



ANNUAL REPORT 2016-2017

Forum of Labour Market Ministers



Forum of Labour Market Ministers (FLMM)

The FLMM is an intergovernmental forum established to strengthen cooperation and strategic thinking on the labour market priorities of the provinces, territories and Canada. The FLMM is composed of federal, provincial and territorial Ministers, Deputy Ministers and officials with labour market responsibilities.

Annual Report

April 2016 to March 2017

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| The Forum of Labour Market Ministers

The Forum of Labour Market Ministers (FLMM) is composed of federal, provincial and territorial Ministers responsible for labour market issues. It was created in 1983 to promote discussion and cooperation on common labour market matters.

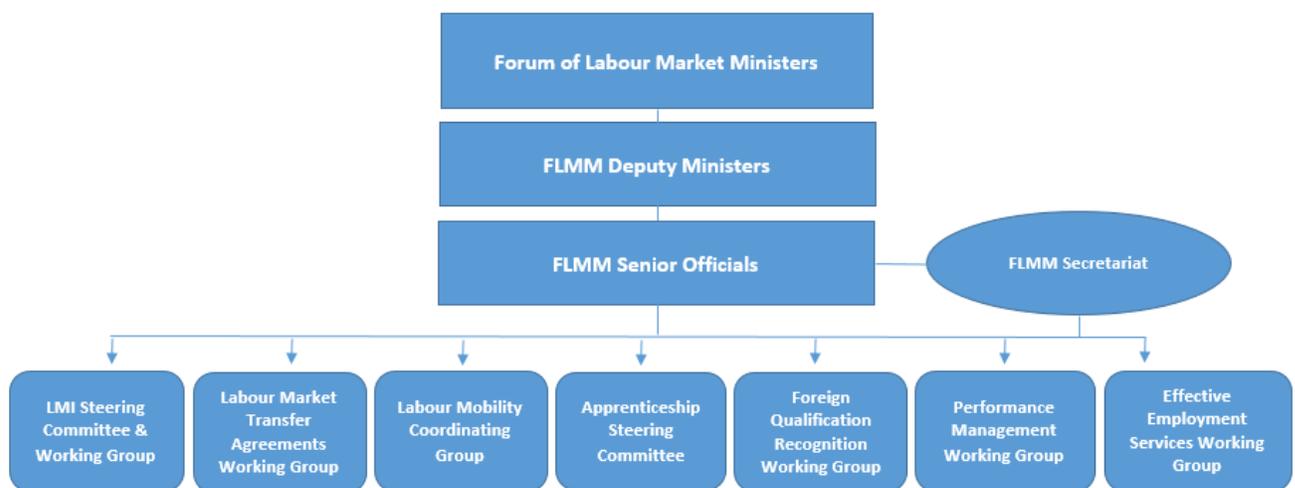
The FLMM is co-chaired by the federal government (represented by the Minister of Employment, Workforce Development and Labour) and a lead province or territory (currently the Government of Quebec, represented by the Minister of Employment and Social Solidarity). The provincial-territorial co-chair role has a two-year rotation, with Quebec’s mandate running from April 1, 2015 to March 31, 2017.

The FLMM represents all member governments and facilitates discussions and collaboration at the Minister, Deputy Minister, Senior Official and official levels.

The current priorities of the Forum include:

- ❖ Labour market information (LMI);
- ❖ Labour mobility between provinces and territories in Canada;
- ❖ Foreign qualifications recognition (FQR);
- ❖ Harmonizing apprenticeship training and improving employer participation in training; and,
- ❖ Strengthening labour market transfer agreements.

2016-2017 Forum of Labour Market Ministers Organization Chart



| 2016-2017 Year in Review

In 2016-2017, the FLMM undertook significant work to support its objectives to foster inclusive workforce participation, to work towards a better alignment of skills with evolving labour market needs and to support efficient labour markets to better serve all Canadians. These objectives have guided the FLMM in identifying its strategic priorities and developing a vision for future FLMM work.

Through the summer of 2016, the FLMM has led pan-Canadian consultations with stakeholders on the labour market transfer agreements which support the design and delivery of provincial and territorial labour market programs and services. The results of these consultations were published in a summary report and helped inform the way forward for the next generations of agreements.

In addition, during the FLMM meeting held on October 14, 2016, Labour Market Ministers announced that the target from the *Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications*¹ adopted in 2009, to reach an initial qualifications recognition decision, will be changed from one year to six months.



FLMM meeting in Québec City, October 14, 2016

Throughout the year, the FLMM also pursued efforts to harmonize apprenticeship training for 30 Red Seal trades by 2020 in most jurisdictions, with an effort to harmonize training for two-thirds of Red Seal apprentices by 2017 as well as to implement the Labour Market Information Council (LMIC).

¹ The Quebec government has not endorsed the Framework, but supports its principles and collaborates with other governments on FQR.

| Labour Market Information

In July 2015, FLMM Ministers endorsed the creation of a Labour Market Information Council (LMIC) for Canada supported by a permanent secretariat and complemented by a National Stakeholder Advisory Panel (NSAP).

The NSAP will provide strategic advice to the LMIC Board of Directors consisting of representatives from all provinces, territories, Employment and Social Development Canada and the Chief Statistician of Canada on annual priorities and other activities at the Council's discretion. NSAP members may also be asked to provide advice to the federal-provincial-territorial Policy Committee and the Executive Director of the Council.

Governments developed a business plan to inform the launch of the LMIC and NSAP which was endorsed by FLMM Ministers on June 28, 2016. It was recommended that the Council be structured as a registered not-for-profit corporation, which would provide the functional autonomy to operate as its own entity and provide the flexibility and neutrality to undertake its mandate and operations.

The Council will be formally created as a not-for-profit corporation in April 2017 with a mandate to identify and implement pan-Canadian priorities for the collection, analysis and distribution of LMI. Its initial priorities include: addressing the need for more granular local LMI; prioritizing consistency of LMI through the alignment of standards and methodologies; and working with stakeholders to develop and promote a collaborative platform for disseminating LMI for Canadians.

| Labour Mobility

In 1994, federal, provincial and territorial (FPT) governments signed the *Agreement on Internal Trade* (AIT), which sought to eliminate, to the greatest extent possible, inter-provincial barriers to the free movement of workers, goods, services and investments. The Labour Mobility Chapter 7 of the AIT is the expressed commitment to achieve the full labour mobility of certified workers in regulated professions and trades to work anywhere in Canada, and outlines the obligations of all Parties for achieving labour mobility.

The FLMM is responsible for overseeing the implementation of Chapter 7 on behalf of FPT governments. The Labour Mobility Coordinating Group (LMCG), comprised of FPT representatives, was established by the FLMM to coordinate and monitor the implementation of Chapter 7.

In 2016-2017 the LMCG increased communication efforts through the launch of a new [LMCG website](#). The website provides information for certified workers, regulatory bodies, and employers regarding the Labour Mobility Chapter of the AIT. The website also provides resources offered in each province and territory, including the contact information for each jurisdiction's Labour Mobility Coordinator. In addition, a Frequently Asked Questions (FAQ) section has been developed, along with a short informative video on labour mobility.

Throughout the year, the LMCG engaged with regulators on labour mobility provisions and obligations under Chapter 7, including presenting at multi-stakeholder events such as the Canadian Network of Agencies for Regulation (CNAR) in November 2016 as well as delivering tailored presentations at occupational specific events.

The LMCG also collaborated with Internal Trade Representatives to monitor revisions made to the AIT and to assess labour mobility implications of the new [Canadian Free Trade Agreement](#), which will replace the AIT and come into effect on July 1, 2017.

On an annual basis, the LMCG is also responsible to review and assess the effectiveness of Chapter 7 toward achieving full labour mobility, which includes identifying and resolving mobility challenges and unintended adverse consequences. Once approved by the FLMM, a report is provided to the Committee on Internal Trade (CIT) and made public.

| Foreign Qualification Recognition

To improve foreign qualification recognition (FQR) processes across Canada, the FLMM released [A Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications](#) (Framework)² in 2009. The Framework's objective is to ensure that regulatory bodies have in place FQR processes and supports that are fair, transparent, timely and consistent.

In line with the Framework's vision, the Foreign Qualification Recognition Working Group (FQRWG) has supported improved foreign qualification assessment and recognition processes from the pre-arrival to employment stage. To date, the FQRWG has worked with

² The Quebec government has not endorsed the Framework, but supports its principles and collaborates with other governments on FQR. However, in light of its existing accountability mechanisms, Quebec does not participate in pan-Canadian monitoring and evaluating activities. Rather, Quebec agrees to share public reports already made to its citizens, notably those tabled at the National Assembly.

nineteen³ high-demand occupations and five trades to develop action plans to improve their FQR systems.

To renew efforts under the Framework, the FLMM also endorsed [*An Action Plan for Better Foreign Qualification Recognition*](#) (Action Plan) in 2014, which committed to a three-year work plan. Priority areas identified in the Action Plan include:

- Pre-decision Information and Pre-Arrival Assessment Processes;
- Workforce Participation;
- Monitoring and Evaluation; and
- Communicating FPT Actions to Stakeholders.

On October 14, 2016, jurisdictions agreed to continue working with their regulators and assessment agencies to ensure that newcomers receive more timely information on whether they qualify to work in their profession or what additional training might be needed to meet Canadian standards. Ministers also [announced](#) that the target to reach an initial qualifications recognition decision would be changed from one year to six months for the nineteen occupations.

Additionally, to support the four priority areas of the Action Plan, the FQRWG engaged in a number of initiatives over the 2016/17 year. For example, the FQRWG released a commissioned report entitled [*Improving Pre-arrival Information Uptake for Internationally Educated Professionals*](#) by Keith Johnson and Brian Baupal. This report explored the uptake, navigability and effectiveness of available pre- and post-arrival information related to FQR assessment and recognition.

The FQRWG also developed and distributed surveys to provincial regulators, national associations of regulatory bodies and the Fairness Commissioners to monitor ongoing progress in the FQR processes. FQRWG conducted a data workshop in September 2016 to streamline, assess, and develop next steps related to data collection and analysis for a new Pan-Canadian Survey.

The outstanding action plans from last year for psychologists and lawyers were also completed during this reporting period.

To improve communications on FQR progress and FLMM activity, the first phase of the FLMM's new website section dedicated to foreign qualification recognition has also been developed. The site will showcase joint FPT and individual jurisdictional work accomplished. Over time, more content will be added to the site.

³ The nineteen target occupations include: architects, audiologists and speech language pathologists, dentists, engineers, engineering technicians and technologists, financial auditors and accountants, geoscientists, lawyers, licensed practical nurses, medical laboratory technologists, medical radiation technologists, midwives, occupational therapists, pharmacists, psychologists, physicians, physiotherapists, registered nurses, teachers (K-12).

| Apprenticeship

In August 2014, recognizing the need to enhance apprenticeship training to address labour markets' demands, FPT governments agreed to collaborate to increase employer participation in apprenticeship and harmonize apprenticeship training in Red Seal trades⁴⁵.

Employer participation

Employers play a fundamental role in apprenticeship. In October 2016, Ministers agreed to explore innovative approaches to increase employer engagement to help identify best practices to encourage employer engagement in apprenticeship training, which will contribute to a more qualified workforce. Work is underway with interested jurisdictions to implement this commitment.

Harmonization

The objective for harmonizing Red Seal trade apprenticeship programs is to allow apprentices to take training that has been consistently aligned across Canada, with the exception of Quebec due to the uniqueness of its apprenticeship system. In September 2016, eight Red Seal trades were harmonized in most jurisdictions fulfilling FLMM Ministers' request of July 2014. On July 8, 2015, FPT Ministers also agreed to accelerate the harmonization of thirty Red Seal trades by 2020, setting a new target of harmonizing training for two-thirds of Red Seal apprentices by 2017 in most jurisdictions. This commitment was reaffirmed in October 2016.

Provincial-Territorial initiatives on apprentice mobility

Provincial and territorial governments have also led apprentice mobility initiatives. On July 16, 2015, Canada's Premiers signed the *Provincial-Territorial Apprentice Mobility Protocol*, and provincial and territorial Ministers responsible for apprenticeship and labour markets subsequently signed the *Provincial-Territorial Apprentice Mobility Agreement*. Under the agreement, apprentices who move from one province or territory to another can receive recognition for hours worked, training received and related exams successfully completed. To support implementation of the protocol and the agreement, the Provincial-

⁴ Considering the uniqueness of its apprenticeship system, the Government of Quebec is participating as an observer to the harmonization of Red Seal trades.

⁵ In Ontario, consultations with industry partners on harmonization are led by the Ontario College of Trades. Ontario remains supportive of Harmonization and endorses any effort that enhances the quality of apprenticeship and mobility of apprentices. However, it is unable to commit to implementation of specific harmonization elements or timelines.

Territorial Apprentice Mobility Guidelines and Transfer Guide were published as of January 2016. Further work continues on pre-apprentice mobility.

| Labour Market Transfer Agreements

In 2016, FLMM undertook significant work to strengthen the close to \$3 billion Labour Market Transfer Agreements that support provincial and territorial employment services and skills training programs.

Over the summer 2016, the FLMM held pan-Canadian consultations and received valuable feedback from more than 700 stakeholders on the effectiveness of the current labour market transfer agreements. Stakeholder participation included organizations representing employers, job seekers, service providers, under-represented groups, post-secondary and training institutions, think tanks and individuals. The [summary consultation report](#) which was publically released by Ministers in October 2016, helped inform the collaborative approach toward renewing the agreements. One of the key themes that emerged from these consultations was the need to ensure that the next generation of labour market transfer agreements fosters innovative approaches and the sharing of best practices.

Federal, provincial and territorial governments continue to work together to ensure the next generation of agreements are client-focused, flexible and responsive to the needs of individuals, workers, employers and under-represented groups and that they will build on strong evidence for relevant performance measurement to better inform and serve Canadians and help them achieve meaningful employment outcomes. In the context of the labour market transfer agreements, the FLMM is committed to fostering innovative approaches and the sharing of best practices.

| Financial Statements

Working Group	Approved Budget	Expenses	Variance
FPT Activities	\$2,273,161.50	\$941,846.41	\$1,331,315.09
PT Activities	\$95,417	\$57,967.41	\$37,449.59
Total	\$2,368,578.50	\$999,813.82	\$1,368,764.68