with the FLMM co-chairs of these groups to plan, organize, and coordinate all aspects of face-to-face meetings and teleconferences at the Deputy Minister and Senior Officials level. Illustrated below is an overview highlighting the frequency of teleconferences and meetings for 2014-15 fiscal:

Apprenticeship Steering Committee- 12 teleconferences, 1 face-to-face meeting

Labour Market Information Steering Committee-8 teleconferences, 1 face-to-face meeting
Performance Management Working Group-13 teleconferences, 1 face-to-face meeting

Working Group Activities

The Secretariat monitors and supports the activities of the FLMM working groups, including monitoring the progress towards outcomes, distributing documents to FLMM officials, attending working group calls and meetings and compiling records of decision, maintaining the work plans, and liaising with working group officials. The working groups have submitted their annual reports for the 2014-15 fiscal year detailing activities and expenditures. These reports can be found in Annex A (LMCG), B (LMIWG), C (FQR), D (EES) and E (WFD), F (Apprenticeship), G (LMI Steering Committee), and H (PMWG).

Expenditures Management

- The Secretariat assumes responsibility for the financial accountability and management of the FLMM budget which includes expenditures for the FLMM Secretariat, five working groups and three ad-hoc groups.
 - Working Groups- LMCG, LMIWG, FQR, EES , and WFD
 - Ad-Hoc Groups- Apprenticeship Steering Committee, Labour Market Information Steering Committee and Performance Management Working Group.
- Completed Annexes to the Memoranda of Understanding between the involved parties for the Secretariat fund, LMCG, LMIWG, and FQRWG.
- Managed the FLMM budget which included invoicing jurisdictions for approved contributions, ensuring expenditures complied with the approved budget, and all other related fund administration.
- Preparing invoices and allocation summaries for the federal government and all provinces and territories and collecting the payables
- Summarized financial reports for the Mid-Year reports and the Annual Report.
- Preparing payments to the working groups in accordance with Memorandum of Understanding
- Financial monitoring to ensure expenditures align with approved workplans
- Management of accounts receivable and payables
- Preparing financial summary reports for review/approval by co-chairs
- Summarized financial reports for the Mid-Year reports and the Annual Report.

Relationship Management

- Responsible for working towards the common goal of consensus on key decisions.

- Collaborated on an on-going basis with Employment and Social Development Canada (ESDC) staff and working group co-chairs and facilitating dialogue as required.
- Responded to individual FLMM members' requests for information and clarification of decisions.
- Attended meetings as requested (schedule permitting).
- On-going liaison between the Secretariat and the LMCG, LMIWG, and FQRWG Secretariats.
- Direct support (meeting management, conference call notes, budget management, etc.) for Apprenticeship Steering Committee, Labour Market Information Steering Committee, Performance Management, EES and WFD working groups.

6. EXPENDITURES

Provinces and Territories collectively contribute fifty per cent to the operation of FLMM, with ESDC contributing the remaining fifty per cent.

The approved budget for the 2014-15 year was \$ 1,199,250.00 divided amongst the Lead province/FLMM Secretariat and the working groups as follows:

- | | |
|--------------------|-------------------------|
| ○ FLMM Secretariat | \$ 541,250 ⁴ |
| ○ LMCG | \$ 220,000 |
| ○ LMIWG | \$ 202,000 |
| ○ FQR | \$ 236,000 |

⁴ The FLMM Secretariat budget includes costs to manage the Secretariat as well as the working group budgets for the WFD and EES working groups.

Table 1: FLMM Secretariat Expenditures 2014-15

Expenditures (2014-15)	Approved Budget	Year-End (actual) Expenditures	Variance
Salaries & Benefits	\$287,000	\$250,811.48	\$36,188.52
Professional Services	\$25,000	\$23,243.40	\$1,756.60
Transport & Communications	\$42,750	\$40,676.96	\$2,073.04
Operational Cost	\$129,000	\$108,690.89	\$20,309.11
Total	\$483,750	\$423,422.73	\$60,327.27

Table 2: FLMM Expenditures 2014-15

FLMM Expenditures 2012-13	Secretariat ⁵	LMCG	LMIWG*	FQR
Salary & Benefits	\$250,811.48	\$ 81,924.01	\$99,994.24	\$110,769.41
Professional Services	\$23,243.40	\$ 26,478.56	\$25,869.05	\$74,180.77
Transportation & Communications	\$40,676.96	\$ 24,122.66	\$1,688.34	\$11,182.80
Operational Costs	\$108,690.89	\$15,041.03	\$18,032.19	\$24,653.48
EES	\$73.14			
WFD	\$3,066.92			
PTWG	17,411.67			
Total	\$443,974.46	147,566.26	\$145,583.82	\$220,786.46

⁵ The FLMM Secretariat's Budget for 2014-2015 includes the budgets for the EES & WFD working groups.

Table 3: Secretariat Detailed Expenditures

Expenditure Item	2014/15 Budget	Expenditures as of Mar 31, 2015	Variance
LEAD PROVINCE SUPPORT [A]			
Salaries, benefits, & training	\$287,000.00	\$250,811.48	(\$36,188.52)
<i>Sub-total</i>	\$287,000.00	\$250,811.48	(\$36,188.52)
PROFESSIONAL SERVICES [B]			
Translation/ Interpretation services	\$25,000.00	\$23,243.40	(\$1,756.60)
<i>Sub-total</i>	\$25,000.00	\$23,243.40	(\$1,756.60)
TRANSPORT & COMMUNICATIONS [C]			
Cellular	\$2,000.00	\$1,829.87	(\$170.13)
Conference Calls	\$1,500.00	\$8,085.83	\$6,585.83
Courier	\$250.00	\$75.90	(\$174.10)
Travel	\$15,000.00	\$18,410.36	\$3,410.36
Website Maintenance	\$14,000.00	\$12,275.00	(\$1,725.00)
Website Enhancements	\$10,000.00	\$0.00	(\$10,000.00)
<i>Sub-total</i>	\$42,750.00	\$40,676.96	(\$2,073.04)
OPERATIONAL COSTS [D]			
Office Supplies	\$2,000.00	\$1,595.43	(\$404.5700)
Audit	\$5,000.00	\$5,000.00	\$0.00
Office Equipment	\$7,000.00	\$2,914.00	(\$4,086.00)
Office Space - Rent	\$30,000.00	\$28,787.52	(\$1,212.48)
Senior Officials Meeting (Conf. Calls and/or Person)	\$20,000.00	\$24,152.29	\$4,152.29
Deputy Ministers' Meeting (Conf. Calls and/or Person)	\$30,000.00	\$7,708.84	(\$22,291.16)
Ministers' Meeting (Conf. Calls and/or Person)	\$35,000.00	\$38,532.81	\$3,532.81
<i>Sub-total</i>	\$129,000.00	\$108,690.89	(\$20,309.11)
TOTAL	\$483,750.00	\$423,422.73	(\$60,327.27)

ANNEX A- Labour Mobility Coordinating Group (LMCG)

F/P/T Forum of Labour Market Ministers – Annual Report 2015	
Working Group: Labour Mobility Coordinating Group (LMCG)	
Provincial / Territorial Co-chair : Jennifer Fortin 418-646-0425 ext. 87301 jennifer.fortin@mess.gouv.qc.ca	Federal Co-chair: Andrew Staples 819-654-2970 andrew.staples@hrsdc-rhdcc.gc.ca
Sub-Committees or Working Groups: Consensus Policy Interpretation Records Subcommittee Consortia and Communication Subcommittee Evaluation Working Group Trades Working Group (dissolved – February 2015)	

1. Mandate / Mission / Objectives:

The LMCG coordinates implementation of Chapter 7 (Labour Mobility) of the Agreement on Internal Trade (AIT), including working on consistent interpretation of the Chapter, working with relevant stakeholders to inform them of Chapter 7 obligations, assisting with compliance efforts to eliminate or reduce labour mobility barriers between Canadian jurisdictions, and drafting policy and research reports.

2. Key Achievements / Milestones / Deliverables:

- Completed and presented to Ministers the *Taking Stock-5 Years of amended Chapter 7* report in July 2014.
- Created and disseminated the *Labour Mobility at Work - Five Years of Progress and Success* document in an effort to dispel misunderstandings about Chapter 7. It was approved by Ministers and distributed to stakeholders in November 2014.
- Presented to Ministers the LMCG communication approach that extends outreach activities and online information to certified workers and contracted a communication consultant to develop the communication plan to achieve this objective.
- Revision of the LMCG website to make it more user-friendly using plain-language and communicating three approved policy interpretation issues (PIRs).
- Completed two research projects during Spring and Summer of 2014, one on articles 706.1 and 706.6 of Chapter 7 clarifying the provincial and territorial use of these articles in certifying trades persons, and the other on labour mobility in Europe in the context of CETA signature.
- Delivered a presentation during a plenary session at CNNAR on the successes of Chapter 7, made a presentation to the CCDA on labour mobility and met with several national consortia, such as counsellors and psychotherapists, registered psychiatric nurses, paramedics, agrologists, police schools and acupuncturists about mobility under Chapter 7.

3. Planned Deliverables for Next 12 Months (Spring 2015 – Spring 2016):

- Implementation of the LMCG communication plan using new communication tools and activities developed for improved communication with target audiences based on Ministerial direction to increase communication to Canadians.
- Presentation for approval by Senior Officials of 3 consensus policy interpretation decisions and language for 6 PIRs to be communicated on the LMCG website anticipated for Fall 2015.

- In accordance with the FLMM Secretariat initiative, pursue revision of the LMCG website, including website's structure and communicating remaining approved decisions on policy interpretation issues.
- Presentation for approval by Senior Official of tools that could be shared with regulatory authorities – Spring 2015
 - guide and best practice checklist to guide regulatory authorities requests for information from labour mobility applicants
 - 3 Guides to the 707 Notification requirements and processes
- As required under Chapter 7, LMCG will report on evaluation survey results to demonstrate effectiveness of Chapter 7 and report on any unintended adverse consequences to the Committee on Internal Trades in the Spring 2015.
- Report on the effectiveness of the current evaluation survey, including exploring the most effective way to evaluate the effectiveness of the Chapter – Fall 2015.

4. Type and Frequency of Meetings: (i.e. face-to-face; teleconference, etc)

- Teleconferences bi-weekly
- Face-to-face meetings in September 2014 and February 2015
- Subcommittee and working group teleconference meetings as required

5. Expenditures

Table 1: LMCG Expenditures

Expenditures (2014-15)	Approved Budget	Year-End (actual) Expenditures	Variance
Salaries & Benefits	\$ 100,000.00	\$ 81,924.01	\$ 18,075.99
Professional Services	\$ 50,000.00	\$ 26,478.56	\$ 23,521.44
Transport & Communications	\$ 38,000.00	\$ 24,122.66	\$ 13,877.34
Operational Cost	\$ 32,000.00	\$15,041.03	\$ 16,958.97
Total	\$ 220,000.00	\$ 147,566.26	\$ 72,433.74

ANNEX B- Labour Market Information Working Group (LMIWG)

F/P/T Forum of Labour Market Ministers – Annual Report 2015	
Working Group: Labour Market Information Working Group (LMIWG)	
Provincial / Territorial Co-chair : Lorraine Beckman (Saskatchewan) lorraine.beckman@gov.sk.ca 1-306-787-5626	Federal Co-chair: Alan Bulley alan.bulley@hrsdc-rhdcc.gc.ca 1-819-654-1655
Sub-Committees or Working Groups: N/A	

1. Mandate / Mission / Objectives:

- Through the LMIWG, federal, provincial, and territorial governments collaboratively undertake projects that address areas of mutual interest and concern related to the development and delivery of labour market information.
- In March 2013, FLMM Senior Officials endorsed a two-year work plan that included deliverables addressing the following key priorities and objectives:
 - Priority 1 – Better information and advice on labour market pressures/imbances, with the objective of providing consistent and relevant information and advice on current and anticipated occupational labour market pressures/imbances;
 - Priority 2 – Better learning and labour market information to support decisions and improve outcomes of youth and students, with the objective of increasing policy relevance by better linking learning and labour market outcomes (e.g., leveraging and integrating existing data through continued collaboration with CMEC, PT-ESDC pilot project); and,
 - Priority 3 – Strengthening partnerships to advance accessibility and usability of learning and labour market information, with the objective of fostering innovation to advance the accessibility and usability of LMI.

2. Key Achievements / Milestones / Deliverables:

- Priority 1 – Updated report on proposed indicators of labour market pressures – currently internal (FPT governments) – fall 2014/winter 2015
- Priority 1 – Inventory of labour market forecasting models and gaps – currently internal (FPT governments) – fall 2014/winter 2015
- Priority 1 – Provided feedback and input to support the development of the new Job Vacancy and Wage Survey (JVWS) and ESDC's new career choice tool – fall 2014.
- Priority 3 – Achieved efficiencies through the joint FPT purchase of 2011 National Household Survey (NHS) customized data tables and 2014 Labour Force Survey (LFS) data from Statistics Canada for the Labour Market Monitoring Toolkit – spring 2015.
- Operational Activity – Developed a draft Strategic Plan (three-year) for LMIWG – winter 2015.
- Priority 3 – Developed a draft Data Sharing Framework that establishes key principles and guidelines for F-P/T data sharing activities, and advanced work on a focused LMI data inventory, in alignment with direction from SOs and Ministers – fall 2014/winter 2015.

3. Planned Deliverables for Next 12 Months (Spring 2015 – Spring 2016):

- Priority 1 – Pursue approval of the methodology for assessing current labour market pressures/imbbalances at national, provincial and local levels (includes annual update).
 - Dates: winter 2015 - winter 2016
 - Intended audience: internal governments, initially; public audience upon validation
- Priority 2 – Continue to develop and implement pilot F-P/T project(s) linking LMI with learning information to examine labour market outcomes of PSE graduates and demonstrate the value of linking labour market and learning information, beginning with the Maritimes PSE Pilot (Nova Scotia, New Brunswick, PEI, Statistics Canada, Maritime Provinces Higher Education Commission (MPHEC), and ESDC).
 - Dates: fall 2014/15 - fall 2016/17
 - Intended audience: Reporting back to working group and Senior Officials on progress
- Priority 3 – Finalize Data Sharing Framework and build on the focused LMI data inventory to support the identification of opportunities to address challenges and gaps in LMI (e.g., identifying best practices on LMI-related open data initiatives to support exploration of potential FPT initiatives).
 - Dates: winter 2015 - winter 2016
 - Intended audience: LMIWG members, Senior Officials
- Priority 3 – Collaborate with other FLMM groups to upgrade website to improve relevance and content management (e.g., member portal for sharing data and other information).
 - Dates: fall 2014 - summer 2015
 - Intended audience: LMIWG members and public
- Continue to align LMIWG work with that of the LMI Senior Officials Steering Committee, adjusting the work plan as necessary to reflect direction from Ministers and Senior Officials

4. Type and Frequency of Meetings: (i.e. face-to-face; teleconference, etc)

- Teleconference – monthly
- Face-to-face – annual

5. Expenditures

Table 1: LMIWG Expenditures

Expenditures (2014-15)	Approved Budget	Year-End (actual) Expenditures	Variance
Salaries & Benefits	\$100,000.00	\$99,994.24	\$5.76
Professional Services	\$61,500.00	\$25,869.05	\$35,630.95
Transport & Communications	\$8,500.00	\$1,688.34	\$6,811.66
Operational Cost	\$32,000.00	\$18,032.19	\$13,967.81
Total	\$202,000.00	\$145,583.82	\$56,416.18

ANNEX C- Foreign Qualifications Recognition (FQRWG)

F/P/T Forum of Labour Market Ministers – Annual Report 2015	
Working Group: Foreign Qualifications Recognition (FQRWG)	
Provincial / Territorial Co-chair : Margot Morrish Director, International Qualifications Manitoba Labour and Immigration margot.morrish@gov.mb.ca 204 945 5906	Federal Co-chair: Andrew Staples Director, Labour Market Integration Division Employment and Social Development Canada andrew.staples@hrsdc-rhdcc.gc.ca 819 654 2970
FQRWG Task Teams 2014/15: <i>Forward Planning:</i> responsible for input , analysis and development of new Action Plan for Better FQR <i>Evaluation and Measurement:</i> responsible for completion of the 2014 report and consultation to inform development of a new monitoring and evaluation strategy <i>Best Practices and Thematic Task Team:</i> responsible for commissioned research and sharing information <i>Trades and New Target Occupations:</i> analysis, engagement of occupation specific priorities	

1. Mandate / Mission / Objectives:

- In 2009, the FLMM released *A Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications*. The Foreign Qualifications Recognition Working Group (FQRWG) is an intergovernmental working group comprised of federal representatives from ESDC, Citizenship and Immigration Canada and Health Canada, and provincial/territorial representatives who are accountable to the FLMM for progress on implementing the Framework at the pan-Canadian level.
- Work of the FQRWG includes guiding and supporting implementation strategies to achieve the desired outcomes of the Framework with the target occupations; research, information-sharing, and identification of best-practices; and, meeting Framework commitments to publicly report on activities and outcomes at the Pan-Canadian level toward achieving desired outcomes.

2. Key Achievements / Milestones / Deliverables:

- FLMM Ministers approved release of 2013 FQR Progress Report and announcement of third set of ten target occupations (July 11, 2014). Ministers were updated on issues and confirmed governments’ commitment to further improve FQR and consult stakeholders on new priorities for action.
- The FQRWG completed a concept paper, analysis and implementation of provincial and national level consultations on priorities for a renewed Action plan for Better FQR Beyond 2015. This included input from Fairness Commissioners. The finalized action plan was developed, approved and distributed to stakeholders in January 2015.
- Collected baseline data from FQRWG members and regulators across jurisdictions, to analyze and complete FQR report on progress with recommendations for new approach (February 2015). A data workshop was held with relevant stakeholders on measuring progress and the development of indicators to further inform new approach (February 2015).
- Disseminated findings of commissioned report “On the Current State of Pre-Arrival Supports among Canadian Regulators” including workshops at CNNAR (Nov 2014) and Metropolis (March 2015).
- Completed literature review and scan on “Workplace Integration Initiatives for Internationally Trained Trades People”. Conducted consultation with employers, regulators and service providers on priorities for improvement (March 2015).

- Conducted occupational analysis, engagement and consultations with third set of target occupations to inform priorities for action.

3. Planned Deliverables for Next 12 Months (Spring 2015 – Spring 2016):

- Based on new priorities, submit FQR completed workplan and budget for 2015/16 for Senior Officials review and approval, April 2015.
- Submit multi-year FQR workplan and finalized CBN for Meeting of FLMM Ministers (May TBD).
- Support transition to new provincial co-lead on FQR (April-May 2015).
- Complete series of deliverables for 2015/16 as per the approved workplan.

4. Type and Frequency of Meetings:

- Two face to face meetings
- FQRWG teleconferences twice monthly
- Task team teleconferences as required by their workplans
- Stakeholder meetings (TBD)

5. Expenditures

Table 1: FQR Working Group Expenditures

Expenditures (2014-15)	Approved Budget	Year-End (actual) Expenditures	Variance
Salaries & Benefits	\$100,000	\$110,769.41	(\$10,769.41)
Professional Services	\$96,000	\$74,180.77	\$21,819.23
Transport & Communications	\$8,000	\$11,182.80	(\$3,182.80)
Operational Cost	\$32,000	\$24,653.48	\$7,346.51
Total	\$236,000	\$220,786.46	\$15,213.53

ANNEX D- Effective Employment Service Working Group

F/P/T Forum of Labour Market Ministers – Annual Report 2015	
Working Group: Effective Employment Services Working Group	
Provincial / Territorial Co-chair : Keith Messenger Manager, Labour Market Programs Labour & Advanced Education Keith.Messenger@novascotia.ca (902)424-7884	Federal Co-chair: Duncan Shaw Director Employment Programs and Partnership Directorate duncan.shaw@hrsdcc-rhdcc.gc.ca (819) 654-3347
Sub-Committees or Working Groups: N/A	

1. Mandate / Mission / Objectives:

- Support information sharing on best practices and the range of programs available to meet the unique training, employment, and support needs of Canadian labour markets.

2. Key Achievements / Milestones / Deliverables:

- Priority Action #1- 2014 EES Best Practices Workshop;
 - Plan and organize the EES Best Practices Workshop;
 - Identify host, develop thematic approach for agenda, generate workshop material and confirm outcomes;
 - Execute 2014 FLMM EES Best Practices Workshop in Fall/winter 2014; Senior Officials approved the deferral of this activity to the Spring of 2016.
- Priority Action # 2 – Collaborate on involvement in international and national organizations to inform policy development
 - Inform policy development by sharing best practices from involvement in international conferences and workshops;
 - Government of Canada and many P/Ts have been involved in the OECD Local Economic and Employment Development (LEED) activities, meetings of the World Association of Public Employment Services (WAPES), and other labour market program-related networks;
 - Share information/activities and progress on results of OECD LEED projects and WAPES to enhance discussion on best practices on local job creation, Literacy and Essential Skills, service delivery strategies and other issues.
- Priority Action 3 – Share P/T best practices, research and studies on labour market programs and service delivery strategies
 - Promote the sharing of P/T best practices;
 - Share P/T best practices, research and studies on labour market programs and service delivery strategies to inform policy development and enhance employment services;
 - Presentation and discussion of P/T best practices and sharing of studies/research

3. Planned Deliverables for Next 12 Months (Spring 2015 – Spring 2016):

- Host an FLMM Best Practices Workshop in the spring of 2016;
- Continued collaborate with international and national organizations to inform policy development
- Continue to share best practices, research and studies on labour market programs and service delivery strategies

4. Type and Frequency of Meetings: (i.e. face-to-face; teleconference, etc)

- Teleconference-Quarterly

5. Expenditures

Table 1: Effective Employment Services Working Group Expenditures

Expenditures (2014-15)	Approved Budget	Year-End (actual) Expenditures	Variance
Salaries & Benefits			
Professional Services	\$21,500	\$73.14	\$21,426.86
Transport & Communications	\$6,500	\$0	\$6,500
Operational Cost	\$20,000	\$0	\$20,000
Total	\$48,000	\$73.14	\$47,926.86

ANNEX E- Workforce Development Working Group

F/P/T Forum of Labour Market Ministers – Annual Report 2015	
Working Group: Workforce Development Working Group	
<u>Provincial / Territorial Co-chair :</u> Paul Dinn Director, Skills and Labour Market Research Advanced Education and Skills pauldinn@gov.nl.ca 709-729-6164	<u>Federal Co-chair:</u> Amy Mifflin-Sills Director, Program Policy Employment Programs and Partnership Directorate amy.mifflinsills@hrsdc-rhdcc.gc.ca 819-654-2879
<u>Sub-Committees or Working Groups:</u> N/A	

1. Mandate / Mission / Objectives:

- Explore ways to encourage employers to increase training, apprenticeship, and learning opportunities that allow Canadians to upgrade their skills while working.
- Review the measures that can be implemented by relevant jurisdictions to enhance Canadians' literacy and essential skills as a key to success in the labour market.
- Support information sharing on best practices and the range of programs available to meet the unique training, employment, and support needs of Canadian labour markets.

2. Key Achievements / Milestones / Deliverables:

- Priority Action 1 – Explore options to encourage more workplace training
 - Identify promising practices to encourage employers in Canada to upgrade the skills of their workers as a means of enhancing productivity and competitiveness (e.g. entrepreneurial, digital, literacy, and essential skills) that could inform strategies and activities in relevant jurisdictions and collaborative action where possible.
- Priority Action 2 – Collaboration with other FLMM working groups on workforce development initiatives
 - Collaborate with the Effective Employment Services working group to explore best practices in the area of workplace training.

3. Planned Deliverables for Next 12 Months (Spring 2015 – Spring 2016):

- Workforce Development Group will continue to collaborate with FLMM Working groups to support various workforce development initiatives.

4. Type and Frequency of Meetings: (i.e. face-to-face; teleconference, etc)

- Teleconference-Quarterly

5. Expenditures

Table 1: Workforce Development Working Group Expenditures

Expenditures (2014-15)	Approved Budget	Year-End (actual) Expenditures	Variance
Salaries & Benefits			
Professional Services	\$5,000	\$3,059	\$1,941.00
Transport & Communications	\$4,500	\$8.00	\$4,492.00
Operational Cost	\$0	\$0	\$0
Total	\$9,500	\$3,069.92	\$6,433.08

ANNEX F- Apprenticeship Steering Committee (ASC)

F/P/T Forum of Labour Market Ministers – Annual Report 2015	
Steering Committee: Apprenticeship Steering Committee (ASC)	
Provincial / Territorial Co-chair : Scott MacDonald Assistant Deputy Minister Labour Market & Immigration D.Scott.MacDonald@gov.bc.ca 250-953-3585	Federal Co-chair: Paul Thompson Senior Assistant Deputy Minister Skills and Employment Branch Employment and Social Development Canada paul.thompson@hrsdc-rhdcc.gc.ca 819-654-2795
Sub-Committees or Working Groups: Apprenticeship Working Group Canadian Council of Directors of Apprenticeship (leads the harmonization initiative)	

1. Mandate / Mission / Objectives:

The F-P/T FLMM Apprenticeship Steering Committee was struck in August 2014 to respond to FLMM Ministers' to prepare two reports by fall 2014 including:

- a report on the implementation of harmonization in 10 Red Seal trades in 18 months
- a report that covers employer engagement as a means to improve completion rates.

In addition, Ministers requested the Canadian Council of Directors of Apprenticeship (CCDA) to expand harmonization to other trades quickly.

2. Key Achievements / Milestones / Deliverables:

August - November 2014	<ul style="list-style-type: none"> • Developed and approved the committee's mandate including identifying participating jurisdictions and forming a working group to committee work.
September 2014	<ul style="list-style-type: none"> • Held an in-person meeting to develop recommendations/work plan for Ministers for fall 2014
November 2014	<ul style="list-style-type: none"> • Presented a work plan to meet FLMM Ministers' July request (included in section 1 above). • The work plan also proposed a mobility project for implementation for January 2016 and a communication commitment with CCDA. The work plan was approved by FLMM Ministers and is attached as Appendix A.
Winter 2014/15	<ul style="list-style-type: none"> • Completed through CCDA, the development of recommendations to advance harmonization of each of the first 10 Red Seal trades. Also undertook national and provincial/territorial consultations with industry on the first seven trades.
January 2015	<ul style="list-style-type: none"> • Received approval from the Council of the Federation on the P-T Apprentice Mobility Project. NOTE: Project moved to a Provincial-Territorial FLMM only.

February 2015	<ul style="list-style-type: none"> Completed through CCDA and the Canadian Apprenticeship Forum, a research report on identifying ways to increase employer engagement in apprenticeship.
March 2015	<ul style="list-style-type: none"> CCDA undertook pan-Canadian webinars with industry and training stakeholders on harmonization recommendations for the trades of Metal Fabricator (Fitter), Welder and Carpenter. Defined a first draft of a communication commitment and associated protocols for continued work between F-P/T FLMM and the CCDA. Established working group to: examine research findings on employer engagement; and develop key themes and questions for discussion with Steering Committee members, CCDA members and their national stakeholders on potential ideas for improving employer participation.

3. Planned Deliverables for Next 12 Months:

Harmonization:

- Consult with industry on crane trades;
- July 2015, brief F-P/T FLMM Ministers and receive approval of harmonization plan moving forward;
- Implement first ten trades by September 2016 in most jurisdictions;
- Identify next set of trades for harmonization; and
- Develop a detailed work plan to harmonize approximately 30 Red Seal trades by 2020, with a goal to cover two-thirds of apprentices in Red Seal trades by 2017.

Employer Engagement:

- July 2015, brief F-P/T Ministers and receive approval of recommendations to increase employer engagement in apprenticeship;
- Develop a work plan to implement employer engagement recommendations;
- Report to Ministers on progress made in moving forward on recommendations; and
- Begin implementation as applicable.

CCDA Communication:

- In spring/summer 2015, present the communications document to F-P/T FLMM Deputy Ministers for approval.

4. Type and Frequency of Meetings: (i.e. face-to-face; teleconference, etc)

- Bi-weekly teleconferences
- Face-to-face meeting in September 2014
- Subcommittee and working group teleconference meetings as required

5. Expenditures

Table 1 : Apprenticeship Steering Committee Expenditures

Expenditures (2014-15)	F-P/T FLMM Approved Budget	F-P/T FLMM Year-End (actual) Expenditures	Variance
Salaries & Benefits	\$0	\$0	\$0
Professional Services	\$0	\$0	\$0
Transport & Communications	\$0	\$0	\$0
In-Person Meeting Costs	\$4,956.03	\$4,956.03	\$0
Total	\$4,956.03	\$ 4,956.03	\$0

ANNEX G- Labour Market Information Steering Committee

F/P/T Forum of Labour Market Ministers – Annual Report 2015	
Working Group: Senior Officials' Steering Committee on Labour Market Information (LMI)	
Provincial / Territorial Co-chair : Alastair MacFadden Assistant Deputy Minister Labour Market Development Division Saskatchewan Ministry of the Economy 1945 Hamilton Street Regina, SK, S4P 2C8 Phone: (306) 787-6846 / Fax: (306) 798-0975 Alastair.MacFadden@gov.sk.ca	Federal Co-chair: Paul Thompson Senior Assistant Deputy Minister Skills and Employment Branch Employment and Social Development Canada 140 Promenade du Portage Gatineau, Québec K1A 0J9 Tel.: 819-654-2795 / Fax.: 819-934-4040 paul.thompson@hrsdc-rhdcc.gc.ca
Sub-Committees or Working Groups: FLMM LMI Working Group	

1. Mandate / Mission / Objectives:

- July 2014 – FLMM Ministers tasked FPT governments with developing an LMI Framework for Ministers' review at the November 2014. In response, the Steering Committee was established in September 2014 as a six-member committee (Canada, Saskatchewan, British Columbia, Ontario, New Brunswick, and Nova Scotia).
- November 2014 – Ministers endorsed Framework for LMI for Canada and directed officials to develop clear recommendations on an approach to LMI governance for Ministers' review at their next meeting. To support this tasking, the Steering Committee's mandate was renewed and expanded to include representation from all 14 FPT jurisdictions, including Statistics Canada.
- In support of an FLMM DM Steering Committee, formed after the November 2014 FLMM, the SO Steering Committee's near-term mandate was to:
 - Identify existing LMI resources, collaboration opportunities (including data sharing), needs and gaps;
 - Undertake consultations with LMI stakeholders in Winter/Spring 2015;
 - Develop governance options for consideration by Ministers at the July 2015 FLMM; and
 - Oversee the implementation and progress on the commitments outlined in the Collaborative FPT Workplan appended to the Framework for LMI for Canada.

2. Key Achievements / Milestones / Deliverables:

- Developed Framework for LMI for Canada, endorsed by Ministers in November 2014.
- Undertook stakeholder consultations on LMI governance in Winter/Spring 2015.
- Advanced completion of FPT LMI inventory, to be presented to Ministers at July 2015 FLMM meeting.
- Developing governance options for Ministers' review at the July 2015 FLMM meeting.

3. Planned Deliverables for Next 12 Months (Spring 2015 – Spring 2016):

- April/May 2015 - Complete Wave Two consultations
- May 13-14 2015 - In-person SC meeting to discuss governance options and model(s) for DM and Ministerial review.
- June/July 2015 - Present the FLMM DM Steering Committee on LMI and, in turn, Ministers, with:
 - An update on the status of the FPT LMI inventory; and
 - Clear recommendations on an approach to LMI governance involving all labour market partners, both government and non-government.
- At the conclusion of the July 2015 FLMM, the SO Steering Committee may be called upon to implement the direction given by Ministers concerning LMI.

4. Type and Frequency of Meetings: (i.e. face-to-face; teleconference, etc)

Over 2013-14:

- In-person meeting (October 22, 2014)
- Teleconference meetings monthly or bi-weekly, as needed

5. Expenditures

Table 1: Senior Officials' Steering Committee on Labour Market Information (LMI) Expenditures

Please Note: The SO Steering Committee had no approved budget for 2014-15. All expenditures were absorbed by the FLMM Secretariat.

ANNEX H- Performance Management and Year Two Review Working Group (PMWG)

F/P/T Forum of Labour Market Ministers – Annual Report 2015	
<u>Working Group:</u> Performance Management and Year Two Review Working Group (PMWG)	
<u>Provincial / Territorial Co-chair :</u> Robert Lowry, Director Ministry of Training, Colleges and Universities 900 Bay Street, Mowat Block 17 th floor, room 1766 Toronto, ON M7A 1L2	<u>Federal Co-chair:</u> Monika Bertrand, Executive Director Employment and Social Development Canada 140 Promenade du Portage Gatineau, QC K1A 0J9
<u>Sub-Committees or Working Groups:</u> N/A	

1. Mandate / Mission / Objectives:

The PMWG provides a forum for multilateral discussion and decision on issues of common interest related to performance measurement and management for the Canada Job Fund (CJF) agreements. This includes development of a Performance Measurement Framework for the CJF agreements, and its periodic (annual) review, a Terms of Reference for the Year 2 Review of the Canada Job Grant (CJG) and issues of common interest to jurisdictions to support the development of the Canada Job Fund agreement evaluation frameworks.

2. Key Achievements / Milestones / Deliverables:

(Include dates as appropriate; 4-5 lines/bullets maximum)

- Completion of a Performance Management Framework approved by Deputy Ministers in November 2014 that includes common performance indicator definitions, a timeline for implementation, and an annual reporting template.
- Completion of a Terms of Reference for the CJG's Year 2 Review approved by Ministers in November 2014.
- Completion of a process to hire an external consultant (i.e. Goss Gilroy Inc.) to complete the pan-Canadian report for the Year 2 Review of the CJG in March 2015.

3. Planned Deliverables for Next 12 Months (Spring 2015 – Spring 2016):

(Include dates and intended audience [i.e. DM, Senior Officials]; 4 - 5 lines/bullets maximum)

- Manage the contract for the pan-Canadian report of the CJG's Year 2 Review and approve the different stages of work (including the work plan, draft and final reports). An in-person meeting in November 2015 in Toronto to discuss the pan-Canadian report of the CJG's Year 2 Review, which is to be forwarded for review and approval by Senior Officials, Deputy Ministers and Ministers.
- Finalize the pan-Canadian Report for the CJG's Year 2 Review (fall 2015). Pending tasking by Senior Officials, assess potential adjustments to the CJG program parameters based on the outcomes of the review (January – March 2016). Review the Performance Measurement

Framework based on the outcomes of the Year Two Review and the first year of implementation (January-March 2016).

- Possible discussion of issues of common interest to jurisdictions to support the development of CJF agreement evaluation frameworks.

4. Type and Frequency of Meetings: (i.e. face-to-face; teleconference, etc)

(2 - 3 lines/bullets maximum)

- A series of biweekly and weekly teleconferences occurred in the summer/fall of 2014-15 to support the development of iterative drafts of the Performance Measurement Framework and the Terms of Reference.
- In addition, an in-person meeting took place in Toronto on October 23, 2014.
- Going forward for 2015-16, teleconferences will be arranged as needed and in-person meeting is being planned for November 2015.

5. Expenditures

Table 1: Performance Management Working Group Expenditures

Please Note: The PMWG had no approved budget for 2014-15. All expenditures were absorbed by the FLMM Secretariat.