

**Manitoba Education and Training**

**Annual Report  
2017-2018**



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**MINISTER  
OF EDUCATION AND TRAINING**

Room 168  
Legislative Building  
Winnipeg, Manitoba, Canada  
R3C 0V8

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

Your Honour:

I have the privilege of presenting for the information of Your Honour the Annual Report of Manitoba Education and Training for the fiscal year ending March 31, 2018.

Respectfully submitted,

*Original signed by*

Honourable Kelvin Goertzen







Education and Training  
Deputy Minister  
Room 162, Legislative Building, Winnipeg, Manitoba, Canada R3C 0V8

Honourable Kelvin Goertzen  
Minister of Education and Training  
Room 168, Legislative Building  
Winnipeg MB R3C 0V8

Dear Minister:

I am pleased to present the Annual Report of Manitoba Education and Training for the period April 1, 2017 to March 31, 2018.

Respectfully submitted,

*Original Signed by*

James Wilson





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# Preface

## Report Structure

This annual report is organized in accordance with the Manitoba Education and Training appropriation structure, as set out in the Estimates of Expenditure of the Province of Manitoba for the fiscal year ending March 31, 2018.

The report includes information at the main and sub-appropriation levels relating to the department's objectives, and actual results achieved. Financial performance information provides expenditure and revenue variance explanations and a five-year adjusted historical table of staffing and expenditures.

## Department's Role

Manitoba Education and Training facilitates high quality, accessible learning and training opportunities for children, youth and adults, ensuring a skilled and adaptable workforce that supports the needs of Manitoba, and ensures that Manitobans are able to participate in the social, economic, environmental and cultural fabric of the province.

Manitoba Education and Training promotes Manitoba as an immigration, education and investment destination of choice for skilled workers, international students and entrepreneurs. Manitoba Education and Training also provides leadership on international qualifications recognition.

The department is responsible for developing a broad labour market strategy that builds on partnerships and consultations with post-secondary institutions, industry, employers, community, education and labour, and other government stakeholders to align learning and workforce needs in a comprehensive lifespan approach.

The department is also responsible for the overall legislative and regulatory structure governing K-12 education (English, Français and French immersion), adult learning, apprenticeship, and post-secondary education systems.

The Minister of Education and Training is the Chair of the Healthy Child Committee of Cabinet and Minister responsible for The Healthy Child Manitoba Act, and as such leads the development and implementation of the Healthy Child Manitoba Strategy, which works across departments and sectors to facilitate a community development approach for the well-being of Manitoba's children, families and communities.

Manitoba Education and Training also represents the Province in discussions with the federal or other provincial/territorial governments to ensure Manitoba's priorities are recognized and to benefit from national projects and initiatives, in many cases taking a lead role. This includes working closely internally and with other government departments and third party partners to promote a unified direction for education, immigration and improved labour markets in Manitoba and across Canada.

Manitoba Education and Training has an extensive and complex mandate inclusive of early childhood education, K-12 education, Indigenous education, adult learning, apprenticeship, post-secondary education, workforce development, immigration and economic opportunities.

## Highlights

In 2017/18, department highlights include:

- Provided career development and training opportunities in partnership with stakeholders to unemployed and employed individuals. As of March 31, 2018,
  - there were 11,064 active apprentices, including 2,221 newly registered apprentices in 2017/18;
  - career development supports were provided to 25,865 youth and skills development programs supported 2,982 participants; and
  - employment services were provided to 27,089 individuals, and industry services trained 27,619 new and existing workers while providing 35,830 more with career information.
- Signed new federal/provincial labour market transfer agreements which provided greater learning opportunities to help individuals transition to the workforce and for workers to increase their skills to retain or advance their employment.
- Partnered with the Assembly of Manitoba Chiefs and the Treaty Relations Commissioner of Manitoba, work began on a long-term project to revise the K-11 social studies curriculum to include Treaty Education.
- Consulted with stakeholders and community members to enhance K-12 education in the following areas:
  - **Indigenous Education** – over 200 stakeholder organizations attended roundtables that focussed on identifying barriers and solutions to improving Indigenous education, training and workforce participation.
  - **Literacy and Numeracy** – over 700 Manitobans shared their perspectives and ideas on topics they identified as critical to impacting and improving achievement in literacy and numeracy for all Manitobans.
  - **French Language Education** – over 300 stakeholders and members from the community attended a forum to discuss the future of French language education.
- Awarded contracts for the construction of a new K-8 school in Winkler and a new grades 9-12 high school in Niverville as well as for six other significant addition and renovation projects at other schools across Manitoba including Altona, Dugald, La Salle, Neepawa and Winnipeg.
- Released the Manitoba College Education review with recommendations that build on existing college system strengths to enhance and modernize post-secondary education in the province.
- Enhanced the Manitoba Scholarship and Bursary Initiative (MSBI) to make available \$20M in scholarships and bursaries to Manitoba students through participating institutions and organizations. In addition, changes were made to the Manitoba Bursary to provide up-front financial support to students' post-secondary education goals.
- Streamlined the Manitoba Provincial Nominee Program to strengthen economic outcomes for provincial nominees.
- Eliminated the MPNP application backlog and, through the Expression of Interest system, maintained processing times of six months or less for Skilled Worker applications.
- Introduced a cost-recovery model that reinvests MPNP revenues into long-term economic growth.
- Completed review of registration practices of the 30 self-regulated professions in Manitoba to ensure they meet the requirements under the Fair Registration Practices in Regulated Professions Act.
- Tabled the second Report on the Health of Manitoba's Children and Youth in the Legislature in spring 2017, which illustrates with provincial data how children and youth in Manitoba are doing on multiple health and wellness indicators across Manitoba.

- Developed the Department of Education and Training's Strategic Action Plan (2017/18) to provide clear direction on how the department will help to fulfil the government's mandate in fiscal year 2017/18.

## **Statutes**

In 2017/18. The Department of Education and Training operated under the authority of the following Acts of the Consolidated Statutes of Manitoba

- The Adult Learning Centres Act
- The Adult Literacy Act
- The Advanced Education Administration Act
- The Advisory Council on Workforce Development Act
- The Apprenticeship and Certification Act
- The Apprenticeship Employment Opportunities Act
- The Brandon University Act
- The Certified Occupations Act
- The Colleges Act
- The Community Schools Act
- The Degree Granting Act
- The Education Administration Act
- The Fair Registration Practices in Regulated Professions Act
- The Healthy Child Manitoba Act
- The Helen Betty Osborne Memorial Foundation Act
- The International Education Act
- The Manitoba Institute of Trades and Technology Act
- The Manitoba Teachers' Society Act
- The Private Vocational Institutions Act
- The Property Tax and Insulation Assistance Act
- The Public Schools Act
- The Public Schools Finance Board Act
- The Red River College Act
- The Student Aid Act
- The Teachers' Pensions Act
- The Université de Saint-Boniface Act
- The University College of the North Act
- The University of Manitoba Act
- The University of Winnipeg Act



# Préface

## Structure du rapport

Le présent rapport annuel suit la structure des crédits d'Éducation et Formation Manitoba, comme il est indiqué dans le Budget des dépenses de la Province du Manitoba pour l'exercice terminé le 31 mars 2018.

Il comprend de l'information sur les affectations budgétaires principales et de moindre importance se rapportant aux objectifs du Ministère et aux résultats atteints. Les renseignements sur le rendement financier sont fournis accompagnés d'explications sur les écarts dans les dépenses et les recettes ainsi que d'un tableau chronologique quinquennal redressé illustrant les dépenses et les effectifs du ministère.

## Rôle du Ministère

Éducation et Formation Manitoba contribue à la création d'occasions de formation et d'apprentissage de grande qualité et accessibles pour les enfants, les jeunes et les adultes, en veillant au maintien d'une main-d'œuvre qualifiée et polyvalente qui répond aux besoins du Manitoba. Le Ministère donne également aux Manitobains des outils qui leur permettent de participer au tissu social, économique, environnemental et culturel de la province.

Éducation et Formation Manitoba fait la promotion du Manitoba comme destination de choix pour l'immigration, la formation et l'investissement auprès de travailleurs qualifiés, d'étudiants étrangers et d'entrepreneurs. Le Ministère joue également un rôle de chef de file en matière de reconnaissance des compétences acquises à l'étranger.

Éducation et Formation Manitoba est responsable d'élaborer une vaste stratégie du marché du travail qui mise sur la création de partenariats et la tenue de consultations avec des établissements d'enseignement postsecondaire, l'industrie, les employeurs, la collectivité, le milieu de l'éducation et du travail et d'autres intervenants gouvernementaux pour arrimer les besoins en matière d'apprentissage et de main-d'œuvre à une approche globale qui intègre tous les stades de la vie.

Le Ministère est également responsable de la structure législative et réglementaire globale qui régit les systèmes d'éducation de la maternelle à la 12<sup>e</sup> année (anglais, français et immersion française), de formation des adultes, d'apprentissage et d'enseignement postsecondaire.

Le ministre de l'Éducation et de la Formation préside le Comité ministériel pour Enfants en santé. Il est ministre responsable de la Loi sur la stratégie « Enfants en santé Manitoba » et, à ce titre, dirige l'élaboration et la mise en œuvre de la stratégie Enfants en santé Manitoba, qui est utilisée dans l'ensemble des ministères et des secteurs pour faciliter l'adoption d'une approche axée sur le développement communautaire pour le bien-être des enfants, des familles et des collectivités du Manitoba.

Éducation et Formation Manitoba représente également la Province dans le cadre de discussions avec le gouvernement fédéral ou d'autres gouvernements provinciaux et territoriaux afin de faire en sorte que les priorités du Manitoba soient reconnues et de profiter de projets et d'initiatives nationaux, en jouant souvent un rôle de premier plan. Ce travail suppose une collaboration étroite à l'interne et avec d'autres ministères et des tiers partenaires afin de promouvoir l'adoption d'une orientation unifiée

en matière d'éducation, d'immigration et d'amélioration du marché du travail au Manitoba et dans l'ensemble du Canada.

Éducation et Formation Manitoba a un mandat vaste et complexe qui inclut l'éducation de la petite enfance, l'éducation de la maternelle à la 12<sup>e</sup> année, l'éducation des Autochtones, la formation des adultes, l'apprentissage, l'éducation postsecondaire, le perfectionnement de la main-d'œuvre, l'immigration et la création de débouchés économiques.

## Faits saillants

Voici quelques faits saillants concernant les activités du Ministère en 2017-2018.

- Création de possibilités de formation et de perfectionnement professionnel en partenariat avec les parties prenantes à l'intention des personnes employées et sans emploi. Au 31 mars 2018 :
  - on comptait 11 064 apprentis actifs, dont 2 221 nouveaux apprentis inscrits en 2017-2018;
  - des services de soutien au perfectionnement professionnel avaient été offerts à 25 865 jeunes, et des programmes de perfectionnement des compétences avaient soutenu 2 982 participants;
  - Des services d'emploi avaient été fournis à 27 089 personnes, et les services à l'industrie avaient permis de former 27 619 travailleurs actuels et nouveaux et fourni à 35 830 autres de l'information sur les carrières.
- Signature de nouvelles ententes de transfert fédérales-provinciales relatives au marché du travail, qui offrent de meilleures possibilités d'apprentissage afin d'aider les personnes à faire leur entrée sur le marché du travail et les travailleurs à améliorer leurs compétences afin de conserver ou d'améliorer leur situation d'emploi.
- En partenariat avec l'Assembly of Manitoba Chiefs et la commissaire pour la Commission des relations découlant des traités du Manitoba, lancement des travaux dans le cadre d'un projet à long terme visant à réviser le programme d'études sociales de la maternelle à la 11<sup>e</sup> année afin d'y inclure la formation sur les traités.
- Consultation auprès d'intervenants et de membres de la communauté pour améliorer l'éducation de la maternelle à la 12<sup>e</sup> année dans les domaines suivants:
  - **Éducation des Autochtones** – plus de 200 organisations prenantes ont participé à des tables rondes qui portaient sur la détermination des obstacles et la recherche de solutions pour améliorer l'éducation, la formation et la participation au marché du travail chez les Autochtones;
  - **Littératie et numératie** – plus de 700 Manitobains ont communiqué leurs perspectives et leurs idées sur des sujets qu'ils ont définis comme étant cruciaux pour faire évoluer et améliorer les résultats obtenus en matière de littératie et de numératie au profit de l'ensemble de la population manitobaine;
  - **Éducation en langue française** – plus de 300 intervenants et membres de la communauté ont participé à un forum pour discuter de l'avenir de l'éducation en langue française.
- Attribution de contrats pour la construction d'une nouvelle école (de la maternelle à la 8<sup>e</sup> année) à Winkler et d'une nouvelle école secondaire (de la 9<sup>e</sup> à la 12<sup>e</sup> année) à Niverville, ainsi que pour six autres projets importants d'agrandissement et de rénovation d'autres écoles au Manitoba, notamment à Altona, à Dugald, à La Salle, à Neepawa et à Winnipeg.

- Publication du rapport d'examen de l'enseignement collégial au Manitoba, qui contient des recommandations qui misent sur les points forts actuels du système collégial afin d'améliorer et de moderniser l'éducation postsecondaire dans la province.
- Amélioration de l'Initiative de bourses d'études et d'entretien du Manitoba pour offrir 20 millions de dollars sous forme de bourses d'études et d'entretien aux étudiants du Manitoba par l'entremise d'établissements et d'organismes participants. De plus, des changements ont été apportés à la Bourse du Manitoba afin que les étudiants puissent profiter d'un premier soutien financier destiné à les aider à réaliser leurs objectifs d'études postsecondaires.
- Simplification du programme Candidats du Manitoba pour améliorer les résultats économiques des candidats à l'immigration de la province.
- Élimination des retards accumulés dans le traitement des demandes présentées au programme Candidats du Manitoba et, par l'entremise du système de déclaration d'intérêt, maintien des délais de traitement de six mois ou moins pour les demandes de travailleurs qualifiés.
- Introduction d'un modèle fondé sur le recouvrement des coûts qui réinvestit les recettes du programme Candidats du Manitoba dans la croissance économique à long terme.
- Révision complète des pratiques d'inscription des 30 professions autoréglementées au Manitoba afin que celles-ci répondent aux exigences de la Loi sur les pratiques d'inscription équitables dans les professions réglementées.
- Dépôt du deuxième Rapport sur les enfants et les jeunes au Manitoba à la Législature au printemps 2017, qui illustre au moyen de données provinciales les résultats obtenus par les enfants et les jeunes d'un bout à l'autre du Manitoba relativement à de multiples indicateurs de santé et de mieux-être.
- Élaboration du plan d'action stratégique du ministère de l'Éducation et de la Formation (2017-2018), qui fournit des directives claires sur la façon dont le Ministère contribuera au mandat du gouvernement au cours de l'exercice 2017-2018.

## Lois

En 2017-2018, le ministère de l'Éducation et de la Formation est régi par les lois suivantes de la Codification permanente des lois du Manitoba.

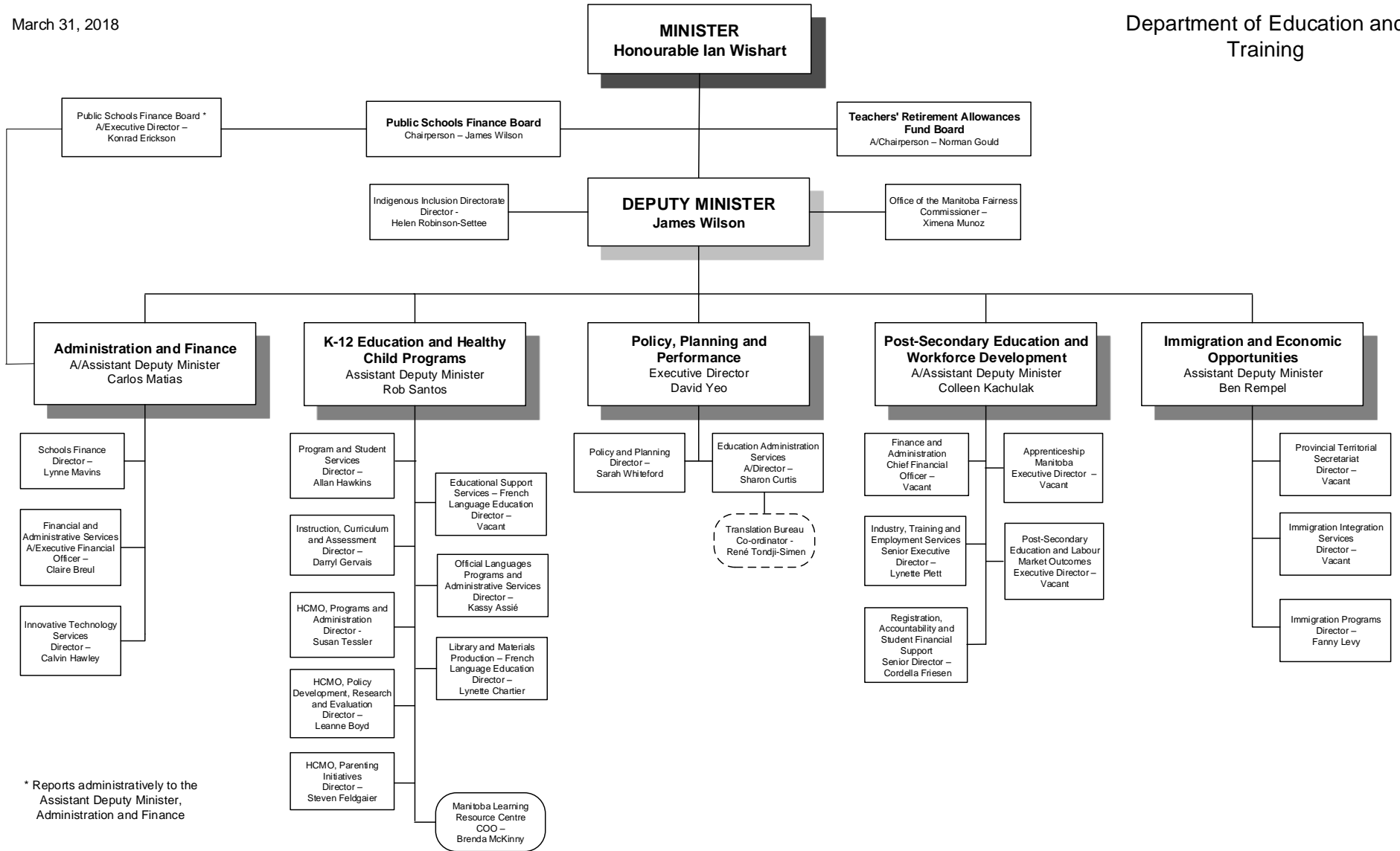
- Loi sur les centres d'apprentissage pour adultes
- Loi sur l'alphabétisation des adultes
- Loi sur l'administration de l'enseignement postsecondaire
- Loi sur le Conseil consultatif du développement de la main-d'œuvre
- Loi sur l'apprentissage et la reconnaissance professionnelle
- Loi sur les occasions d'apprentissage en milieu de travail
- Loi sur l'Université de Brandon
- Loi sur les professions reconnues
- Loi sur les collègues
- Loi sur les écoles communautaires
- Loi sur l'attribution de grades
- Loi sur l'administration scolaire
- Loi sur les pratiques d'inscription équitables dans les professions réglementées
- Loi sur la stratégie « Enfants en santé Manitoba »
- Loi sur la Fondation commémorative Helen Betty Osborne
- Loi sur l'éducation internationale
- Loi sur le Manitoba Institute of Trades and Technology
- Loi sur l'Association des enseignants du Manitoba

- Loi sur les établissements d'enseignement professionnel privés
- Loi sur l'aide en matière de taxes foncières et d'isolation thermique des résidences
- Loi sur les écoles publiques
- Loi sur la Commission des finances des écoles publiques
- Loi sur le Collège Red River
- Loi sur l'aide aux étudiants
- Loi sur la pension de retraite des enseignants
- Loi sur l'Université de Saint-Boniface
- Loi sur le Collège universitaire du Nord
- Loi sur l'Université du Manitoba
- Loi sur l'Université de Winnipeg



March 31, 2018

Department of Education and Training



\* Reports administratively to the Assistant Deputy Minister, Administration and Finance



## **PART A – OPERATING EXPENSES**



## Administration and Finance

The Administration and Finance Division provides executive management, planning and policy, central comptrollership, and overall administrative support services to Manitoba Education and Training (MET). In addition, it ensures the development of effective management practices related to comptrollership and human resource development.

Included in this division is the office of the Minister and the Deputy Minister, Financial and Administrative Services and Innovative Technology Services.

The Administration and Finance Division maintains responsibility for management of information systems across the department as well as the development and management of the Schools Information System.

### Executive Support

This line provides the additional compensation to which individuals appointed to the Executive Council are entitled.

The Minister's and Deputy Minister's office provide leadership to Manitoba education, workforce training and immigration systems which ensures the provision of high quality and equitable training and education programs together with support services to stakeholders. In addition, administrative leadership is provided to the department to ensure the effective and efficient co-ordination of human and financial resources.

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

Expenditures by Sub-Appropriation	Actual 2017/18 \$000	Estimate 2017/18 FTE	Estimate 2017/18 \$000	Variance Over (Under) \$000	Expl. No.
Salaries and Employee Benefits	42	1.00	42	0	
<b>Total Sub-Appropriation</b>	<b>42</b>	<b>1.00</b>	<b>42</b>	<b>0</b>	

#### 1 (b) Executive Support

Expenditures by Sub-Appropriation	Actual 2017/18 \$000	Estimate 2017/18 FTE	Estimate 2017/18 \$000	Variance Over (Under) \$000	Expl. No.
Salaries and Employee Benefits	594	8.00	649	(55)	
Other Expenditures	130		165	(35)	
<b>Total Sub-Appropriation</b>	<b>724</b>	<b>8.00</b>	<b>814</b>	<b>(90)</b>	

## Financial and Administrative Services

Financial and Administrative Services provides leadership on financial and administrative matters for Manitoba Education and Training. Responsibilities include ensuring that the comptrollership function

of the department is appropriately maintained and meets the needs for financial control, accountability, and the reporting, safeguarding and protection of financial and physical assets. The branch also provides comprehensive support services in assessing resource requirements and allocations to programs and branches, including direction and support in financial and business planning, reporting, monitoring and control policies, processes and procedures.

Financial management and accountability activities include: co-ordinating the annual estimates of the department and other financial planning processes; monitoring and reporting financial performance; conducting specialized financial reviews and analyses; preparing reports to support timely financial management decisions; safeguarding physical and financial assets; and providing accounting services to the department. The branch's expected results include the effective and efficient operation of financial management systems, timely management decisions, as well as compliance with all financial management, financial planning and audit requirements of the Manitoba government.

### Sustainable Development

The branch strives to make the best use of resources, which means considering efficiency, effectiveness, concern for the environment and the well-being of staff. This includes, among other things, the replacement of paper-based reporting with electronic data collection methods, the use of recycled paper, and two-sided printing. The branch works hard to minimize the use of resources through re-using and recycling paper and the increased use of automation and information technology.

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

Expenditures by Sub-Appropriation	Actual 2017/18 \$000	Estimate 2017/18 FTE	Estimate 2017/18 \$000	Variance Over (Under) \$000	Expl. No.
Salaries and Employee Benefits	979	18.00	1,438	(459)	1
Other Expenditures	120		146	(26)	
<b>Total Sub-Appropriation</b>	<b>1,099</b>	<b>18.00</b>	<b>1,584</b>	<b>(485)</b>	

- Under expenditure reflects savings due to vacancies, including vacancies in policy positions being reallocated as part of the 2018/19 Estimates process, vacancies in positions for which resources were borrowed from other branches and departments, and vacancies in position being eliminated as part of the 2018/19 Estimates process, partially offset by severance and vacation payouts.*

### Innovative Technology Services

The Innovative Technology Services (ITS) branch provides services across Manitoba Education and Training (MET) to improve program efficiency and accountability through the use of information technology. In addition, ITS is responsible for overseeing the departmental computing environment including information databases, customized applications and backup/recovery services for program requirements outside the scope of the managed desktop environment.

ITS supports the technology and innovation needs of the Department of Education and Training. The branch facilitates project management services so that both business and information technology projects are conducted employing a rigorous, internationally accepted standard for the management of projects. ITS represents the department to central units such as Business Transformation and Technology.

ITS is working with MET branches and programs on projects regarding the implementation of a model to enhance services to their clients, increase efficiency within the branches and streamline traditional paper processes.

ITS works closely with all areas within the department, Manitoba Education, Research and Learning Information Networks (MERLIN) and other external service providers to provide expertise and consultation on any technology and innovation initiatives to assist in meeting the challenges, service delivery needs and business requirements of the educational (K-12 and post-secondary) and workforce development communities serviced by the department.

### Sustainable Development

ITS encourages the use of websites for the storage and dissemination of departmental forms. The branch offers the use of conference calls to minimize travel to regularly scheduled meetings. It should be noted that the Manitoba government recognizes the value of education and collaboration alternatives that result from improved network services such as video conferencing. ITS is working with other branches and departments in the implementation of collaborative network tools that will enhance pedagogical and administrative environments in rural communities.

#### 1 (d) Innovative Technology Services

Expenditures by Sub-Appropriation	Actual 2017/18 \$000	Estimate 2017/18 FTE	Estimate 2017/18 \$000	Variance Over (Under) \$000	Expl. No.
Salaries and Employee Benefits	505	5.00	484	21	
Other Expenditures	79		81	(2)	
<b>Total Sub-Appropriation</b>	<b>584</b>	<b>5.00</b>	<b>565</b>	<b>19</b>	





## K-12 Education and Healthy Child Programs

The division's mandate is to provide leadership and support for Manitoba's Early Childhood and K-12 educational system through the development and implementation of a policy and program framework for the school system. Leadership and support are also provided to the Healthy Child Manitoba Office (HCMO), which innovates, implements and evaluates the Manitoba government's long-term, cross-departmental strategy to promote healthy child and adolescent development, and serves as the secretariat to the Healthy Child Committee of Cabinet.

This mandate is achieved through the work of the Division Administration office; Manitoba School for the Deaf; Instruction, Curriculum and Assessment Branch; Program and Student Services Branch; Educational Resources Branch; Bureau de l'éducation française française (BEF) (made up of Curriculum Development and Implementation – French Language Education; Educational Support Services – French Language Education; Official Language Programs and Administrative Services; Library and Materials Production - French Language Education); Healthy Child Manitoba Office; and the Manitoba Learning Resource Centre.

The accomplishments of the division are presented on a branch-by-branch basis.

### Division Administration

The Division Administration office provides leadership respecting the development, implementation and review of policy and programs including administration and finance as well as data analysis. The activities of the office include the coordination of policy, program, budget development and implementation; facilitation of intra-divisional and inter-departmental linkages; collection and analysis of information in support of departmental and divisional priorities and goals; coordination of human resource development initiatives; provision of dispute resolution coordination relating to Appropriate Educational Programming; and ensuring ongoing communication and collaboration with educators, parents and the community.

#### 2 (a) Division Administration

Expenditures by Sub-Appropriation	Actual	Estimate		Variance	Expl. No.
	2017/18 \$000	FTE	2017/18 \$000	Over (Under) \$000	
Salaries and Employee Benefits	271	5.00	411	(140)	
Other Expenditures	54		56	(2)	
<b>Total Sub-Appropriation</b>	<b>325</b>	<b>5.00</b>	<b>467</b>	<b>(142)</b>	

### Manitoba School for the Deaf

The Manitoba School for the Deaf (MSD) provides the only American Sign Language (ASL) milieu environment in Manitoba for students who are Deaf/Hard of Hearing (DHH). Students who are DHH and eligible to attend public schools in Manitoba may instead choose to attend MSD which offers a Junior K-12 program and provides an ASL – English bilingual/bicultural environment. Additionally, MSD programming is accessed by families who live in First Nations Communities in collaboration with the Education Authority and the federal government. MSD had 60 students enrolled in 2017/18, which

has been a consistent number over the past several years. Teachers and educational assistants provide on-site educational programming using the Manitoba provincial curriculum leading to a Manitoba diploma. Since 2011/12, MSD has also offered early years language intervention using a Bilingual-Bimodal approach. This early intervention gives students the opportunity to develop both spoken English and ASL to build a strong language base.

### Key Accomplishments

- eight students graduated in June 2018 with a Manitoba diploma.
- Delivered year six of the Bilingual-Bimodal classroom where multi-age classes of DHH and hearing children attend early years programs. The students were given access to ASL and spoken language for instruction. This allowed the school to be responsive to children’s learning and communication needs. The focus of early language development was enhanced by having children communicate with a larger group of peers in the classroom and using different modes of communication for instruction and social interaction.
- Continued partnership with The St. James-Assiniboia School Division that included: sharing a psychologist position, and sharing facilities (such as the gymnasium).
- A MakerSpace materials centre was created for use by elementary students to expand their creative and thinking skills.
- Focused on continued professional growth by having staff participate in the Deaf/Hard of Hearing Sharing Group sessions and other professional development activities. Staff focused on research by maintaining data on the outcomes of students in the Bilingual-Bimodal programs.
- Continued staff development with a priority of building strong skills for staff that teach students at MSD, and expanded approaches to being responsive to students with a wide range of educational and communication needs. This included responding to the needs of students with cochlear implants, multiple coexisting needs, and those who are new Canadians.
- School goals for 2017/18 were: to increase the use of technology in classrooms, to develop student sense of community through volunteer and school-based experiences, and to build community with parents and outside agencies/partners.
- Two staff continued their training to become auditory-verbal therapists so they can better support students at MSD and in the province who are using this communication approach.

### 2 (b) Manitoba School for the Deaf

Expenditures by Sub-Appropriation	Actual 2017/18 \$000	Estimate 2017/18 FTE	Estimate 2017/18 \$000	Variance Over (Under) \$000	Expl. No.
Salaries and Employee Benefits	2,997	42.85	3,180	(183)	
Other Expenditures	311		381	(70)	
<b>Total Sub-Appropriation</b>	<b>3,308</b>	<b>42.85</b>	<b>3,561</b>	<b>(253)</b>	

## Instruction, Curriculum and Assessment

The mandate of the Instruction, Curriculum and Assessment Branch is to articulate the Kindergarten to Grade 12 (K-12) English program framework that is the basis of teaching, learning, and assessment in Manitoba schools, and to support its implementation and assessment.

Following is a sampling of initiatives that are specific to curricular areas as well as cross-curricular, most of which were carried out in collaboration with educational partners.

## **Curriculum-related initiatives**

### **Arts Education**

- Produced *Celebrating Music in Manitoba Schools Month Concert Series*, and administered funding of the Manitoba Music Month Grant.
- Supported The Memorandum of Understanding with the Winnipeg Art Gallery.
- Worked with partners regarding the *Truth and Reconciliation Commission of Canada Calls to Action* in K-12 Arts Education and participated in provincial and national committees.

### **English Language Arts/Literacy**

- Supported new Kindergarten to Grade eight English language arts curriculum.
- Launched the Research in Renewing Literacies study with university partners.
- Ongoing implementation of the Reading Apprenticeship program.
- Professional learning and support across a range of initiatives including the Regie Routman in Residence project in 24 schools.

### **Mathematics**

- Led the Numeracy Leaders' Network.
- Developed a range of mathematics teaching and assessment support documents.
- Coordinated teacher inquiry projects in mathematics in collaboration with the Manitoba Teacher Research Collective.
- Developed draft Numeracy courses to transition older English Additional Language students with interrupted schooling.

### **Science**

- Worked with the Public Schools Finance Board (PSFB) regarding science lab renewals.
- Supported the Science Teacher Inquiry Project (STIP), in which science teachers developed action-research projects in collaboration with the Manitoba Teacher Research Collective.

### **Social Studies**

- Revised the Grade 11 History of Canada curriculum.
- Supported the Geographic Information Systems Day activities in Manitoba.
- Worked with partners to build Peace Literacy in the education community.
- Led and coordinated the Manitoba UNESCO Associated Schools Project Network.

### **Technology Education (Vocational, Industrial Arts and Home Economics)**

- Supported related programming, renovations and equipment, including the Technology Education Equipment Replacement and Skills Strategy Equipment Enhancement Fund grants.
- Liaised regarding Apprenticeship, Technical Vocational, Industrial Arts, Home Economics and Facility/Program Safety, and supported the High School Apprenticeship program.
- Collaborated with the Construction Safety Association of Manitoba regarding the Workplace Hazardous Materials Information System training and certification program.
- Registered and maintained records for the Youth Work Experience hiring incentive (tax incentive for employing students registered in a Technical Vocational program).

## **Cross-curricular initiatives**

### **Indigenous Education**

- Provided professional learning on integrating Indigenous perspectives into curricula; e.g., Truth and Reconciliation's Calls to Action; KAIROS Blanket Activity; First Nations' rights, histories, cultures, strengths, current issues, residential schools, building relationships.
- Reviewed and developed curricular resources, and participated in Manitoba's Indigenous Education Roundtables.

### **Assessment**

- Supported the Grades 3/4 and Middle Years Assessments and the provincial report card (revised policy and support document, business rules document, grading guidelines).
- Developed provincial tests in Grade 12 English Language Arts and in Grade 12 Mathematics.
- Coordinated Manitoba's participation in national and international tests.

### **Career Development/Dual Credits**

- Facilitated the administration of *Tell Them From Me* survey.
- Sponsored Take Our Kids to Work (TOKW), participated in the Rotary Career Symposium and the Brandon Career Symposium, and supported Career Cruising.
- Provided funding for school divisions to hire Career Development Coordinators.
- Supported the Dual Credit policy.

### **Data Collection and Analysis**

- Provided research, data management, and statistical analysis for schools and school divisions and in support of federal data collections and the *K-12 Framework for Continuous Improvement: School Planning and Reporting*.

### **Distance Learning**

- Provided 2,300 students (1,006 credits issued) with senior years' print-based Independent Study Option (ISO) courses, continued development of 15 ISO courses, and released two new courses.
- Supported divisions in the delivery of Teacher Mediated Option (TMO) courses.
- Monitored two virtual collegiates (InformNet and Wapaskwa) and developed web-based courses.

### **Early Childhood Education**

- Supported Reading Recovery and acted as branch contact for the Early Development Instrument (EDI), and related committees and initiatives.
- Built field capacity through workshops on early childhood learning.
- Supported creation of a five-year provincial early learning and child care (ELCC) strategy and other early childhood policy.

### **Education for Sustainable Development (ESD)**

- Supported a range of ESD-related activities. The ESD Leadership Council held a two day Education for Sustainability Leaders Seminar in April 2017.
- Promoted ESD priority actions: 1) school plans; 2) teacher education; and 3) technical and vocational education and training towards a green economy.
- Provided and oversaw ESD-related grants.

### **English as an Additional Language (EAL)**

- Through provincial networks, improved the reception, assessment, planning and programming for newcomer students, including those with interrupted education.
- Provided the Intensive Newcomer Support Grants and contingency funding to 13 school divisions and oversaw EAL Student categorical funding.
- Worked with and supported interpreters' training specific to educational issues.
- Worked with Immigration and Economic Opportunities to develop a Request for Proposals related to readiness supports for newcomer youth.

### **Independent Education**

- Monitored 62 funded and 47 non-funded independent schools and seven affiliated overseas schools for compliance, and provided related ongoing support for teachers, school administrators, parents and school boards across their needs and functions.
- Developed/renewed Memorandums of Understanding with affiliated overseas schools.
- Processed and reviewed home-school educational plans and progress reports for 3,600 students; communicated and visited as necessary.
- Developed and released *Manitoba Graduation Requirements for Students Presenting Non-Canadian Transcripts for Credit Towards a Manitoba High School Diploma*, and *Enrolment Cap Policy for International Students in Manitoba Kindergarten to Grade 12 Schools*.

### **Computational Thinking/Coding/Literacy with ICT**

- Worked with partners on developing a Computational Thinking/Coding Strategy (in process).
- Provided related online professional learning opportunities to educators.

### Learning Resource Review

- Collaborated with subject area specialists to review and recommend curricular resources, e.g., business and finance, Indigenous perspectives, science, mathematics, technology, law.

### Low Socio-Economic Status (SES) Communities Strategy

- Supported partners and stakeholders providing a range of supports for low-income students, including school improvement, summer and after-school programming, and program evaluation.

## Organization of the Instruction, Curriculum and Assessment Branch

- **Early Childhood and Development Unit** – Early childhood and K-12 programming in English Language Arts, Mathematics, Indigenous Languages and Studies, English as an Additional Language, and cross-curricular initiatives including literacy and numeracy, Indigenous initiatives and newcomer education.
- **Learning Resources Unit** – learning resources review and recommendations; support the Curricular Materials Grant.
- **Assessment Unit** – Oversight of provincial, national and international assessments and tests, and the provincial report card; conduct and support statistical analyses and reporting.
- **Learning Support and Technology Unit** – Curricula other than related to literacy and numeracy; senior years technology education; career development; Independent Study Option course development.
- **Distance Learning Unit** – print-based learning resources to students, including issuing credits and diplomas, and support for school division-based distance learning.
- **Finance and Administration Unit** – branch financial management and reporting.
- **Independent Education Unit** – oversight of funded and non-funded independent schools, affiliated overseas schools, and home schools; web-based courses; graduation requirements; K-12 international student policy.

### 2 (c) Instruction, Curriculum and Assessment

Expenditures by Sub-Appropriation	Actual 2017/18 \$000	Estimate 2017/18 FTE	Estimate 2017/18 \$000	Variance Over (Under) \$000	Expl. No.
Salaries and Employee Benefits	7,701	104.00	8,944	(1,243)	1
Other Expenditures	3,846		3,443	403	
Assistance	1,074		1,075	(1)	
<b>Total Sub-Appropriation</b>	<b>12,621</b>	<b>104.00</b>	<b>13,462</b>	<b>(841)</b>	

1. *Under expenditure mainly reflects savings for secondments budgeted in Salaries, but paid from Other Expenditures (16-2C-2), savings from Voluntary Reduced Workweek, vacancies, sick leave and lower costs for markers. Under expenditure is partially offset by costs for STEP students, casuals and by costs for severance and vacation payouts.*

## Program and Student Services

The mandate of the Program and Student Services Branch (PSSB) is to work inter-departmentally, with educators, and with families and students to promote and support the effective development and implementation of provincial policies, programming and planning, funding, and priority initiatives that support the educational success for students with exceptional learning needs in the K-12 educational system in Manitoba. The branch provides leadership within the department in working with school

divisions and communities to implement the Appropriate Educational Regulations and foster a philosophy of inclusion in Manitoba schools.

### **Branch-wide Functions**

- Collaborate with Healthy Child Manitoba Office (HCMO), and Instruction, Curriculum and Assessment Branch (ICAB) in supporting refugee, newcomer students including consultation related to trauma-informed practice and mental health in school settings. Developing a process to provide special needs funding to The Pembina Trails School Division to support Yazidi students.
- Collaborate with ICAB and the Department of Justice to provide free course credits to youth in custody and begin a pilot project for 14 adult women to access educational credits while in custody. The pilot will begin in 2018/19.
- Oversee the educational programming for children and youth in custody and in treatment programs. There are 15 interdivisional student support programs that are overseen by the branch. Reports for 2017/18 are not due to the department until October 2018, but initial data indicates record high attainment of high school credits over previous years as result of department/agency collaborations.
- Initiated a pilot project in response to concerns expressed by Dyslexia advocacy organizations: Data-Driven Literacy Instruction Using the Orton-Gillingham Approach. Pilot project will begin in 2018/19 with a report of outcomes due to the department in July 2019.
- Chaired the Certificate Review Committee and held three hearings in 2017/18 to provide the Minister with recommendations on teacher disciplinary action.
- Consulted regularly with the Student Services Inclusive Education Advisory Committee and Student Services Administrators Association of Manitoba related to the revision of the Appropriate Educational Programming in Manitoba Standards for Student Services.
- Continue to implement the recommendations of the Task Force on Special Needs Funding which includes revising the Individualized Educational Plan – Report (IEP-R), providing input into a new funding formula to replace individual student applications, and updating the review and reporting process in the context of a formula grant.
- Participated with partners in HCMO to develop protocols that provide direction on matters that have a cross-jurisdictional focus such as school safety, mental health, children in care, and youth involved in justice. Key protocols under development during 2017/18 were the Wraparound Protocol for youth with profound emotional behavioural disorders and the Complex Placement Protocol for youth with profound complex needs.

The branch is organized into four units:

**The Student Services Unit (SSU)** provides support to school divisions and funded independent schools in the provision of appropriate educational programming. The Unit works with school divisions, community partners, and partner departments to meet the needs of students who have exceptional learning, social/emotional, behavioural, physical, cognitive/intellectual, communication, academic, or special health-care needs. This includes administering special needs funding to target populations of students and undertaking the Review and Reporting accountability process for the special needs funding provided to schools and school divisions. The Unit also provides information and assistance to school divisions, including funded independent and band-operated schools, to ensure the department's appropriate educational programming standards, policies, and guidelines are effectively implemented.

- Held the annual Student Services Summer Institute for educators on 12 current student services topics over 4.5 days; in-person participation was 280; participation via GoToMeeting included 114 sites (some sites included more than one person).
- Approved seven Rural and Northern Bursaries for school clinicians who enter into a two-year return of service agreement with a rural and northern school division.

**The Deaf and Hard of Hearing Services Unit (DHH)** administers the Manitoba School for the Deaf and also includes the Consultant Outreach Team (COT). The COT provides consultative support, resources, and information to school divisions and funded independent schools with respect to educational programming, standards, policies, and guidelines for students who are DHH and particularly students who attend school in rural or northern Manitoba. Staff collaborate with divisions and partner organizations such as the Society for Manitobans with Disabilities (SMD) and the Central Speech and Hearing Clinic (CSHC) to support students. The Unit also supports the various departmental priorities through collaboration with other departments and the Manitoba First Nations Education Research Centre (MFNERC). The Unit provides support for DHH Indigenous students who live in rural and northern communities or attend the School for the Deaf.

- The COT provided services to 427 students who are DHH in public schools during 2017/18. 366 students were from rural and northern school divisions and 61 were in urban divisions.
- There were 902 DHH students in the province in 2017/18.

**The Blind and Visually Impaired Unit (BVIU)** consultants provide consultative support, resources, and information to school divisions and funded independent schools with respect to educational programming, standards, policies, and guidelines for students who are blind/visually impaired (BVI) and particularly students who attend school in rural or northern Manitoba. Staff collaborate with divisions and partner organizations such as the Manitoba Association of Optometrists, The Manitoba Vision Conservation Committee, and the Canadian National Institute for the Blind to support students. The Unit also supports the implementation of departmental priorities through collaboration with other stakeholder departments and the Manitoba First Nations Education Research Centre.

- There are approximately 250 students who are BVI in Manitoba schools and receive supports from BVIU consultants. This number has remained stable over a number of years.
- Approximately 10 per cent of the referred students are blind and receive direct teaching from BVIU consultants for learning braille, mobility and orientation, daily living skills and other supports.
- Two-thirds of the referred students are in Winnipeg area schools, and one-third are in rural/northern areas.

**The Financial and Administration Unit** provides administrative support and financial management services to the branch and coordinates reporting processes in response to government requirements.

## 2 (d) Program and Student Services

Expenditures by Sub-Appropriation	Actual	Estimate		Variance	Expl. No.
	2017/18 \$000	FTE	2017/18 \$000	Over (Under) \$000	
Salaries and Employee Benefits	3,023	46.00	3,977	(954)	1
Other Expenditures	884		854	30	
Assistance	80		80	0	
<b>Total Sub-Appropriation</b>	<b>3,987</b>	<b>46.00</b>	<b>4,911</b>	<b>(924)</b>	

1. Under expenditure reflects savings for secondments budgeted in Salaries, but paid from Other Expenditures (16-2D-2), savings from Voluntary Reduced Workweek and from vacancies, partly offset by costs for severance and vacation payouts.

## Educational Resources

The mandate of the Educational Resources Branch is to provide support within Manitoba Education and Training, other departments, educators and students through the production and distribution of print and non-print educational resources. The branch ensures educators have access to resources that support the Manitoba curriculum through the Manitoba Curriculum Support Centre, the Education and Training website, and the alternate format material collection for those who are blind or visually impaired.

The branch is organized into three units:

- The Media Production Services Unit (MPSU)
- The Library Resources Unit (LRU) (Manitoba Curriculum Support Centre )
- Document Production Services Unit (DPSU)

**The Media Production Services Unit (MPSU)** provides support and services to Manitoba K-12 educators, students and departmental staff with the following activities:

- Produced multimedia projects to support visually impaired students for school success by providing:
  - 277 books in Braille
  - 76 books in Electronic Text
  - 135 books in Large Print
  - 29 books in Audio Book format
  - Documents as required to support the Independent Study Option Distance Learning courses
- Produced, catalogued, and circulated alternate format materials in Braille, tactile drawings, large print, e-text and audio books, for K-12 and post-secondary students in Manitoba who are print disabled.
- Circulated 3,177 Alternate Format resources to 759 students in Manitoba which included 792 electronic MP3 books, and added 430 resources to the Alternate Format Collection catalogue.
- Continued to implement the Universal English Braille (UEB) Code, a revised Braille code for visually impaired students.
- The Education and Training website has 6,720 html web pages and 14,470 PDF's which are formatted, posted, updated and maintained by unit staff.
- In 2017/18, there were 3,818,987 views (68 per cent are unique page views) to the department's webpages.
- Served as a member of inter-provincial Canadian Association of Educational Resource Centres (CAER) for alternate format materials to share resources, reduce costs, and research best practices for the benefit of students with print disabilities in Manitoba. Inter-library loans resulted in cost savings of 212 books that is an equivalent savings of \$367.0.
- Provided the Vision Screening program to 26 school divisions and eight funded Independent schools.
- Provided online customized cataloguing records to Manitoba school libraries via Koha.
- Led, produced, and supported the development and maintenance of the Education and Training (English) websites, which provide information, resources and services to departmental staff and the educational community.
- Administered the Workshop Registration System (WRS), a single point of on-line registration for a wide range of professional learning opportunities offered by Manitoba Education and Training.

**The Library Resources Unit (LRU) (Manitoba Curriculum Support Centre)** provides teaching materials and services to improve student success. The centre supports classroom activities,



curriculum implementation, educational research and professional learning to educators across the Province.

- Registered 1,457 new patrons for a total of 9,752 active patrons (65 per cent of Manitoba educators), of these; 46 per cent of new patrons are rural/northern educators and 44 per cent of all patrons are rural/northern educators
- 100,025 resources loaned including books, DVDs, kits, models, games, pictures/posters and audio CDs.

**The Document Production Services Unit (DPSU)** serves as a resource to Healthy Child Manitoba Office and K–12 Education Division, the Policy Planning, and Performance Division (PPP) and the Indigenous Inclusion Directorate and collaborates with other government departments. DPSU produces curriculum framework, implementation, support, and assessment resources for Manitoba Kindergarten to Grade 12 educators, students, and departmental staff.

In 2017/18 DPSU:

- edited and designed quality provincial resources in accordance with departmental and professional publication standards
- researched, cleared, and recorded over 500 copyrights in accordance with copyright legislation and agreements and served as a resource to department staff on copyright issues
- processed and responded to copyright permission requests from other provinces, departments, publishers, and the public
- focused on improving the accessibility of documents
- coordinated the printing of provincial resources through Communications Services Manitoba (CSM) and served as departmental representative for communicating with CSM about special public documents

In 2017/18, DPSU produced and distributed the following English/French print, electronic and accessible educational resources:

- 57 Curriculum and support materials (framework, implementation, and teacher support documents, posters, flyers, brochures)
- five Policy documents
- three Independent Study Option courses
- three Newsletters and monographs
- 22 Provincial Test Support Documents
- 20 Provincial Applied Mathematics Achievement Test documents
- 16 Essential Mathematics Achievement Test documents
- 24 Pre-Calculus Mathematics Achievement Test documents
- 18 Provincial English Language Arts Test documents
- six copyright permission request letters
- 86 Scannable Feedback Forms, Surveys, Marker and Scoring Sheets

## 2 (e) Educational Resources

Expenditures by Sub-Appropriation	Actual 2017/18 \$000	Estimate 2017/18 FTE	Estimate 2017/18 \$000	Variance Over (Under) \$000	Expl. No.
Salaries and Employee Benefits	3,017	55.00	3,565	(548)	1
Other Expenditures	597		621	(24)	
<b>Total Sub-Appropriation</b>	<b>3,614</b>	<b>55.00</b>	<b>4,186</b>	<b>(572)</b>	

1. Under expenditure reflects savings from Voluntary Reduced Workweek and vacancies, partly offset by costs for severance and vacation payouts.

## Curriculum Development and Implementation – French Language Education

Curriculum Development and Implementation works with French as a First Language (FL1), French as a Second Language – Immersion (FL2-I) school programs and French (English Program). It is primarily responsible for developing French education curricula, and supporting and facilitating the implementation of the curriculum documents. These curricula provide the basis for instruction, learning and assessment in various subjects and courses. In addition to these two principal mandates, are other responsibilities, including but not limited to developing and maintaining:

- curriculum supplements to support instruction, learning and assessment;
- a directory of educational resources to support curriculum implementation;
- the French version of the Manitoba Education and Training website;
- distance learning courses (in hard-copy and electronic formats); and
- policy documents.

Staff also consult with school administrators and teachers on projects and shares information on curriculum orientation, testing and implementation. School divisions frequently do not have bilingual consultants/teachers, coaches/mentors, therefore BEF staff is required to bring this type of support directly to school division personnel and teachers.

BEF worked on several projects during the 2017/18 school year. The following are key examples of engagement with stakeholders, support services and materials offered, tools and resources created:

- **Liaison team for school divisions with French Immersion schools**  
This past school year, a group of BEF consultants developed a pilot project with seven school divisions. The goal was to develop closer partnerships so that the school divisions' needs could best be met and to facilitate partnerships between school divisions that have similar needs. An initial exploratory meeting with each school division has led to either further dialogue or specific projects.
- **Education for Reconciliation, Social Studies and cross-curricular elements**  
A project was piloted in collaboration with the Museum of Human Rights, Université de Saint-Boniface, a consultant from The Winnipeg School Division, and community members with a group of 23 French language teachers. Three days of professional development were offered, approximately six weeks apart, each comprised of experiential learning. In between sessions, educators tried new practices in their classroom, and returned to the group for further discussion

and reiteration. The feedback was excellent. Discussions are underway regarding potential scale-up.

- **Math**

Math Road Maps for K-9 were developed, with K-6 ready for publication fall 2018. Road maps present curriculum to teachers in innovative ways; emphasizing Problem Solving and Inquiry, and directly linking concepts and big ideas to the three categories referred to in the provincial report card. The primary goal is to provide a holistic view of learning outcomes, and cross-curricular links where possible and facilitate conversations in this area. Furthermore, the road maps offer a direct connection to the 'Prime Math' professional development offered by BEF.

For the Math course, *Mathématiques au Quotidien*, two support documents were developed «*Les finances immobilières* » et le «*Financement d'un véhicule* », and will be online fall 2018.

- **Math and Science**

Integrated curriculum workshops were offered within the DSFM grade five-six outdoor education camp, for those students particularly interested in Math/Science. The pilot project was successful and will be replicated.

- **French Language Arts**

In order to support students more effectively in their language experience and develop the accuracy of their communication skills, BEF in collaboration with Dr. Roy Lyster, professor of Second Language Education in the Department of Integrated Studies Education at McGill University, has developed a document titled *Une approche intégrée dans la pédagogie immersive* (An integrated approach in immersive pedagogy). This past year, consultants worked directly with teachers in the classroom to start implementing the methodology. Some of the work was filmed, and videos are currently being created. These will eventually be posted online for professional development.

- **French (English program)**

BEF developed digital resources to support the teaching and learning of French K-3. The goal is to provide teachers with linguistic structures and methodology to model, as well as providing them with resources: audios of songs, rhymes, stories, and a variety of learning situations. All components will be accessible on line, via the DREF - Direction des ressources éducatives françaises (French Library and Materials Production Branch) portal.

A pilot mentorship project was initiated with two small groups of K-3 teachers in both rural and urban settings. The project aim is to support these educators in the area of language competency and second language methodology, as well as empowering them with literacy-based strategies and tools, thus engaging students in their learning of French. Teachers who participated this past year provided positive feedback regarding the impact that this mentorship had on their teaching and their students' learning. The project is set to continue in the 2018/19 school year.

- **Arts Education**

Video clips were created to guide teachers how to best use the various curricular documents available to them.

In co-operation with other colleagues, BEF was involved in the organization of the *Celebrating Music in Manitoba Schools* project. A Music Month concert was held in French at the Legislative Building in the spring, involving students and teachers from the Français, French Immersion and English programs.

Furthermore, to support curriculum implementation in general, consultants continued to offer professional learning sessions. BEF also worked with Université de Saint-Boniface Education professors to ensure that future teachers learn about important themes. BEF also continued to respond to requests from schools and school divisions for support. BEF consultants provided professional learning workshops related to curriculum assessment and implementation in consultation with the DSFM, French Immersion and French divisional consultants and educators.

## **2 (f) Curriculum Development and Implementation - French Language Education**

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2017/18 \$000</b>	<b>Estimate 2017/18 FTE</b>	<b>Estimate 2017/18 \$000</b>	<b>Variance Over (Under) \$000</b>	<b>Expl. No.</b>
Salaries and Employee Benefits	962	13.50	1,282	(320)	1
Other Expenditures	535		255	280	2
<b>Total Sub-Appropriation</b>	<b>1,497</b>	<b>13.50</b>	<b>1,537</b>	<b>(40)</b>	

1. Under expenditure mainly reflects costs for secondments budgeted in Salaries, but paid from Other Expenditures (16-2F-2) and Voluntary Reduced Workweek savings.
2. Over expenditure mainly reflects costs for secondments budgeted in Salaries (16-2F-1), but paid from Other Expenditures, partially offset by lower costs for general administration.

## **Educational Support Services – French Language Education**

On an ongoing basis, Educational Support Services is responsible for the following activities related to French-language education in Manitoba:

- To collect data annually from school divisions and schools offering French-language education;
- To develop and implement policies and guidelines to promote, support and ensure continued progress with respect to French-language education in Manitoba based on observed trends and in collaboration with the school community and education stakeholders;
- To develop and implement the department's assessment policies and related projects for school divisions and schools offering French-language education, as well as other assessment projects;
- To review issues within the scope of The Public Schools Act with respect to French-language education in Manitoba in order to support the school community in interpreting and enforcing this legislation.

In 2017/18, Educational Support Services maintained or initiated the following activities:

### **Statistical analysis**

- Collected and analyzed data on student enrolment and other pertinent educational variables for both the Français and French Immersion Programs, as well as for French courses within the English program. This data was used to determine the French-language education categorical grant for each school division, to create performance indicators required in the analysis of accountability measures for the French Language Education Review, and to provide stakeholders with various trends and detailed information on numerous issues related to French-language education in Manitoba. More specifically, French Immersion enrolment data, broken down by grade and entry point, was provided to the national office of Canadian Parents for French (CPF). Enrolment data by grade and gender for Français schools, French Immersion schools and French

courses (English Program) was provided to Statistics Canada. Also carried out a number of statistical analyses in response to a variety of special requests and worked closely with colleagues within the Bureau de l'éducation française (BEF) and across Manitoba Education and Training (MET) areas to efficiently tailor target mailings to specific client groups within the educational system.

- Established statistics on student performance in French literacy at Grades three, eight and 12 for the Français Program and at Grades four, eight and 12 for the French Immersion Program. Schools and school divisions were provided with reports on their students' performance, which also included provincial averages and/or pass rates for Grade 12. Provincial results are posted on the MET website.

### **Promotion and provision of support services for the implementation of policies and guidelines**

- *The French Language Education Review* continued with the third data collection in January 2018. All superintendents and school administrators offering the French Immersion Program will receive a divisional profile reflecting the results of the electronic questionnaire they completed. BEF, in collaboration with Student Achievement, Support and Innovation (SASI), will continue to determine next steps for the Review and also to ascertain how to better align it with the K-12 Framework for Continuous Improvement. BEF will also be consulting with school divisions regarding the Review's process moving forward.
- BEF continued working with northern Manitoba school divisions (Collabauord) to further implement their strategic plan for French-language education in their schools.

### **Develop, co-ordinate and support the implementation of projects related to the provincial assessment program as well as strategic practices and educational resources to promote student literacy**

- Developed and administered the Français Language Arts Grade 12 standards tests for both the Français and the French Immersion Programs. A total of four tests were developed, and four tests were administered.
- Provided support to schools with respect to the assessment of:
  - reading in French at the beginning of Grade three in the Français Program and at the beginning of Grade four in the French Immersion Program;
  - reading comprehension and expository writing in French at mid-Grade eight for both Français and French Immersion Programs;
  - student engagement at mid-Grade seven for both Français and French Immersion Programs.
- Gave workshops related to assessment practices upon request from the field.

### **Manitoba's Celebration of Excellence in Teaching - Minister's Awards**

Promoted the 2017/18 Education Awards program, selected recipients and organized the awards ceremony.

### **Enforcement of and adherence to The Public Schools Act in the school community**

Reviewed issues related to The Public Schools Act involving Français and French Immersion schools.

## 2 (g) Educational Support Services - French Language Education

Expenditures by Sub-Appropriation	Actual 2017/18 \$000	Estimate 2017/18 FTE	Estimate 2017/18 \$000	Variance Over (Under) \$000	Expl. No.
Salaries and Employee Benefits	1,303	14.50	1,404	(101)	
Other Expenditures	136		168	(32)	
<b>Total Sub-Appropriation</b>	<b>1,439</b>	<b>14.50</b>	<b>1,572</b>	<b>(133)</b>	

## Official Languages Programs and Administrative Services

Official Languages Programs and Administrative Services is responsible for the preparation, coordination and administration of the BEF budget, as well as for the provision of administrative services across BEF. Responsibility also includes the administration of the *Canada-Manitoba Agreement for Minority-Language Education and Second-Language Instruction 2013/14 to 2017/18* that was signed on March 5, 2014.

In 2017/18, Canada's financial contribution to Manitoba's action plan was \$12.3 million. In addition, BEF has negotiated \$115.0 in supplementary funding. This represents 50 per cent of the investment needed to upgrade the existing video conferencing equipment used by members of Collabaunord in order to maintain the advantages offered by the existing system, and to ensure that the technology used by teachers and students is dependable, compatible, and user-friendly.

Within the framework of the agreement, BEF works in partnership with CMEC (Council of Ministers of Education, Canada) on the implementation of the *Odyssey*, *Explore* and *Destination Clic* Programs. These national programs are fully funded by the Department of Canadian Heritage.

In 2017/18:

- Under the *Odyssey Program*, seven post-secondary students from outside the province were hired to work as French Language Assistants in selected Manitoba public schools. In return, seven English post-secondary students from Manitoba were assigned similar positions in Québec.
- Through the *Destination Clic Program* 34 francophone students from Grades eight and nine spent three weeks in Québec. This program offers francophone students residing outside of Québec cultural discoveries, exciting experiences, and opportunities to meet new friends while exploring another francophone region of Canada.
- Under the *Explore Program*, 130 students (from Grades 11 and 12 as well as university students) from other Canadian provinces came to Manitoba to study French or English as a Second Language, and 165 students from Manitoba went to Québec and other provinces for summer courses to improve their French and broaden their knowledge of the French culture.

BEF continued to offer the *French Second Language Revitalization Program* and the *Program for the Enrichment of French in Education*. These programs aim to strengthen existing initiatives, as well as to address emerging needs of French-language education in Manitoba. In 2017/18, \$2.8 million was awarded to 76 organizations (school divisions, universities, independent schools and Non-Government Organizations) to support the development and/or the implementation of 187 educational or cultural projects.

BEF remains involved in the *Manitoba-Québec Agreement for Co-operation and Exchange*. In 2017/18, this included participation in the funding of seven projects. In addition, eight students from Manitoba were paired with eight students from Québec for a student-exchange program consisting of a three-month stay in each province.

The BEF Bursary Program continued to provide financial assistance to teachers and students registered in French post-secondary institutions. In 2017/18, a total of 446 bursaries were awarded to students. A total of 169 bursaries were awarded to French Immersion and French (English Program) teachers who seek to upgrade their linguistic or pedagogical skills through summer courses at the USB or other Canadian post-secondary institutions.

## **2 (h) Official Languages Programs and Administrative Services**

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2017/18 \$000</b>	<b>Estimate 2017/18 FTE</b>	<b>Estimate 2017/18 \$000</b>	<b>Variance Over (Under) \$000</b>	<b>Expl. No.</b>
Salaries and Employee Benefits	1,000	16.00	991	9	
Other Expenditures	728		729	(1)	
Assistance	3,124		3,356	(232)	
<b>Total Sub-Appropriation</b>	<b>4,852</b>	<b>16.00</b>	<b>5,076</b>	<b>(224)</b>	

## **Library and Materials Production – French Language Education**

French Library and Materials Production Branch (known as Direction des ressources éducatives françaises - DREF) is the only media centre in the province that offers French educational resources and library services to the educators responsible for the delivery of the Français and French Immersion programs, and French courses (English program). DREF's clientele includes: K-12 teachers, pre-service teachers, curriculum consultants, departmental staff, and parents enrolled in the French Home Schooling program.

DREF offers a full range of library and information services, including an outreach program, in the rural and northern regions. It maintains a production centre that supports BEF's assessment unit, and also develops customized digital resources to support the delivery of various curricula when these are not available on the market.

In 2017/18:

- DREF continued to promote its digital platform which gives educators across the province free access to thousands of streamed videos, teacher guides, and other digital content;
- 58,920 physical resources were borrowed and the number of videos and digital resources viewed were as significant;
- the reference desk answered 1,587 reference requests, and introduced clients to the online digital content;
- clients used the online reservation service to make a number of additional requests and to reserve 7,184 items;
- the circulation desk prepared 4,164 packages of resources, 1,472 of which were sent out via Canada Post and 2,692 by divisional courier;
- the library personnel provided support services to school libraries, including assistance in the selection of educational materials;
- DREF offered consultations on issues such as cataloguing and through the Web Export service;

- customized bibliographic records were delivered to several school libraries in Manitoba, therefore saving these same schools precious time and personnel;
- a total of 33 resource displays were set up;
- 106 sessions were offered (these sessions include orientations/tours to DREF, workshops, resource-based presentations);
- the library coordinator offered 78 book animations to 2,134 students from Kindergarten to 12, to help support literacy and offer modeling for teachers;
- DREF welcomed an author/illustrator in November 2017; approximately 190 students and 15 teachers were able to benefit from the visits;
- a second author visit was organized in March 2018, which included one after-school workshop for teachers who wanted to increase their knowledge of quality children's literature.

DREF's reading clubs' initiative, aimed at promoting reading and quality French literature from Kindergarten to Grade eight, for the Français and French Immersion schools, received 9,306 participation ballots, representing an increase of just under 2,000 from the previous year. In order to encourage students taking French courses within the English Program, an initiative entitled *Le Passeport Culturel* was revised and promoted. A total of 331 students participated in various cultural activities.

### Production Centre

The centre provided assistance in the development and production of the provincial Grade 12 standardized tests. It responded to a total of 52 requests for DVDs and 14 request for audio CDs. A total of 335 DVDs, and 229 CDs were produced. Furthermore, the Français schools who participated in the yearly media creation contest were offered learning sessions and troubleshooting support.

### Library Outreach Program

Via the library outreach program, the two teacher coordinators completed 64 school visits, with time spent mainly in the rural and northern areas. During the various sessions, an emphasis was placed on the integration of new media in curriculum delivery. All content is accessible at no charge via DREF's portal <https://dref.mb.ca>.

#### 2 (i) Library and Materials Production - French Language Education

Expenditures by Sub-Appropriation	Actual 2017/18 \$000	Estimate 2017/18 FTE	Estimate 2017/18 \$000	Variance Over (Under) \$000	Expl. No.
Salaries and Employee Benefits	709	12.00	680	29	
Other Expenditures	158		161	(3)	
<b>Total Sub-Appropriation</b>	<b>867</b>	<b>12.00</b>	<b>841</b>	<b>26</b>	

### Healthy Child Manitoba Office

Healthy Child Manitoba Office (HCMO) innovates, implements and evaluates the Government of Manitoba's long-term, cross-departmental strategy to promote healthy child and adolescent development. As directed by the Healthy Child Committee of Cabinet and under the authority of the Healthy Child Manitoba Act, HCMO promotes best possible outcomes (prenatal to adulthood) through policy and program innovation, and scientific research and evaluation. During 2017/18, HCMO



continued to work across departments and with community and private partners to support and strengthen families and communities across the province.

## Key Accomplishments

- HCMO is partnering with Manitoba Education and Training and North Forge Technology Exchange on the Manitoba Open Innovation Challenge (MOIC) for Early Childhood Literacy and Numeracy. In fall 2017, the MOIC invited all Manitobans to submit innovative ideas to improve literacy and numeracy for children ages zero-five; more than 100 individuals and teams responded. Two diverse panels of Manitobans, using a pre-determined rubric, narrowed down the submissions to three finalists. The finalists are now developing their ideas into “prototypes” to test in Manitoba communities. The finalist prototype that demonstrates the largest impact on early childhood literacy and numeracy by fall 2019 will win the MOIC.
- The Report on Manitoba’s Children and Youth was tabled in the Legislature in spring 2017. As mandated by the Healthy Child Manitoba Act, the 247-page, five-year report illustrates with provincial data how children and youth in Manitoba are doing on a number of health and wellness educational, and social indicators from prenatal to adulthood.
- The inaugural Grade five (G5) Mental Health Survey reports were released in 2017/18. The reports include results of the G5 survey collected in 32 of Manitoba’s 37 school divisions in Spring 2016. The G5 asked students and teachers about the students’ mental health and wellbeing. These responses were aggregated to provide the first broad picture of students’ mental health and wellbeing across the province in middle childhood.
- The interdepartmental Youth Health Data Working Group, co-chaired by HCMO and Health, Seniors and Active Living, was established to improve coordination of school-based surveys.
- Spring 2018 marked the first operational year of the Intervention and Outreach Team (IOT), a team of clinicians and mentors providing intensive interventions and High Fidelity Wraparound planning for 15 children and youth in the care of child welfare with highly complex behavioural, emotional and mental health needs. IOT is supported through the inter-departmental and cross-sectoral Child and Youth Mental Health (CYMH) Strategy, which strengthens policies and the continuum of universal prevention and promotion, selective, and intensive interventions, services and supports to improve the mental health and well-being of children and youth. HCMO is leading a scientific evaluation of IOT and other provincially-funded prototypes to identify evidence of impact on life and cost outcomes. A 2018 qualitative evaluation of outcomes indicated that IOT has a positive impact on children’s sense of belonging and support, as well as providing greater coordination and access to resources and services.
- Through the CYMH Strategy:
  - Continuing partner with the regional health authorities to implement the Towards Flourishing initiative to improve the mental health of parents and children who participate in Manitoba’s Families First home visiting program.
  - Continuing to partner with the Northern Regional Health Authority in prototyping the Protocol for Assessment and Discharge of Suicidal Children and Youth at Hope North (Crisis Stabilization Unit, opened in 2018, for youth with mental health/addictions issues) for Thompson and neighbouring Indigenous/Northern communities. This includes the introduction of B Care electronic medical record software and InterRai suite of assessment tools to support data collection/analysis towards improved youth life and cost outcomes.
  - Continuing to expand Seeds of Empathy in early childhood settings and Roots of Empathy in schools to Indigenous communities to improve children’s literacy, emotional literacy, and mental health outcomes.
  - Further expanding PAX to new classrooms, grade levels and community-wide implementation in First Nations communities in light of an HCMO outcome evaluation showing immediate positive impacts on participating children’s early mental health.

- Continuing to strengthen mental health supports to Teen Clinics in Winnipeg.
- Continuing to expand and strengthen High Fidelity Wraparound province-wide to improve the integration of formal and informal supports to better life and cost outcomes for children, youth and their families using a strength-based approach valuing their voice and choice in planning.
- Continuing to support two projects via the provincial Early Childhood Development (ECD) Innovation Fund, both of which focus on outcome goals such as fostering early literacy, improving child mental health, innovative partnerships and strengthening families and communities:
  - Provided \$1.5 million (of \$7.5 million over six years) to match philanthropic donations toward the United Way Winnipeg's For Every Family initiative, which aims to stabilize and scale up the work of 24 neighbourhood family resource centres.
  - Continuing to support the Winnipeg Boldness Project (with contributions from Manitoba and the J. W. McConnell Family Foundation), an ambitious initiative to create new solutions to improve the well-being of young children and their families in the Point Douglas community area.
- Continuing to support children and youth with profound behavioural, emotional and mental health needs with the COACH program and COACH Expansion. Both sites provide off-site, intensive academic, mentorship, and clinical supports and are overseen by an inter-sectoral committee. COACH is for children ages 5-11 (funded by HCMO) and COACH Expansion is for youth ages 12-16 in care of child welfare (funded by Families).
- Collaborating with the Developmental Origins of Chronic Disease in Youth Network (DEVOTION), the Canadian Healthy Infant Longitudinal Development (CHILD) study, and PAXES Inc. to examine the interplay of multiple early life factors that have an impact on the effectiveness of PAX in promoting positive mental health in children. HCMO is also collaborating with DEVOTION on a replication of Partners in Inner-city Integrated Prenatal Care (PIIPC) research (previously shown to improve birth outcomes and prevent CFS infant apprehensions) in northern Manitoba.
- Continuing to support implementation of the renowned Abecedarian Approach to early learning at the Lord Selkirk Park Child Care Centre, which has demonstrated positive impacts on participating children's early language development, expanding use of the approach at Abecedarian-inspired child care sites, and exploring opportunities to expand use of Abecedarian strategies and concepts to other services supporting families with young children to promote early literacy and numeracy.
- Continuing to offer the Manitoba Parent Line, staffed by trained Triple P counsellors, and manitobaparentzone.ca, providing Manitoba parents with free, evidence-based, parenting support, and continuing to offer Triple P - Positive Parenting Program training for practitioners province-wide and expanding Triple P training in First Nations communities as 'Jordan's Principle' staff are now being trained.
- Continuing progress on the inter-departmental Provincial Fetal Alcohol Spectrum Disorder (FASD) Strategy, including prevention, intervention, support and research to improve FASD outcomes. The FASD-Interdepartmental Committee in partnership with the community has completed a two-day provincial FASD training package that was delivered nine times, training 170 people, in 2017/18. Evaluations show trainees' levels of understanding and competence consistently increased as a result of this training.
- Continuing to work on a province-wide project, Looking After Each Other, aimed at decreasing the stigma that prevents many women and persons impacted by FASD from accessing service; this work is guided by an Indigenous Elder's Advisory Committee that addresses cultural perspectives and programming for participants. With Canada Northwest FASD Partnership funding, Manitoba will host a national symposium in February 2019 focused on changing the way we talk about FASD and alcohol use during pregnancy in order to promote dignity for people impacted by FASD.

- Continuing to work in partnership with pilot sites in Elwood, Sagkeeng First Nation, and Swan River to implement Communities That Care (CTC), which helps communities come together to promote youth mental health and well-being and prevent adolescent problem behaviours, and continuing to gather data to inform community action plans.
- Launching a series of four magazine-style parenting booklets for First Nations and Métis parents and caregivers in Manitoba. The resources were developed in partnership with the National Collaborating Centre for Aboriginal Health and send the underlying message that “Even if you did not have the parenting that you wanted or needed, you can become the parent your child needs.” Each parenting booklet includes First Nations and Métis-specific stories on parenting, reflections and teachings from Indigenous knowledge keepers, beautiful imagery of Manitoba families and communities, and First Nations and Métis languages.
- Continuing to support Teen Clinics, which play a pivotal role in advancing and promoting the mental, physical, sexual and reproductive health of Manitoba’s youth. An evaluation of the 13 HCMO-funded Teen Clinics is currently underway and a report articulating findings and recommendations is anticipated by the end of summer 2018. The Sexual and Reproductive Health Teen Clinic Volunteer Training will be commencing its 12<sup>th</sup> round this fall 2018, around the same time that a new resource for adolescents concerning pregnancy options will be released.

## 2 (j) Healthy Child Manitoba Office

Expenditures by Sub-Appropriation	Actual	Estimate		Variance	Expl. No.
	2017/18 \$000	FTE	2017/18 \$000	Over (Under) \$000	
Salaries and Employee Benefits	2,726	37.00	2,647	79	
Other Expenditures	2,737		3,506	(769)	1
Financial Assistance and Grants	31,458		32,040	(582)	2
<b>Total Sub-Appropriation</b>	<b>36,921</b>	<b>37.00</b>	<b>38,193</b>	<b>(1,272)</b>	

1. Under expenditure mainly relates to lower costs for various programs and general operating.
2. Under expenditure mainly relates to lapsed funding for various programs.

## 2 (k) Child and Youth Mental Health Strategy

Expenditures by Sub-Appropriation	Actual	Estimate		Variance	Expl. No.
	2017/18 \$000	FTE	2017/18 \$000	Over (Under) \$000	
Child and Youth Mental Health Strategy	2,362		3,211	(849)	1
<b>Total Sub-Appropriation</b>	<b>2,362</b>	<b>0.00</b>	<b>3,211</b>	<b>(849)</b>	

1. Under expenditure reflects costs for Towards Flourishing Coordinator budgeted in Child and Youth Mental Health Strategy, but paid from Healthy Child Manitoba Office - Salaries and Employee Benefits (16-2J-1), and to lower program activities.

## **Manitoba Learning Resource Centre**

The Manitoba Learning Resource Centre operates as a Special Operating Agency. It receives no financial support from the department and therefore is not required to provide financial information for the Education and Training Annual Report. It produces its own annual report under a separate cover.

The most recent Manitoba Learning Resource Centre Annual Report can be found at:

[http://www.edu.gov.mb.ca/annual\\_reports.html](http://www.edu.gov.mb.ca/annual_reports.html)

# Education and School Tax Credits

## Education Property Tax Credit

The Education Property Tax Credit (EPTC) provides eligible renters or home owners a maximum \$700.00 credit to help offset school taxes, or a portion of rent, either directly on the municipal property tax statement or through the personal income tax return. Senior households with a combined income of \$40.0 or less may be eligible for an additional EPTC of up to \$400.00.

### 3 (a) Education Property Tax Credit

Expenditures by Sub-Appropriation	Actual 2017/18 \$000	Estimate 2017/18 FTE	Estimate 2017/18 \$000	Variance Over (Under) \$000	Expl. No.
Education Property Tax Credit	336,516		343,341	(6,825)	1
<b>Total Sub-Appropriation</b>	<b>336,516</b>	<b>0.00</b>	<b>343,341</b>	<b>(6,825)</b>	

- Under expenditure relates to both lower than anticipated assessments through the income tax system for the 2016 taxation year and lower than anticipated uptake on the 2017 municipal property tax statements.*

## School Tax Assistance for Tenants and Homeowners (55+)

This program provides income-tested assistance to eligible homeowners and tenants who are 55 years of age and over, based on occupancy costs and income. The objective of this program is to reduce the amount of education property tax paid by lower-income Manitobans over 55 years of age. The maximum credit is \$175.0 to an income limit of up to \$15.1. Between \$15.1 and \$23.8 the credit is prorated.

### 3 (b) School Tax Assistance for Tenants and Homeowners (55+)

Expenditures by Sub-Appropriation	Actual 2017/18 \$000	Estimate 2017/18 FTE	Estimate 2017/18 \$000	Variance Over (Under) \$000	Expl. No.
School Tax Assistance for Tenants and Homeowners (55+)	1,040		686	354	1
<b>Total Sub-Appropriation</b>	<b>1,040</b>	<b>0.00</b>	<b>686</b>	<b>354</b>	

- Over expenditure relates to lower than anticipated assessments for the 2016 taxation year.*



# Support to Schools

## Schools Finance

The objectives of the branch are to provide operating and capital funding to Manitoba's public school divisions in a timely and effective manner through the Funding of Schools Program; to provide operating funding to independent schools in order to meet government's obligations for the funding of independent schools; to provide support and assistance relative to the administration, funding, management and audits of school jurisdictions; to ensure the maintenance of a relevant financial and funding framework and appropriate financial accountability mechanisms for Manitoba school divisions; to provide accounting, financial and administrative support to The Public Schools Finance Board (PSFB) to assist the Board in carrying out its responsibilities for the capital support program; and to provide funding to various educational organizations in support of educational projects, specialized educational services or activities that enhance the quality of education for K-12 students in Manitoba.

The branch released the public school FRAME report for the 2015/16 financial statements and 2017/18 budget, and the September 30, 2017 Enrolment Report. The branch also released the independent school FRAME report for the 2015/16 financial statements.

The branch provided financial analysis in the areas of public school funding for the 2018/19 school year (announced February 8, 2018) and education taxation. The branch also provided assistance to school division and independent school personnel as required.

Regulations respecting the calculation and payment of grants to public school divisions and Special Revenue School Districts under the Funding of Schools Program for the 2016/17 school year were completed.

Government approved \$105.2 million in 2017/18 capital cash flow authority to meet the financing requirements for previously approved and ongoing school capital projects and programs. For the fiscal year ended March 31, 2018, 90 promissory notes were issued for a total of \$81.7 million for both new and previously approved projects including \$2.4 million for Family Choices.

Independent schools are monitored through the submission of financial statements as required by regulation. Branch staff continued to work closely with other areas of the department and with independent schools to ensure that all requirements of The Public Schools Act, regulations and policy were met.

## Sustainable Development

The Schools Finance Branch has made progress in implementing a number of activities identified in its Sustainable Development Procurement Action Plan. Such actions include the use of recycled paper and recycled toner cartridges in the fax machine and printers, as well as recycling the empty toner cartridges. The branch makes an effort to re-use supplies where possible, such as old file folders and binders. Staff also make use of alternative communication tools to reduce the amount of paper used. For example, information on Summary Budgeting and Reporting is posted on the Internet; provincial grants are paid to school divisions and independent schools through electronic funds transfers; funding calculations are e-mailed to school divisions; property assessment and Education Support Levy calculations are e-mailed to municipalities; and a variety of information documents including the annual FRAME and Enrolment reports are posted on the Internet. Also on the Internet are a number of forms used by school divisions, independent schools and municipalities including funding-related forms, and tax collection and remittance forms. Branch staff direct interested parties to the Internet to view and/or download these documents.

#### 4 (a) Schools Finance

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2017/18 \$000</b>	<b>Estimate 2017/18 FTE</b>	<b>\$000</b>	<b>Variance Over (Under) \$000</b>	<b>Expl. No.</b>
Salaries and Employee Benefits	1,035	14.50	1,216	(181)	
Other Expenditures	89		91	(2)	
Property Assessment	3,045		3,045	0	
<b>Total Sub-Appropriation</b>	<b>4,169</b>	<b>14.50</b>	<b>4,352</b>	<b>(183)</b>	

## Education Administration Services

### Education Administration Services

Education Administration Services evolved into Policy, Planning and Performance in February 2017 to lead strategic and business planning, legislative development, performance evaluation and policy direction for the department. Its purpose is to support the office of the Deputy Minister; ensuring departmental priorities are strategically planned, coordinated and delivered.

Policy Planning and Performance is comprised of the following areas:

- Policy and Planning
- Education Administration Services

### Policy and Planning

Policy and Planning provides departmental leadership and direction of project teams related to strategic planning, business planning, policy and legislative initiatives. It advances the accountability priorities for the department, both through the development of sound quantitative and qualitative accountability measures, and appropriate reporting and evaluation processes; ensuring the department meets its obligations for policy streamlining and red tape reduction under The Regulatory Accountability Act.

Policy and Planning represents the department on whole-of-government strategic policy and legislative initiatives, in collaboration with other provincial departments as well as supports the Minister and Deputy Minister on the activities and issues related to the Council of Ministers of Education, Canada (CMEC) and the Advisory Committee of Deputy Ministers of Education (Canada) (ACDME).

It provides departmental leadership and direction in the fulfilment of responsibilities under The Freedom of Information and Protection of Privacy Act. The following are the major accomplishments during the 2017/18 fiscal year:

### Strategic Planning and Evaluation

- Provided research, briefings, and information for the Minister and Deputy Minister on a varied range of issues, including legislation, policy, planning and evaluation.
- Led the development of departmental strategic planning initiatives, including integration and alignment with whole-of-government planning and accountability mechanisms, such as:
  - Creation of the Manitoba Education and Training's 2017/18 Strategic Plan
  - Development of a department Performance Measurement Framework



- Creation of a single data-sharing agreement for MET with Manitoba Centre for Health Policy

### **Strategic Policy and Government Priorities (Ongoing)**

- Managing the department's approach to Regulatory Accountability
- Co-leading the development of a provincial Literacy and Numeracy Strategy
- Developing a new provincial bargaining framework for public school teachers
- Planning and launching a review of Manitoba's K-12 education system

### **Legislation and Regulation**

- Led major policy development initiatives of strategic importance, in the fulfilment of the mandate of Manitoba Education and Training.
- Managed the department's ongoing regulatory development, review and streamlining processes: Six bill projects and five regulation projects were completed.

### **Corporate Support**

- Managed and co-ordinated corporate initiatives on behalf of the Deputy Minister and Minister.
- Developed and maintained a departmental performance framework, inclusive of qualitative and quantitative measures to track progress on the strategic plan and outcomes for Manitoba's education, training and immigration systems.

### **Intergovernmental and Interdepartmental Relations**

- Timely and effective support to the Deputy Minister and Minister, to ensure meaningful participation in federal, provincial and territorial engagement through the CMEC and the ACDME, such as:
  - Manitoba's K-12 Education Advisor to the Council of Ministers of Education, Canada (CMEC)
  - Co-Chair of the United Nations Educational, Scientific and Cultural Organization's Global Action Programme on Education for Sustainable Development Partner Network 2 on Transforming Training and Learning Environments

### **Education Administrative Services**

The mandate of Education Administration Services (EAS) is accomplished through the work of the following five areas:

- Administration Services: maintains an effective legislative, regulatory and policy framework for K-12 education; coordinates and communicates both legislation and regulation review and revision and new or amended educational administration requirements; and provides support to educational statutory and non-statutory boards and commissions.
- Pupil Transportation: ensures a safe, efficient and economical pupil transportation system. It operates out of offices in Winnipeg and Brandon.
- Professional Certification: certifies a qualified teaching force for Manitoba's schools.
- Student Records: collects and maintains a comprehensive database on Senior Years students' final marks for the Province and issues official transcripts based on these records.
- Translation Services: provides and coordinates translation and French Languages Services (FLS) for Manitoba Education and Training.

### **Administration Services**

Administration Services supports the development and revision of K-12 education legislation as defined by the statutes for which the Minister of Education and Training has responsibility.

The branch fulfills an advisory and consultative support role to the department, school divisions, schools, and the public on matters related to education administration, legislation and their supporting regulations and on the education system in general.

Administration Services provides research, analysis, information and prepares correspondence for the Minister and Deputy Minister on a wide array of topics related to educational administration (including the provincial school calendar). The branch publishes an annual comprehensive provincial directory of all schools and school divisions in Manitoba identifying the number of teachers and students in each school, the program offerings and contact information.

The branch also coordinates appointments to a number of statutory and non-statutory boards and commissions that are convened by legislation under The Public Schools Act, The Education Administration Act and other statutes for which the Minister of Education and Training has responsibility. It also provides for the payment of expenses incurred in the operation of these boards and commissions.

The branch supports The Board of Reference, which was established under s. 8 of The Public Schools Act. It decides on matters related to the alteration, formation and dissolution of school division/district boundaries. It deals with requests for land transfers between divisions, creation of wards within divisions and districts, trustee representation, dissolution and amalgamation of school divisions and districts, and enactment of regulations defining school division and district boundaries. The Board held three (3) hearings during the 2017/18 fiscal year.

### **Pupil Transportation**

The Pupil Transportation Unit (PTU) maintains an inventory of school bus vehicles owned and contracted by Manitoba's school divisions. As of March 2018, there were 2,111 school buses in service.

Each year PTU performs rotational audits of a number of school divisions to ensure their transportation systems are in compliance with The Public Schools Act and its regulations, local policy, and with best practices for the safe transportation of students. Upon completion of an audit, PTU provides the school division with an Evaluation Report which identifies its strengths and areas of concern. Where policy and practices may be lacking, corrections or adjustments for compliance are suggested. Two school bus transportation audits were conducted in 2017/18. Every school division in Manitoba has now undergone at least one audit.

PTU provides training and seminars for transportation supervisors, school bus driver instructors, and school bus service technicians. The Unit assists school divisions in developing preventive maintenance programs. PTU maintains a registry of all certified school bus operators, and continues to issue School Bus Operator's Certificates to newly qualified school bus drivers trained by certified instructors. In 2017, 320 certificates were issued.

The Unit arranges the central tender purchase of new school buses and invites school divisions to participate in that process; develops school bus vehicle purchase specifications; and performs quality control inspections of new buses prior to acceptance of delivery to ensure that the manufacturers' school bus units meet requirements. In addition, pilot model reviews and plant audits are conducted at manufacturing locations. 20 of 37 school divisions participated in the 2017 centralized school bus tender process, leading to the purchase of 68 school buses. All new school buses are subject to a final acceptance inspection performed by PTU inspectors prior to entering into service. In 2017/18, 111 new school bus vehicles were inspected.

PTU receives reports of all school bus accidents in Manitoba whether major or minor and investigates serious accidents or those resulting in major injuries.

### Professional Certification

The Professional Certification Unit ensures a qualified teaching force through certification of professional personnel (teachers, clinicians, coordinators and principals) in Manitoba's school system. Assessment of education credentials to certify professional personnel in the school system and evaluation of approved work experience for salary classification are conducted for applicants from either in or out-of-province.

Approximately 18,000 computerized active teacher files were maintained and updated by staff who were also involved in gathering the various pieces of information needed to support the Teacher Professional Personnel (TPP) database.

The Unit supports the following committees:

- **Provincial Evaluations Committee**

Upon request, the Provincial Evaluations Committee reviews decisions made by the Professional Certification Unit pertaining to certification, salary classification and other issues with which the Unit is involved.

- **Certificate Review Committee**

The Certificate Review Committee, established under s. 5 of The Education Administration Act, investigates and reports on cases in which a teacher's certificate is to be reviewed for cause. The Committee hears cases in which a teacher's or clinician's credentials are referred for review by the Minister of Education and Training and subsequently the Minister will then make decisions with respect to continued certification.

The Unit also coordinates a teacher exchange program.

### Student Records

The Student Records Unit supports the student registration system by assigning a unique identification number to students entering the Province/school system. During the 2017/18 fiscal year, a total of 1,680 regular high school transcripts were issued in response to requests; as well, high school credits for over 71,000 students were collected and over 213,000 student identification numbers (MET#) maintained.

### Translation Unit

The Translation Unit ensures compliance with Government policy on French Language Services (FLS), provides support in the production of bilingual publications, and coordinates departmental translation requests for Manitoba Education and Training.

The Unit continues facilitating communication of departmental program and policy thrusts by coordinating the translation and proofreading of numerous documents and materials.

To fulfill the mandate of the French Language Services Policy the FLS Coordinator and FLS Officer, in collaboration with the FLS Committee, developed the Manitoba Education and Training FLS Multi-Year Strategic Plan.

#### 4 (b) Education Administration Services

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2017/18 \$000</b>	<b>Estimate 2017/18 FTE</b>	<b>Estimate 2017/18 \$000</b>	<b>Variance Over (Under) \$000</b>	<b>Expl. No.</b>
Salaries and Employee Benefits	1,708	27.50	1,882	(174)	
Other Expenditures	329		299	30	
<b>Total Sub-Appropriation</b>	<b>2,037</b>	<b>27.50</b>	<b>2,181</b>	<b>(144)</b>	

## Indigenous Inclusion Directorate

The mandate of the Indigenous Inclusion Directorate (IID) is to provide leadership and coordination of departmental initiatives that pertain to Indigenous education and training. IID works to ensure an inclusive approach to Indigenous education and training within Manitoba Education and Training in collaboration with Indigenous and Northern Relations. IID coordinates the development and implementation of the *Manitoba First Nations, Métis and Inuit Educational Policy Framework* to remove systemic barriers to Indigenous student success. This involves collaboration with partners to undertake research, policy and strategic initiatives that enhance Indigenous student engagement, achievement and high school completion. Also, IID helps to ensure that all Manitoba students and teachers learn about the histories and cultures of Indigenous peoples, the legacy of residential schools, and the significance of treaties in the present day.

IID manages and coordinates the Indigenous Academic Achievement (IAA) Grant with a particular focus on numeracy and literacy integrated with Indigenous perspectives. A series of IAA Network meetings were held in collaboration with educational stakeholders.

IID coordinated 38 Building Student Success with Indigenous Parents (BSSIP) sites and organizes an annual gathering to increase parental and community involvement.

A Community Schools Unit established within the Indigenous Inclusion Directorate under The Community Schools Act oversees 31 community schools under the Community Schools Program and further supports 17 schools within the Community Schools Network. The Community School Advisory Committee held two meetings in 2017/18.

The Community School Unit hosted a professional development gathering for community connectors and principals from community school Program and Network schools that was attended by over 120 participants. The Unit partnered with the Department of Families to offer professional development on child and family services operations to 20 community connectors. The Unit continued to provide support to two family Community Resource Coordinator positions, one in the Mystery Lake School District, the other in the Louis Riel School Division. Each coordinator serves three community schools.

IID partnered with educational stakeholders to make Indigenous education more inclusive and culturally relevant for all students. *Creating Racism-Free Schools through Critical/Courageous Conversations on Race* teacher resource document and a parent pamphlet were released in September 2017. Several hundred participants throughout the province including parents, educators, Elders and community members attended cultural and anti-racist education workshops during 2017/18.

IID also promotes Indigenous teacher education. *A Journey from Cultural Awareness to Cultural Competency* Training Manual and Kit with a focus on the KAIROS© Blanket Exercise was provided to school divisions, educators, post-secondary institutions, parents, government departments and community agencies.

The work of IID is supported by the Indigenous Inclusion Directorate Advisory Council. This Council provides advice, guidance and makes recommendations on matters as they relate to initiatives and action areas within K-12 education with regards to Aboriginal people. This Council includes an Elder as well as community and educational representatives from across the province.

IID is also supported by the Advanced Education Training and Literacy Aboriginal Advisory Council (AETLAAC). This Council provides advice, guidance and makes recommendations regarding post-secondary education, training, literacy and employment as it relates to Indigenous people. This Council is comprised of an Elder, post-secondary, business and community representatives.

A Manitoba Aboriginal Languages Strategy (MALS) partnership agreement was developed and signed by multiple partners including University College of the North, Manitoba First Nations Education Resource Centre, Manitoba Education and Training, and Indigenous Languages of Manitoba. Partnership meetings throughout 2017/18 continued to support the initiatives identified in the MALS work plan.

Directorate staff participated in the planning and implementation of Indigenous-focused research both inter-departmentally and with external agencies. In 2017/18, this included the fourteenth annual *Shawane Dagošiwīn* (Aboriginal Education Research Forum). In addition, IID collaborated with the Manitoba Indigenous Education Research Group, which is part of the Manitoba Education Research Network to organize research presentations.

IID continued to work with school divisions and other partners in the collection of Indigenous identity data. The data, which has been integrated within the province-wide Education Information System, helps to strengthen policy development and programming for student achievement.

The Directorate continued to work with the Council of Ministers of Education, Canada (CMEC) on its Indigenous Education Plan to implement the activities identified in the CMEC Indigenous Education Plan 2016-19.

The Directorate continued to work with partners on an Indigenous Languages Teacher Education Strategy to increase the number of Indigenous teachers as well as language teachers in Manitoba.

The Directorate worked with post-secondary institutions to support Indigenous initiatives and programs that support student success.

IID and the Post-Secondary Education and Workforce Development Division represented the department on The Manitoba Collaborative Indigenous Education Blueprint which is an agreement signed in December 2015 by Manitoba's universities, colleges and public school boards. The blueprint is guided by ten key commitments to improve educational outcomes for Indigenous students from early education to post-secondary and participation in the labour market upon graduation.

IID and Adult Learning and Literacy continued to work together to coordinate the inclusion of Indigenous education in its support for mature learners and instructors working in Adult Learning Centres and Adult Literacy Programs.

Directorate staff continued to collaborate with education partners such as Manitoba School Boards Association, Manitoba Association of School Superintendents, Manitoba Teachers' Society, Council of School Leaders, Manitoba Association of Parent Councils and Manitoba School Business Officials regarding a variety of planning professional learning sessions.

Directorate staff consulted and collaborated on an ongoing basis with various Aboriginal organizations including the Assembly of Manitoba Chiefs, the Manitoba Métis Federation, the Aboriginal Council of Winnipeg, The Manitoba First Nations Education Resource Centre, grassroots organizations and educational stakeholders such as the Aboriginal Circle of Educators.

IID collaborated with the Treaty Relations Commission, the Manitoba Assembly of Manitoba Chiefs and the Manitoba First Nations Education Resource Centre to create a five-year plan for the Treaty Education Initiative.

IID website continued to profile monthly Manitoba Indigenous educators, and highlights various policy and research documents and information on First Nations, Métis and Inuit strategic initiatives.

IID continued to support the implementation of The Paul Martin Family Initiative’s Aboriginal Youth Entrepreneurship Program. The program is designed to improve students’ proficiency in business mathematics, English, account marketing, and information and communications technology while supporting the acquisition of leadership skills with the larger purpose of encouraging Aboriginal youth to remain in school and develop the attitudes, knowledge, and skills necessary to achieve success in secondary school, post-secondary education or vocational training in the workplace and daily life.

IID worked with the Centre for Aboriginal Human Resource Development (CAHRD) to support the implementation of the Shine On Initiative, which has been designed to increase student engagement, high school graduation rates and post-secondary participation rates for Aboriginal and inner city students. The initiative helps to build strong relationships between the CAHRD, inner city schools and educators to provide students with increased awareness of career development opportunities.

The Directorate coordinated the province-wide implementation of the Respect In School (RIS) Initiative. RIS is a bilingual on-line curriculum program intended to help create safer, more respectful educational environments by providing staff and volunteers with the information to understand and respond to incidents of bullying, abuse, harassment and neglect.

### Sustainable Development

Indigenous worldviews are incorporated and respected in the development and implementation of curriculum, instruction, assessment and professional learning. These worldviews form the foundation for living in harmony with oneself, others and all of Creation.

IID staff are committed to the reduction of the carbon footprint. Branch activities are coordinated within sustainable development and procurement guidelines by the purchase and use of recycled paper, recycled office supplies, where possible, and the recycled toner cartridge program. IID encourages environmentally friendly practices in all daily operations.

#### 4 (c) Indigenous Inclusion Directorate

Expenditures by Sub-Appropriation	Actual 2017/18 \$000	Estimate 2017/18 FTE	Estimate 2017/18 \$000	Variance Over (Under) \$000	Expl. No.
Salaries and Employee Benefits	683	9.00	822	(139)	
Other Expenditures	501		399	102	
<b>Total Sub-Appropriation</b>	<b>1,184</b>	<b>9.00</b>	<b>1,221</b>	<b>(37)</b>	

## Schools Grants

### Operating Grants

The objective is to provide operating support to Manitoba’s 36 public K-12 school divisions and one special revenue school district through the Funding of Schools Program on an equitable basis and in a manner that supports public schools in the delivery of public education; to provide operating support for the costs of The Public Schools Finance Board; and to meet government’s obligations in the provision of funding to independent schools.

On February 1, 2017 government announced a \$13.1 million or 1.0 per cent increase in funding to public schools from \$1,303.2 million in 2016/17 to \$1,316.3 million in 2017/18. Funding is supported by general revenues, the Education Support Levy and Public Schools Finance Board accumulated surplus.

Funding to independent schools for the 2017/18 school year increased by 3.0% or \$2.2 million from \$74.6 million to \$76.8 million.

## General Support Grants

The objective is to reimburse school divisions for the cost of the Health and Education Levy (payroll tax) paid to the Province.

A grant based on payroll costs for the 2016 calendar year, as reported to Manitoba Finance, was paid to school divisions. Funding increased to \$36.7 million in 2017/18 from \$34.9 million in 2016/17 due to an increase in payroll costs from 2015 to 2016.

## Other Grants

The objective is to provide financial support to educational organizations.

During 2017/18, grants totalling \$1.6 million were paid to seven organizations that, through their various activities, enhanced the quality of education in Manitoba.

## Teachers' Retirement Allowances Fund (TRAF)

TRAF administers teachers' pensions under the Teachers' Pension Act. The department provides funding for the employer's share of current teacher service contributions and funds interest costs associated with the Province's borrowings to partially fund the outstanding pension liability.

### 4 (d) Schools Grants

### 4 (e) Other Grants

### 4 (f) Teachers' Retirement Allowances Fund

Expenditures by Sub-Appropriation	Actual 2017/18 \$000	Estimate 2017/18 FTE	Estimate 2017/18 \$000	Variance Over (Under) \$000	Expl. No.
(e) Schools Grants					
- Operating Grants	1,129,501		1,137,644	(8,143)	1
- General Support Grants	36,744		35,650	1,094	
(f) Other Grants	1,578		1,577	1	
(g) Teachers' Retirement Allowances Fund	191,554		195,584	(4,030)	2
<b>Total Sub-Appropriation</b>	<b>1,359,377</b>	<b>0.00</b>	<b>1,370,455</b>	<b>(11,078)</b>	

1. Under expenditure mainly relates to Public Schools Finance Board surplus mainly due to lower Equalization support than anticipated for which the calculation was adjusted accordingly as part of the 2018/19 Estimates. Under expenditure also reflects savings related to the Division

*Scolaire Franco-Manitobaine (DSFM) as the timing of school year operations resulted in a lower than budgeted fiscal year requirement.*

- 2. Under expenditure mainly relates to a change in TRAF's forecasting calculation, which resulted in an over-estimation of the 2017/18 requirement, lower costs for collective agreement increases than anticipated (1.5 per cent instead of 3.0 per cent) and lower costs than anticipated for retroactive payments.*



# Post-Secondary Education and Workforce Development

## Division Administration

The Post-Secondary Education and Workforce Development Division's goal is to ensure that Manitoba has a diverse, skilled, adaptable and productive workforce that is responsive to social, economic, and labour market needs. The division will support Manitoba's post-secondary institutions in the delivery of quality, comprehensive and community-responsive education and training programs that meet learners' and labour market needs; and to connect Manitobans to independence and sustainable employment through linkages with labour market programming aligned with employers' needs.

The Division is leading the development of a broad labour market strategy focused on ensuring Manitoba's workforce has the skills, knowledge and talent to support a well-functioning labour market and provides strategic direction for the post-secondary sector and a vision for employment and training programs. The strategy builds on partnerships and consultations with post-secondary institutions, industry, employers, community, education and labour, and other government stakeholders to align learning and workforce needs. This is strengthening human resource development supports for employers and for youth, international students, and adults to enter into further education and the workforce through post-secondary education, apprenticeship, labour market agreement activities, workforce growth and training, as well as adult education and literacy, and career development.

The division is responsible for a comprehensive range of training and employment programs and services, student aid, bursaries and scholarships, as well as for determining priorities in the provision and funding of post-secondary education. This includes overseeing the legislation, regulations, and policies related to major acts governing post-secondary priorities and opportunities.

In 2017/18, the division oversaw the Manitoba College Education Review which will provide strategic direction building on the strengths of the existing college system to enhance and modernize post-secondary education in the province. In addition, improvements made this year to the Manitoba Bursary and the Manitoba Scholarship and Bursary Initiative are ensuring students are receiving up-front support when they need it most to further their education.

The division also negotiates and maintains effective federal, provincial, community and business partnerships. In 2017/18, this resulted in the signing of two labour market transfer agreements: the amended Canada-Manitoba Labour Market Development Agreement, and a new Canada-Manitoba Workforce Development Agreement that furthers learning opportunities to increase the skills of the current and future workforce, and to assist individuals distant to the labour market effectively transition to the workforce. As well, in partnership with the Atlantic provinces and Canada, Manitoba is developing a new shared apprenticeship management system that will transform online services for learners, employers and educators.

By overseeing and linking programs, the division ensures fiscal responsibility of public funds, and that operational and accountability measures provide value for money, and are lean, outcome oriented, client-centred, accessible and sustainable, integrated, and adhere to various agreements and priorities to benefit Manitobans.

## 5 (a) Division Administration

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2017/18 \$000</b>	<b>Estimate 2017/18 FTE</b>	<b>Estimate 2017/18 \$000</b>	<b>Variance Over (Under) \$000</b>	<b>Expl. No.</b>
Salaries and Employee Benefits	2,153	26.00	2,162	(9)	
Other Expenditures	408		487	(79)	
<b>Total Sub-Appropriation</b>	<b>2,561</b>	<b>26.00</b>	<b>2,649</b>	<b>(88)</b>	

## International Education

The primary objectives of the department's International Education activities are to promote global awareness through international education interchanges, maximize the benefits of international education to the Manitoba economy, encourage a holistic approach to international education, and enhance foreign recognition of Manitoba as a study abroad destination of choice.

As a result of Manitoba's international education sector activities, the number and diversity of international students participating in international education interchanges is growing. In a highly competitive global and pan-Canadian environment, the number of study permit holders grew consistently and sustainably by 24 per cent, from 12,915 (2016) to 20,010 (2017) outpacing Canada's overall growth of 19 per cent. The largest source countries for international student study permit holders in Manitoba are the People's Republic of China, India, Nigeria, Brazil and Vietnam. The estimated combined direct and indirect economic impact on Manitoba's economy from international students is more than \$510 million annually<sup>1</sup>.

### The International Education Act

The International Education Act prescribes the process by which Manitoba educational institutions can be designated as eligible to enroll international students. In 2017/18, the number and diversity of educational institutions involved in international education increased. Manitoba had 33 designated learning institutions. Two of these institutions were newly designated - one private vocational institution and one theological college.

### Capacity Building and Promotion

The department continues to work with the Manitoba Council for International Education and its members to develop strategies and work collaboratively with stakeholders to build capacity, and to jointly promote Manitoba as a study destination of choice.

Manitoba hosted International Education Week (November 2017) at the Legislature where The Honourable Janice C. Filmon, Lieutenant Governor of Manitoba, and the Honourable Ian Wishart, Minister of Education and Training, presented the International Student Awards.

The department supported the Great Manitoban Familiarization Tour (January 2018), which brought educational agents from ten priority markets to Manitoba to tour 12 of Manitoba's leading language schools, K-12 schools, universities and colleges, and to promote the cultural and work opportunities available for international students.

<sup>1</sup> RKA, Inc. (2017) Economic Impact of International Education in Canada – An Update Final Report, December 2017. [http://www.international.gc.ca/education/assets/pdfs/Economic\\_Impact\\_International\\_Education\\_in\\_Canada\\_2017.pdf](http://www.international.gc.ca/education/assets/pdfs/Economic_Impact_International_Education_in_Canada_2017.pdf)

In addition, a delegation of four representatives from Manitoba's post-secondary institutions participated in the Canada pavilion at the NAFSA: Association of International Educators' conference (Philadelphia, May 2017).

### Manitoba Provincial Nominee Program: International Education Stream

As part of the Manitoba Provincial Nominee Programs renewal, Manitoba introduced a new International Education Stream. The new stream provides faster nomination pathways for:

- International graduate students in STEM (Science, Technology, Engineering and Math) programs that contribute to industry innovation in Manitoba; and
- Post-secondary graduates who find long-term employment in occupations that match their training and meet the needs of Manitoba's labour market.

### K-12 International Student Policies

In July 2017, Manitoba announced two new international student policies effective September 1, 2017. The Enrolment Cap Policy for International Students helps ensure support services and resources for the needs of international students are available and accessible. The Manitoba Graduation Requirements for Students Presenting Non-Canadian Transcripts for Credit Towards a Manitoba High School Diploma is designed to assist students in the adequate preparation for post-secondary education and help ensure competency in English or French.

#### 5 (b) International Education

Expenditures by Sub-Appropriation	Actual	Estimate		Variance	Expl. No.
	2017/18 \$000	FTE	2017/18 \$000	Over (Under) \$000	
Salaries and Employee Benefits	268	3.00	280	(12)	
Other Expenditures	81		192	(111)	
<b>Total Sub-Appropriation</b>	<b>349</b>	<b>3.00</b>	<b>472</b>	<b>(123)</b>	

### Support for Universities and Colleges

The primary goals are to provide recommendations and to ensure sustainability, fiscal prudence, accountability and governance of Manitoba's universities and colleges in relation to public funding, relevant acts and regulations. This will align with learner and labour market needs, as well as ensure accessibility to post-secondary education and success for individuals from under-represented groups. Support will also provide opportunities for Manitoba students to study in other provinces in disciplines where training is not available in Manitoba.

#### Operating Grants and Strategic Initiatives

In 2017/18, a total of \$513.5 million was allocated in grants to the University of Manitoba, the University of Winnipeg, Brandon University, Université de Saint-Boniface and the University College of the North. Capital Funding included \$9.8 million of this amount. Grants totalling \$6.2 million were also allocated to the Canadian Mennonite University, Providence University College and Theological Seminary, Booth University College and the Steinbach Bible College.

In 2017/18, grants totalling \$143.6 million were allocated to Red River College, Assiniboine Community College and the École technique et professionnelle, of which \$1.8 million was included under Capital Funding.

In addition to the operating and capital grants, \$11.3 million supported the Access program.

### ACCESS Programs

The ACCESS Program provides post-secondary educational opportunities through participating institutions to Manitoba residents from under-served groups who may face barriers to post-secondary education. The program is aimed at improving their access to, and success in, Manitoba's public post-secondary institutions. These individuals include Indigenous persons, single parents, refugee students, and students from low socioeconomic backgrounds.

In 2017/18, participating institutions who delivered these special programs and services included the University of Manitoba, University of Winnipeg, Red River College, and University College of the North.

### Advanced Education and Training Assistance

Inter-provincial Training Agreement grants enable Manitoba students to study elsewhere in professions where labour market demand has been identified, and training is not available in Manitoba. In 2017/18, programs included Veterinary Medicine at the University of Saskatchewan, Optometry at the University of Waterloo, Nuclear Medicine at the Southern Alberta Institute of Technology, and Clinical Genetics and Cardiovascular Perfusion programs at British Columbia Institute of Technology.

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2017/18 \$000</b>	<b>Estimate 2017/18 FTE</b>	<b>\$000</b>	<b>Variance Over (Under) \$000</b>	<b>Expl. No.</b>
Operating Grants and Strategic Initiatives	680,215		681,895	(1,680)	
Access Programs	11,298		11,298	0	
Advanced Education and Training Assistance	6,314		6,384	(70)	
<b>Total Sub-Appropriation</b>	<b>697,827</b>	<b>0.00</b>	<b>699,577</b>	<b>(1,750)</b>	

### Student Aid

Manitoba Student Aid's objectives are to:

- Increase post-secondary opportunities for Manitobans by providing supplemental financial assistance to students whose finances limit their educational choices and who might otherwise be unable to obtain a post-secondary education;
- Administer the Pan-Canadian Designation Policy Framework and ensure that educational institutions and programs meet designation criteria for student aid purposes;
- Increase public awareness of programs and services provided by Manitoba Student Aid; and
- Provide effective and efficient student loan administration and debt management services for Manitoba post-secondary students.

In the 2017/18 fiscal year, the Manitoba Student Aid program disbursed approximately \$139 million on behalf of Manitoba and the Canada Student Loan program serving approximately 35,000 borrowers. Canada Student Loans and Manitoba Student Loans of up to \$350 per week of study are available through a 60/40 federal/provincial cost-sharing arrangement.

The program also managed the following:

- The loan administration for new and existing loans in the 2017/18 fiscal year, including annual expenditures of approximately \$7.0 million for the grant expense portion of interest free loans, provision for loss, interest expenses, interest subsidies and previous risk premiums with the national banks; and
- A repayment portfolio consisting of over 24,000 students in the 2017/18 fiscal year.

During the program year, August 1, 2017 to July 31, 2018, the Manitoba Student Aid program also achieved the following:

- Processed 13,898 full-time applications for student loans, grants and bursaries and 524 applications for Canada Student Loans for part-time students. Approximately 93 percent of full-time applications were submitted online.
- Distributed approximately \$28.0 million in new loans to approximately 9,700 Manitoba student loan recipients.
- Increased affordability for students when they need it by transforming the Manitoba Bursary from a loan remissions grant to an up-front grant of up to \$2,000 for lower-income students and distributed an average of \$1,590 to 6,764 students.
- Distributed \$1.6 million in ACCESS Bursary funding to 210 students.
- Distributed \$339,500 in Prince of Wales/Princess Anne Award funding to 1,358 students.
- Administered medical grants on behalf of the Department of Health, Seniors, and Active Living. In the 2017/18 program year, 51 applicants were approved for a total of \$938,000 in conditional grants for the Health Professions Financial Assistance Program. The Aboriginal Medical Student Financial Assistance Program distributed 24 conditional grants for a total of \$168,000. The Nurse Practitioner Education Grant provided a \$10,000 grant to one nurse practitioner graduate who committed to one year of service in a rural Manitoba community.
- Provided information and assistance to 47,000 students over the telephone with an average wait time of 15 minutes. This represents a 32 per cent service improvement from 2016/17. An additional 17,000 in-person requests were assisted and 10,000 emails were answered, an increase of 4,000 over the previous year.
- Reviewed 381 student appeals.

Manitoba Student Aid distributed \$2.25 million to post-secondary institutions for graduate scholarships that support research-based graduate studies attracting and retaining the highest quality students, within and outside the province. In 2017/18 fiscal year, 132 masters and three doctoral students received scholarships (\$15,000 per year for up to two years).

In the 2017/18 fiscal year, the Repayment Assistance Program received 1,998 applications (new and renewals) from borrowers.

### **Manitoba Scholarship and Bursary Initiative**

Through the Manitoba Scholarship and Bursary Initiative, the program:

- Awarded \$6.75 million (an increase from \$4.8 million) to eligible institutions and organizations, who match these government funds with privately raised funds at a new funding ratio of one to two (\$1 for every \$2 raised privately) and disburse funds in the form of in-year scholarships and bursaries to students.

- Expanded the number of institutions and organizations that participate in the Initiative from nine to fourteen.

## Designation

Manitoba Student Aid continues to provide an important role by monitoring designated Manitoba institutions for student repayment rates and compliance to student financial support criteria as defined in the Pan-Canadian Designation Framework. As of March 31, 2018, Manitoba had 50 designated institutions in the province and more than 1,000 institutions throughout the world. During 2017/18, a total of 38 new educational institutions were designated for the purpose of student financial support. Four institutional audits were performed to verify Memoranda of Understanding compliance.

<b>Summary of Loans, Awards, and Benefits 2017/18</b>			
<b>Full-time Students</b>	<b>Number of Students</b>	<b>Total Awards (\$)</b>	<b>Average (\$)</b>
<b>Loans</b>			
Canada Student Loans Authorized	9,713	41,031,379	4,224
Manitoba Student Loans Authorized	9,686	28,044,270	2,895
<b>Provincial Non-Repayable Supports</b>			
UpFront Manitoba Bursary	6,764	10,756,532	1,590
Prince of Wales/Princess Anne Awards	1,358	339,500	250
Access Bursary	210	1,579,816	7,523
<b>Canada Student Grants for Full-time Students</b>			
Full - Time	8,793	22,882,175	2,602
Low Income with Permanent Disabilities	664	1,294,000	1,949
Low Income With Dependents	1,059	2,957,825	2,793
Disabilities Equipment and Supplies	260	754,234	2,901
<b>Other Awards</b>			
Medical Student/Residential Financial Assistance Program	14	700,000	50,000
Aboriginal Medical Student Financial Assistance Program	24	168,000	7,000
Nurse Practitioner Education Grant	1	10,000	10,000
<b>Part-time Students</b>			
<b>Loans</b>			
Canada Student Loans Authorized	276	697,942	2,529
<b>Canada Student Grants for Part-time Students</b>			
Students with Dependents	18	23,247	1,292
Students with Permanent Disabilities	26	48,122	1,851
Part Time Students	295	476,019	1,614
Disability Equipment and Supplies	14	27,667	1,976

## 5 (d) Student Aid

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2017/18 \$000</b>	<b>Estimate 2017/18 FTE</b>	<b>Estimate 2017/18 \$000</b>	<b>Variance Over (Under) \$000</b>	<b>Expl. No.</b>
Salaries and Employee Benefits	3,330	56.00	3,590	(260)	
Other Expenditures	997		1,213	(216)	
<b>Total Sub-Appropriation</b>	<b>4,327</b>	<b>56.00</b>	<b>4,803</b>	<b>(476)</b>	

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2017/18 \$000</b>	<b>Estimate 2017/18 FTE</b>	<b>Estimate 2017/18 \$000</b>	<b>Variance Over (Under) \$000</b>	<b>Expl. No.</b>
(1) Manitoba Bursary Fund	10,364		10,540	(176)	
(2) Manitoba Scholarship and Bursary Initiative	6,750		6,750	0	
(3) Health Professions Financial Assistance	878		1,114	(236)	
(4) Manitoba Graduate Scholarships	2,250		2,250	0	
(5) Loans and Bursaries	1,898		2,471	(573)	1
(6) Less: Recoverable from Health, Seniors and Active Living	(710)		(806)	96	
<b>Total Sub-Appropriation</b>	<b>21,430</b>	<b>0.00</b>	<b>22,319</b>	<b>(889)</b>	

1. Under expenditure mainly relates to a reduction in applicants for Access Bursaries, partially offset by increased requirement for the Prince of Wales/Princess Anne Awards.

#### **5 (f) Canada Student Grants**

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2017/18 \$000</b>	<b>Estimate 2017/18 FTE</b>	<b>Estimate 2017/18 \$000</b>	<b>Variance Over (Under) \$000</b>	<b>Expl. No.</b>
Canada Student Grants	1,289		1,350	(61)	
<b>Total Sub-Appropriation</b>	<b>1,289</b>	<b>0.00</b>	<b>1,350</b>	<b>(61)</b>	

#### **5 (g) Student Loan Administration and Interest Relief**

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2017/18 \$000</b>	<b>Estimate 2017/18 FTE</b>	<b>Estimate 2017/18 \$000</b>	<b>Variance Over (Under) \$000</b>	<b>Expl. No.</b>
Student Loan Administration and Interest Relief	6,972		6,379	593	
<b>Total Sub-Appropriation</b>	<b>6,972</b>	<b>0.00</b>	<b>6,379</b>	<b>593</b>	

#### **5 (h) Tuition Fee Income Tax Rebate Advance**

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2017/18 \$000</b>	<b>Estimate 2017/18 FTE</b>	<b>Estimate 2017/18 \$000</b>	<b>Variance Over (Under) \$000</b>	<b>Expl. No.</b>
Tuition Fee Income Tax Rebate Advance	789		500	289	
<b>Total Sub-Appropriation</b>	<b>789</b>	<b>0.00</b>	<b>500</b>	<b>289</b>	

## **Adult Learning and Literacy**

Adult Learning and Literacy supports programming aimed at increasing literacy skills and delivering high school credentials for adults to ensure that all Manitobans have opportunities to seek advancement through education and training, find meaningful and sustainable employment, and engage in society and community life.

Adult Learning and Literacy strives to develop the capacity of organizations within the province to respond to the needs of adult learners with flexibility, effectiveness and efficiency. Three programs are supported by Manitoba to meet this objective:

- Manitoba Adult Literacy Program
- Adult Learning Centres Program
- GED Testing Service

### **Manitoba Adult Literacy Program**

On January 1, 2009, The Adult Literacy Act came into force. The act formalizes the Manitoba Adult Literacy Program as a component of a provincial Adult Literacy Strategy.

The Strategy contributes to the following objectives:

- Provide Manitobans with adult literacy skills to achieve their economic, educational and personal literacy-related goals
- Create and sustain a skilled and adaptable workforce
- Increase skills for civic participation
- Enhance health and social well-being

The Strategy framework focuses on five key areas:

- The Manitoba Adult Literacy Program
- Adult Learning Centres
- Workforce Development and Employment Focus
- English as an Additional Language and Immigrant Focus
- Indigenous Adult Education Focus

In 2017/18, Adult Learning and Literacy provided grants to 32 agencies to provide adult literacy programming. Year-end statistics for 2017/18 are not available until the fall of 2018. However, year-end statistics for 2016/17 indicate that:

- 1,991 individuals participated in adult literacy programming
- 44 per cent were male and 56 per cent were female
- 21 per cent were in the 19 to 24 age group, 30 per cent in the 25 to 34 age group, 24 per cent were in the 35 to 44 age group, 16 per cent were in the 45 to 54 age group, seven per cent were over 54, and two per cent were under age 19
- 41 per cent self-identified as Indigenous learners
- 35 per cent indicated that English was not their first language (not including Indigenous languages)
- Upon program registration, 32 per cent of learners were assessed to be at Stage level 1, 46 per cent were at Stage level 2, and 22 per cent were at Stage level 3.

### **Adult Learning Centres Program**

The Adult Learning Centres Act legislates a registration and governance process and a framework for the educational and fiscal accountability of Adult Learning Centres.



In the 2017/18 program year, 42 Adult Learning Centres were registered, with 39 receiving funding from Adult Learning and Literacy. Three were registered by Adult Learning and Literacy and funded from other sources (Brokenhead Adult Learning Centre, Peguis Adult Education Learning Centre, and Waywayseecappo Adult Learning Centre).

Year-end statistics for the 2017/18 school year will be available in the fall of 2018. Statistics for the 2016/17 school year indicate that:

- 8,111 learners completed 10,636 courses for high school credit
- 1,207 Adult Learning Centre learners graduated with a secondary (high school) diploma
- 550 graduates self-declared as Indigenous

Recognition of Prior Learning (RPL) is a significant service to learners at the Centres. The majority of programs have at least one staff member who has completed the RPL Foundation training offered by Adult Learning and Literacy or through an equivalent post-secondary course or program. RPL Advising and Assessment Services are available to help adult students receive credits for their formal and informal learning. In 2016/17, Adult Learning Centres granted 512 full or partial credits through RPL, with 137 students graduating with credits earned through the RPL process.

High school graduates may complete up to four additional courses tuition-free at the Centres. These courses are taken as preparation for post-secondary education, training or employment. In 2016/17, adult learners completed 2,385 post-diploma courses.

Adult Learning and Literacy is also responsible for registering dual-credit courses for use in the Centres. In 2016/17, Adult Learning Centres partnered with four post-secondary institutions in Manitoba to register 107 dual-credit courses.

### GED Testing Service

Adult Learning and Literacy administers the GED Testing Service in Manitoba. In 2016/17, 186 individuals wrote the GED tests, with 123 obtaining their GED certificate.

#### 5 (i) Adult Learning and Literacy

Expenditures by Sub-Appropriation	Actual 2017/18 \$000	Estimate 2017/18 FTE	Estimate 2017/18 \$000	Variance Over (Under) \$000	Expl. No.
Salaries and Employee Benefits	809	10.00	891	(82)	
Other Expenditures	102		260	(158)	
Adult Learning Centres	17,737		17,839	(102)	
Adult Literacy	3,055		3,139	(84)	
Less: Recoverable from other appropriations	(412)		(412)	0	
<b>Total Sub-Appropriation</b>	<b>21,291</b>	<b>10.00</b>	<b>21,717</b>	<b>(426)</b>	

### Apprenticeship Manitoba

Apprenticeship Manitoba is responsible for the administration of The Apprenticeship and Certification Act, The Apprenticeship Employment Opportunities Act (Public Works Contracts) and apprenticeship programs for 55 trades. 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 the trades qualification process for experienced tradespeople who seek certification in their trade.

Apprenticeship Manitoba promotes trades and occupations training and certification to industry standards; coordinates information and planning for the designation of new trades and occupations; develops competency standards and curricula in cooperation 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.

Apprenticeship Manitoba participates in the Interprovincial Standards “Red Seal” Program, which establishes common standards for the skilled trades across Canada. Certificates of Qualification, with a Red Seal endorsement affixed, are recognized by all Canadian jurisdictions.

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

The Apprenticeship and Certification Board is established by The Apprenticeship and Certification Act. Members, appointed by the Minister, represent industry and the public interest in the apprenticeship and certification system. The Board appoints Provincial Advisory Committees, and receives and reviews recommendations from them respecting trade regulations, training standards, examinations and certification standards.

The Board consulted with stakeholders in its decision-making process in setting priorities for 2017/18 under its Strategic Plan and in reviewing regulations and updating program standards.

In 2017, the Board also conducted a province-wide consultation to inform its multi-year Strategic Plan 2018 to 2023. More than 500 stakeholders participated in the consultation. The Board used the feedback that it gained through the consultation to establish its priorities over the next five years.

Apprenticeship Manitoba supports the Board and Provincial Advisory Committees by providing technical, administrative and financial support, research, analysis for discussion items, and implements Board decisions. The Minister, on recommendation of the Board, approves new and amended trade regulations under The Apprenticeship and Certification Act.

During 2017/18, the Board initiated a review of regulations for the trades of Agricultural Equipment Technician, Construction Electrician, Electrologist, Esthetician, Heavy Duty Equipment Technician, Industrial Electrician, Landscape Horticulturist, Power Electrician, Refrigeration and Air Conditioning Mechanic, Rig Technician, Roofer, Sprinkler System Installer, and Truck and Transport Mechanic.

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

### **Apprenticeship Services**

Apprenticeship Manitoba receives applications for apprenticeship, registers apprenticeship agreements between apprentices and employers, monitors practical skills training on the job site, and arranges for apprenticeship technical training delivery, examinations and certifications. It also assesses the qualifications of uncertified skilled tradespeople so they can take Trades Qualifications Examinations. In 2017/18, Apprenticeship Manitoba began the development of a new apprenticeship management system that will modernize online services for learners, employers and educators.

As of March 31, 2018, there were 11,064 active apprentices registered in the apprenticeship system, including 2,221 new registered apprentices. Certificates of Qualification were awarded to 1,213 people, and 273 experienced trades practitioners were certified through the Trades Qualifications process. A total of 589 Trades Qualifications examinations were administered. There were also 1,149 student apprentices in the High School Apprenticeship Program, with 512 new registrations in 2017/18.

In 2017/18, there were 1,124 self-declared apprentices of Indigenous ancestry registered, with 260 new registrations in Manitoba over the past year. Indigenous apprentices comprise over 10 per cent of the total number of apprentices in Manitoba. Community-Delivered Training programs were delivered in the trade of Carpenter in Lake Manitoba First Nation and St. Theresa Point First Nation, and a Level One Cook program through partnership with the Keeyask Generating Station and Sodexo.

In partnership with the Northern Manitoba Sector Council, the Northern Construction Trades Training Program was launched. Of the 32 participants who began the program in 2015, 25 apprentices remain in the program (78 per cent retention rate) to become Red Seal Industrial Electricians, Industrial Mechanics (Millwright) and Steamfitter/Pipefitters in northern Manitoba.

Through the North End Trades Discovery Initiative, culturally appropriate programming has been delivered to more than 300 grade five to 12 students to engage them in social enterprise activities that help build their community while they gain first hand experience in a variety of skilled trades.

In 2017/18, there were 1,277 female apprentices, representing a decrease of 50 (four per cent) in the total number of female apprentices over 2016/17. Women constituted 12 per cent of all active apprentices in 2017/18 (similar to 2016/17). Of those female apprentices, only three per cent were concentrated in the construction, manufacturing and transportation sectors (also called 'non-traditional trades'). Apprenticeship Manitoba supported initiatives such as the Unlocking the Toolkit Girls Forum, No Limits for Girls in Trades, and the Skills Canada Manitoba Young Women's Conference in 2017/18 to encourage the participation of women in the trades.

In 2017/18, the total regulated fee revenue generated \$485,761. Technical training programs are largely subsidized by the Manitoba government. Through the Labour Market Development Agreement and provincial training supports, the province pays an average of \$4,200 per apprentice per course of technical training.

## **Policy and Program Standards**

Apprenticeship Manitoba develops, revises and secures industry approval for apprenticeship and occupational training standards, apprenticeship level tests, examinations and provincial occupational analyses. It oversees Manitoba's contributions to interprovincial examinations for the skilled trades, Interprovincial Program Guides and the Red Seal Occupational Standard or Provincial Occupational Standard series. In 2017/18, Red Seal Occupational Standards are currently being developed as the training standards for the Red Seal trades and will replace the National Occupational Analyses.

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. There are a total of five Red Seal trades identified nationally for Harmonization by September 2018, all of which are designated trades in Manitoba. Through this work, Manitoba consulted with provincial and national industry representatives on the proposed changes to apprenticeship training and certification requirements. This work will support apprentices who wish to pursue their in-school or on-the-job training in another jurisdiction.

Apprenticeship Manitoba accredits over 60 different training providers of trades-related programs 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. In 2017/18, Apprenticeship Manitoba accredited one new training provider and four new programs.

Apprenticeship Manitoba is responsible for apprenticeship legislation and regulation research and analysis, and for general policy research and development. In 2017/18, consultants were contracted to conduct a Governance Review of the apprenticeship and certification system in Manitoba, and will provide the department with recommendations to improve efficiency and streamline services.

### Community Relations

Manitoba celebrated the annual Apprenticeship Recognition Week during the first week of November 2017. On November 2, 2017, the annual Apprenticeship Awards of Distinction gala was held to formally recognize outstanding contributions that employers, industry training leaders, Board and Provincial Advisory Committee members make to the success of the apprenticeship training system. The annual Apprenticeship Highest Achievement Awards recognized 49 top new journeypersons and their employers as high achievers in the apprenticeship system for the 2017/18 academic year on April 19, 2018.

#### 5 (j) Apprenticeship Manitoba

Expenditures by Sub-Appropriation	Actual 2017/18 \$000	Estimate 2017/18 FTE	Estimate 2017/18 \$000	Variance Over (Under) \$000	Expl. No.
Salaries and Employee Benefits	4,185	59.00	4,134	51	
Other Expenditures	965		1,025	(60)	
Training Support	17,317		18,560	(1,243)	
Less: Recoverable from the Canada- Manitoba Labour Market Development Agreement	(2,237)		(2,237)	0	
<b>Total Sub-Appropriation</b>	<b>20,230</b>	<b>59.00</b>	<b>21,482</b>	<b>(1,252)</b>	

### Industry, Training and Employment Services

Industry, Training and Employment Services:

- Assists Manitobans to prepare for, find and retain employment, including support for skills development and enhancement to meet Manitoba employers' needs;
- Promotes private sector involvement and investment in human resource development and workplace-based training to create a highly skilled, knowledgeable and adaptable workforce in Manitoba;
- Assesses training needs and develops short and long-term training strategies that are directly linked to achieving business goals and provincial economic development priorities; and
- Provides employability and training supports to at-risk, multi-barriered youth to enhance labour market participation, reduce youth unemployment/underemployment, and facilitate school-to-work transitions.

Industry, Training and Employment Services develops, coordinates, and maintains a range of employment and employer services through direct delivery and through partnerships with community-based organizations, industry associations, sector councils, and employers. Services are integrated with all areas of the division to ensure Manitobans have access to apprenticeship, training and employment opportunities.

### **Direct Delivery Services:**

**Direct Employment Services:** Staff in 13 Manitoba Jobs and Skills Development Centres located throughout Manitoba coordinate, develop and maintain a range of employment services, including support for skills training, to prepare Manitobans for employment. 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 the Manitoba Mature High School Diploma program. Staff also work with employers and community organizations to facilitate employment opportunities. In addition, direct employment services specifically designed to assist students and youth are provided through Manitoba Youth Job Centres, STEP Services, Career Options for Students with a Disability, and Young Entrepreneurs programs.

**Skills Development:** This program supports eligible participants to obtain skills training in occupational areas experiencing skill shortages to secure and maintain employment or advance in the labour market.

**Workforce Development:** This program assists companies to develop a comprehensive approach to human resource management through needs assessment, analysis, and training support to achieve business goals. The program coordinates a range of services, programs, and supports available from government and other organizations that support employer needs.

**Industry Expansion:** This 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 contributes to training or up-skilling new and existing workers for jobs that will be sustainable over the long term and will strengthen the economic base of the community. The program has been active with companies in the aerospace and information technology sectors.

### **Partnership Services:**

**Community Partnerships:** Funding is provided to Manitoba employers, non-profit community-based organizations, local governments, and training partners to deliver customized training responses that align with the employment needs of individuals, communities and employers.

**Employment Partnerships:** Funding is provided to Manitoba employers, non-profit community-based organizations, local governments, and training partners to develop and support employment 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: 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:** Industry, Training and Employment Services implements and oversees a job referral service that matches qualified job seekers with employment opportunities created by major Manitoba Hydro construction projects in Northern Manitoba.

**Sector Council Program:** This program facilitates long-range human resource planning and workforce training and development initiatives in key industry sectors to create high-performance workplaces. Through industry-driven multi-stakeholder partnerships, the Sector Council Program creates human resource development solutions that are tailored to a sector's needs, provides employees with transferable employment skills, and provides opportunities that may not otherwise be available to individual companies.

**Workplace Essential Skills and Recognition of Prior Learning (RPL) Program:** Provincial Essential Skills and RPL activities and communications are coordinated for business, labour, and government with a focus on the development and delivery of workplace-related Essential Skills training, industry-based prior learning assessment projects, practitioner development, and specific training events for workplace training coordinators and instructors. The program also provides supports for Essential Skills training initiatives in Northern Manitoba.

### Industry, Training and Employment Services Results by Programs, 2017/18

PROGRAM	Clients Served <sup>1</sup> (New Services)	
	Projected	Actual
<b>DIRECT SERVICES:</b>	1,400	
Direct Employment Services <sup>2</sup>	-	14,276
Skills Development	-	221
Workforce Development <sup>3</sup>	-	1,433
Industry Expansion <sup>3</sup>	-	-
- New Workers Trained	-	439
- Existing Workers Trained	-	1,340
<b>PARTNERSHIP SERVICES:</b>	1,500	
Community Partnerships <sup>2</sup>	-	3,041
Employment Partnerships	-	43
Wage Subsidies	-	6
Job Referral Service Registrations	7,500	9,053
Sector Council Program <sup>3 4</sup>	-	-
- Education	-	10,831
- Awareness	-	35,830
- Engagement	-	10,120

Workplace Essential Skills and RPL <sup>3</sup>	-	-
- Rural Essential Skills Services	-	819
- Northern Training to Employment Pathways	-	1,243
- Provincial Essential Skills Development Plan	-	2,854
- RPL Strategies for Today's Workplace	-	217

<sup>1</sup> Source: ICM and SPRS Reporting Snapshot July 5, 2018. 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. Unless stated elsewhere, all figures represent the number of distinct individuals within that category.

<sup>2</sup> Direct Employment Services and Community Partnerships numbers include clients captured by the Youth Partnerships program area (formerly MB4Youth) which was amalgamated into Industry, Training and Employment Services in 2017/18.

<sup>3</sup> These programs are funded from four sources: Industry, Training and Employment Services, Canada-Manitoba Labour Market Development Agreement, the Industry and Labour Force Investment Fund, and the Canada-Manitoba Job Fund Agreement. They are not included in the Projected or Actual totals for Direct or Indirect Services.

<sup>4</sup> Sector Council Program numbers represent distinct services, not distinct individuals.

### 5 (k) Industry, Training and Employment Services

Expenditures by Sub-Appropriation	Actual	Estimate		Variance	Expl. No.
	2017/18 \$000	2017/18 FTE	2017/18 \$000	Over (Under) \$000	
Salaries and Employee Benefits	6,918	210.35	8,305	(1,387)	1
Other Expenditures	1,411		1,424	(13)	
Training Support	19,110		24,087	(4,977)	2
Youth Jobs Strategy	0		1,640	(1,640)	3
<b>Total Sub-Appropriation</b>	<b>27,439</b>	<b>210.35</b>	<b>35,456</b>	<b>(8,017)</b>	

1. Under expenditure mainly reflects savings as a result of vacancies, Voluntary Reduced Workweek and a salary recovery from Canada-Manitoba Job Fund Agreement – Salaries and Employee Benefits (16-5N-1).
2. Under expenditure mainly reflects savings as a result of shifting provincially funded programs to federally funded programming under the Labour Market Transfer Agreement. Savings have partially offset over expenditures in Canada-Manitoba Labour Market Development Agreement – Training Support (16-5L-3) and Canada-Manitoba Job Fund Agreement – Training Support (16-5N-3).
3. Under expenditure mainly reflects savings as a result of shifting provincially funded programs to federally funded programming under the Labour Market Transfer Agreement. Savings have partially offset over expenditures in Canada-Manitoba Job Fund Agreement – Training Support (16-5N-3).

## Canada-Manitoba Labour Market Development Agreement

Under the Canada-Manitoba Labour Market Development Agreement (LMDA), the Post-Secondary Education and Workforce Development 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 have had a maternity or parental claim within the past five years;

- All unemployed and under-employed Canadians including Employment and 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.

**The following services are available to all Manitobans who are unemployed or under-employed:**

**Service Needs Determination/Employment Counselling and Career Development:** Service needs determination is used to assess an individual's requirement and readiness for employment and/or training services, and referral to other appropriate services. Employment counselling 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 to achieve self-sufficiency. These programs are provided at 13 Manitoba Jobs and Skills Development Centres located in various regions throughout the province.

**Labour Exchange (Job Bank):** This service provides information on available job and training opportunities to link 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 printed and electronic formats. This helps unemployed individuals with their job search, workers with their career development activities, and employers, students, governments and various training providers with decision-making.

**The following programs are only available to Insured Participants as defined under the Employment Insurance (EI) 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 individuals 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 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 the opportunity to demonstrate his or her skills and abilities in a new work environment.

**The following programs are delivered in partnership with organizations:**

**Employment Assistance Services:** This program assists unemployed individuals to prepare for, secure, and retain employment. Funding is provided to community-based organizations to 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 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 maintain 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, 2017/18**

PROGRAM	Clients Served (New Services)	
	Projected	Actual
Service Needs Determination / Employment Counselling	27,500	25,407
Employment Partnerships	150	245
Skills Development	5,500	5,396
- Apprenticeship	-	3,566
- Other Skills Development	-	1,869
Self Employment	160	168
Wage Subsidies	60	36
Employment Assistance Services	13,000	13,398
Labour Market Partnerships	N/A	N/A
Research and Innovation	N/A	N/A
Research and Innovation – Canada Job Grant Program*	4,000	3,435
Labour Exchange – Job Bank Orders**	12,500	9,053
Labour Market Information	N/A	N/A

Source: ICM and SPRS Reporting Snapshot July 5, 2018. 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, 2017 to March 31, 2018.

<b>LMDA Results Measures, Targets and Actuals, 2017/18</b>		
<b>Employment Insurance (EI)</b>	<b>Targets 17/18</b>	<b>Actual 17/18</b>
NUMBER OF EI ACTIVE CLIENTS SERVED	9,000	8,544
NUMBER OF RETURNS TO WORK (EI Insured)	6,500	4,527
UNPAID BENEFITS TO THE EI ACCOUNT	\$45.5 Million	\$41.8 Million

Source: Period 12 Summary LMDA Data. Period 12: April 1, 2017 to March 31, 2018. Final results (P14) not available.

### 5 (l) Canada-Manitoba Labour Market Development Agreement

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2017/18 \$000</b>	<b>Estimate 2017/18 FTE</b>	<b>Estimate 2017/18 \$000</b>	<b>Variance Over (Under) \$000</b>	<b>Expl. No.</b>
Salaries and Employee Benefits	7,417	115.20	7,879	(462)	
Other Expenditures	561		564	(3)	
Training Support	46,542		42,806	3,736	1
<b>Total Sub-Appropriation</b>	<b>54,520</b>	<b>115.20</b>	<b>51,249</b>	<b>3,271</b>	

1. *Over expenditure mainly reflects increased program activity as a result of a top up in funding from the Government of Canada of \$3,598 for which there is a corresponding increase in revenue.*

### Industry and Labour Force Investment Fund

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

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 2017/18, the Fund was utilized in the Industry Expansion Program to assist in the creation of 595 new jobs and training of 1,489 existing employees in five companies in the aerospace, manufacturing, and information technology sectors, all of which expanded or re-tooled operations in the province.

In addition, under the Workforce Development Program the Fund provided value-added, customized human resource services and training development for two companies and 1,639 employees.

The Fund 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 2017/18, 10,248 new and existing workers benefited from education activities; 34,869 participated in awareness activities; and 10,045 participated in engagement activities.

### 5 (m) Industry and Labour Force Investment Fund

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2017/18 \$000</b>	<b>Estimate 2017/18 FTE</b>	<b>Estimate 2017/18 \$000</b>	<b>Variance Over (Under) \$000</b>	<b>Expl. No.</b>
Industry and Labour Force Investment Fund	4,214		4,912	(698)	1
<b>Total Sub-Appropriation</b>	<b>4,214</b>	<b>0.00</b>	<b>4,912</b>	<b>(698)</b>	

1. *Under expenditure mainly reflects savings as a result of shifting provincially funded programs to federally funded programming under the Labour Market Transfer Agreement. Savings have partially offset over expenditures in Canada-Manitoba Job Fund Agreement – Training Support (16-5N-3).*

## Canada-Manitoba Job Fund Agreement<sup>2</sup>

Post-Secondary Education and Workforce Development administers the Canada-Manitoba Job Fund Agreement 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 of the Fund are to:

- Provide access to training programs for unemployed, under-employed, and employed individuals that will enhance the labour market participation of all Manitobans, particularly low skilled workers and under-represented groups;
- Encourage greater employer involvement in training to ensure that skills are aligned to job opportunities and 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.

Under the Canada-Manitoba 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. 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;
- Under-employed 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; and
- Employers, businesses, industry associations, and communities/sectors.

Post-Secondary Education and Workforce Development 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:** This service 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.

**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.

<sup>2</sup> The Canada-Manitoba Job Fund Agreement was replaced by the Canada-Manitoba Workforce Development Agreement on March 26, 2018.

**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 Subsidies:** 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:** 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, 2017/18

PROGRAM	Clients Served (New Services)	
	Projected	Actual
<b>DIRECT SERVICES:</b>	1,900	1,250
Direct Employment Services	-	399
Skills Development	-	972
<b>PARTNERSHIP SERVICES:</b>	4,000	4,351
Employment Partnerships	-	1,658
Labour Market Partnerships	-	2,682
Self Employment	-	47
Wage Subsidies	-	45
Canada-Manitoba Job Grant*	4,000	3,435

Source: ICM and SPRS Reporting Snapshot July 5, 2018. 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.

#### 5 (n-o) Canada-Manitoba Job Fund Agreement

Expenditures by Sub-Appropriation	Actual	Estimate	Variance	Expl.
	2017/18			
	\$000	FTE	\$000	No.
Salaries and Employee Benefits	910	8.00	910	0
Other Expenditures	542		542	0
Training Support	20,031		16,592	1
Less: Recoverable from the Canada-Manitoba Job Fund Agreement	(10,257)		(10,257)	0
<b>Total Sub-Appropriation</b>	<b>11,226</b>	<b>8.00</b>	<b>7,787</b>	<b>3,439</b>

1. Over expenditure mainly reflects increased program activity as a result of a top up for the Canada-Manitoba Job Fund Agreement stemming from the finalization of the current year agreement with the Government of Canada for which there is a corresponding increase in revenue from the Federal Government and for additional expenditures as a result of recognizing deferred revenue from 2016/17.

# Immigration and Economic Opportunities

## Immigration Services

Immigration Services develops and implements policies and programs for the promotion of Manitoba as an immigration destination of choice, for the recruitment and selection of economic immigrants to support the province's economic development strategies, and for the labour market integration and career development success of immigrants. The branch provides co-ordination support for inter-departmental collaboration in the settlement of immigrants and refugees in the social and economic life of Manitoba. The branch is also the departmental lead for international education as it relates to supporting educational partners in the attraction of international students and the implementation of Manitoba's International Education Strategy. The branch supports these roles through its finance and administration, policy, planning research, performance measurement and evaluation, program development and delivery, and project management capacities as well as to meet requirements under The Freedom of Information and Protection of Privacy Act. The branch's objectives are:

- To meet the objectives of Manitoba's growth through immigration strategy through the successful attraction, integration and retention of skilled workers, entrepreneurs, family and humanitarian class immigrants by:
  - promoting Manitoba as an immigration destination of choice, primarily through the recruitment of immigrant skilled workers and entrepreneurs through the Manitoba Provincial Nominee Program (MPNP);
  - implementing the renewal of the MPNP through strengthening partnerships with industry and post-secondary institutions to help meet Manitoba's global competitiveness, skilled work force and business investment requirements;
  - supporting a Continuum of Service immigrant integration model built on the foundation of the Manitoba Start Program and including a range of integration support services coordinated and co-planned interdepartmentally and in collaboration with the Government of Canada, in all regions of the province;
  - co-leading, with the federal government, multilateral collaboration in the development of public policies and priorities for immigration by co-chairing the Forum of Ministers Responsible for Immigration (FMRI).
- To meet the objectives of Manitoba's International Education strategy by working in collaboration with post-secondary institutions to promote the internationalization of Manitoba campuses through the attraction of international students, researchers and education professionals as well through the facilitation of exchange programs and international partnerships that support Manitoba's competitiveness for global talent.

During 2017/18, Immigration Services continued to successfully implement Manitoba's growing through immigration strategy, primarily through the Manitoba Provincial Nominee Program (MPNP) by ensuring that the Province remains a destination of choice for skilled immigrant workers and entrepreneurs who are well supported in their successful labour market integration and job creation investments in the Manitoba economy.

In November 2017, the province announced the renewal of the MPNP as part of the process of restructuring its economic immigration program to provide new pathways to permanent residence for international students, entrepreneurs and skilled workers. The International Education Stream establishes clear and predictable immigration pathways for international students completing programs at designated Manitoba post-secondary institutions with the demonstrated potential to make significant contributions to the Manitoba economy.

Important accomplishments in 2017/18 included the following:

- Received 14,700 immigrants in 2017, who will contribute to Manitoba's labour force and population growth. Close to 20 per cent of the 14,700 newcomers settled outside the Winnipeg Census Metropolitan Area.
- Delivered the Manitoba Provincial Nominee Program (MPNP), which contributed to the successful landing of 9,425 newcomers in 2017, accounting for 64 per cent of all immigration to Manitoba.
- Announced the MPNP renewal to restructure Manitoba's economic immigration program to provide new pathways to permanent residence for international students and entrepreneurs.
- Eliminated the MPNP application backlog and, through the Expression of Interest (EOI) system, maintained processing times of 6 months or less for Skilled Worker applications.
- Partnered with employers on strategic promotion and recruitment initiatives in Manila, London, Brussels and Paris to promote Manitoba as an immigration destination of choice for skilled workers and entrepreneurs. 13 employers participated in the Manila and London missions and 358 invitation to apply (applicant with job offers) were issued.
- Approved 4,740 MPNP skilled worker applications and 268 MPNP-Business (MPNP-B) applicants in 2017.
- Received over 1.06 million visitors to [immigratemanitoba.com](http://immigratemanitoba.com) including prospective immigrants and newcomers accessing online pre-arrival, labour market and settlement planning information.
- Organized a broad consultative/roundtable meeting with immigration stakeholders, including licensed immigration representatives to discuss options for MPNP renewal improvements and criteria changes.
- Completed negotiations with Immigration, Refugees and Citizenship Canada (IRCC) and announced first phase of improvements to the MPNP renewal to strengthen economic outcomes for provincial nominees.
- Introduced a new MPNP application fee of \$500 for MPNP skilled workers, and issued a Request for Proposals for projects to address gaps in immigrant integration services using revenues from the MPNP application fees. The Program continues to charge \$2,500 application fees for MPNP business applications.
- Coordinated and/or participated in interdepartmental planning initiatives to support inclusive services and programming for immigrants and refugees in areas such as employment and training, children and youth and families, health, and housing including:
  - MET Newcomer Roundtable sessions to discuss newcomer needs, including Kindergarten to Grade 12, Adult Learning and Post Secondary Education, Student Wellbeing and Psycho-social Supports, Early Childhood and Parent Education;
  - Rural Employment Development Initiative (REDI) round tables on newcomer needs;
  - Interdepartmental Asylum Seeker Planning Team to manage the intake and flow of increased numbers of refugee claimants arriving in Manitoba, and;
  - Refugee Resettlement Coordination Group including stakeholders and interdepartmental representatives to share information/challenges and facilitate solutions to responding to the needs of refugees in all aspects of their settlement.
- Delivered the Manitoba Start Program, a nationally recognized best practice which provides centralized registration services for all immigrant newcomers arriving in Manitoba, career coaching and employment supports, including assistance in qualifications recognition and job-matching services.
- Manitoba Start registered, assessed and referred 5,021 clients in 2017/18, including provincial nominees, international students, family class immigrants and refugees, and provided employment supports to 3,793 clients, 70 per cent matched to Manitoba employers.
- Funded Supporting Employment and Economic Development – SEED Winnipeg to administer the Recognition Counts program that provides low-interest micro loans to assist skilled immigrants in Manitoba with the recognition of their international qualifications.
- Funded Welcome Place and MANSO's Refugee Response Community Coordinator to support the resettlement of 2,130 refugees and protected persons as well as 1,095 asylum seekers to Manitoba.

- Continued negotiations with IRCC toward a new bilateral immigration agreement to strengthen Manitoba's immigration strategy.
- Signed the General Provisions and Express Entry chapters of the Canada-Manitoba Memorandum of Understanding on Information Sharing to govern the collection, use and disclosure of information, including personal information, on immigration matters.
- Signed a Letter of Intent regarding information sharing arrangement for the interim disclosure of provincial nominee personal information between Canada and Manitoba.
- Completed the second year as co-chair for the Forum of Ministers Responsible for Immigration (FMRI) including managing the operations of the Provincial/Territorial (PT) Secretariat.
- Organized FPT Forum of Ministers responsible for Immigration meeting in Toronto, Ontario in September 2017.
- Worked with other jurisdictions through the Council of Ministers of Education, Canada to develop and advance strategic positions during international education negotiations with IRCC and Global Affairs Canada.
- Worked with member institutions of Manitoba Council for International Education (MCIE) to develop best practices to protect international students from fraudulent education/immigration agents and recruiters.
- Provided \$5,000 grant to MCIE for quarterly professional development events for its members.
- Made presentations to educational partner agents to promote the new International Education Stream as part of a sponsored lunch during MCIE's Great Manitoba Familiarization Tour. The Tour brought 16 educational partner agents from 11 countries to promote Manitoba as a destination of choice for international students.
- Continued to work with post-secondary institutions to develop institutional specific partnership plans related to international student recruitment and better match nominees with labour market demand in both rural and urban Manitoba centres.
- Worked with educational institutions to identify priority markets for international student promotion and recruitment.
- Participated in the 2017 NAFSA Annual Conference & Expo in Los Angeles, California, as part of a delegation of Manitoba post-secondary institutions.
- Made 20 provincial nominee program presentations to international students in seven post-secondary campuses to help international students better understand the provincial nominee application process.

#### 6 (a) Immigration Services

Expenditures by Sub-Appropriation	Actual 2017/18 \$000	Estimate 2017/18 FTE	Estimate 2017/18 \$000	Variance Over (Under) \$000	Expl. No.
Salaries and Employee Benefits	4,660	73.00	4,705	(45)	
Other Expenditures	4,117		4,198	(81)	
<b>Total Sub-Appropriation</b>	<b>8,777</b>	<b>73.00</b>	<b>8,903</b>	<b>(126)</b>	

## Office of the Manitoba Fairness Commissioner

The Office of the Manitoba Fairness Commissioner (OMFC) administers The Fair Registration Practices in Regulated Professions Act to ensure registration practices of Manitoba's regulated professions are transparent, objective, impartial, and fair. The OMFC objectives are:

- To work with 30 Manitoba regulated professions to ensure their compliance with the requirements of The Fair Registration Practices in Regulated Professions Act (the Act).
- To ensure fair registration practices which recognize the qualifications of internationally educated professionals so that they can integrate into the Manitoba professional workforce in a timely manner.
- To ensure Manitoba has an informed, fair and coherent system for the assessment and recognition of qualifications of internationally educated professionals.

In 2017/18 the OMFC:

- Completed the second review of 30 regulated professions' practices as required by the Act and to ensure compliance.
- Continued implementation of data collection and reporting processes used by regulators to report on applicants, as required by the Act. Streamlined reporting mechanisms with regulatory bodies to ensure effective and accurate reporting for 2017.
- Collaborated with Manitoba Bureau of Statistics to analyze 2015-17 registration and outcome trends for internationally educated professionals in regulated professions.
- Held regular business meetings with regulators, including capacity development sessions to assist regulators to share information, build skills, knowledge and improve their assessment of international qualifications.
- Worked with various stakeholders to ensure improved information for internationally educated professionals is consistent with the requirements under the Act.
- Continued to provide advice on issues related to the recognition of qualifications for internationally educated professionals to regulators, government departments and agencies, post-secondary institutions, and national organizations.
- Participated in consortium meetings with Fairness Commissioners in Ontario, Québec and Nova Scotia to support positive changes in international qualifications recognition.
- Prepared the fairness Commissioner's 4<sup>th</sup> report to the Minister responsible for the Act. The report will provide information on the state of progress of Manitoba regulated professions and will be available in September 2018.
- Made presentations on the state of progress in international qualification recognition in Manitoba to several groups both in Manitoba and at a national level.

**6 (b) Office of the Manitoba Fairness Commissioner**

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2017/18 \$000</b>	<b>Estimate 2017/18 FTE</b>	<b>\$000</b>	<b>Variance Over (Under) \$000</b>	<b>Expl. No.</b>
Salaries and Employee Benefits	265	3.00	266	(1)	
Other Expenditures	40		51	(11)	
<b>Total Sub-Appropriation</b>	<b>305</b>	<b>3.00</b>	<b>317</b>	<b>(12)</b>	



# Capital Funding

## School Divisions

Capital grants provide for the capital expenditures of school divisions. Additional information on the grants may be found in The Public Schools Finance Board Annual Report.

## Universities

Funding from Capital Grants contributes to universities' capital expenses. The department is responsible for distributing major capital grants at the universities. The allocation by universities is determined by the government budget approval process.

## Colleges

Funding from Capital Grants contributes to community colleges' capital expenses. Manitoba Infrastructure has responsibility for funding Major Capital Projects at Assiniboine Community College and at the University College of the North. College projects are considered concurrently with the requests from other government departments. In 2015/16, transfer of ownership of capital assets was provided to Red River College. On a go-forward basis major capital grants will be funded similar to universities.

### 7 (a-c) Capital Funding

<b>Expenditures by Sub-Appropriation</b>	<b>Actual 2017/18 \$000</b>	<b>Estimate 2017/18 FTE</b>	<b>Variance Over (Under) \$000</b>	<b>Expl. No.</b>
(a) School Divisions	71,106		71,106	0
(b) Universities	9,754		9,754	0
(c) Colleges	1,817		1,817	0
<b>Total Sub-Appropriation</b>	<b>82,677</b>	<b>0.00</b>	<b>82,677</b>	<b>0</b>



# Costs Related to Capital Assets

This main appropriation provides for the costs related to capital assets.

## 8 (a) Costs Related to Capital Assets

Expenditures by Sub-Appropriation	Actual 2017/18 \$000	Estimate 2017/18 FTE	\$000	Variance Over (Under) \$000	Expl. No.
(a) General Assets					
(1) Amortization Expense	741		783	(42)	
(2) Interest Expense	370		432	(62)	
<b>Total Sub-Appropriation</b>	<b>1,111</b>	<b>0.00</b>	<b>1,215</b>	<b>(104)</b>	



# Financial Information



**Department of Education and Training**

**Reconciliation Statement  
(\$000s)**

<b>DETAILS</b>	
2017/18 Printed Estimates	<b>\$2,771,884</b>
Transfer from: Enabling Appropriations	4,138
<b>2017/18 TOTAL AUTHORITY</b>	<b>\$2,776,022</b>





**Manitoba Education and Training  
Expenditure Summary**

For the fiscal year ended March 31, 2018, with comparative figures for the previous fiscal year (\$000s)

Estimate 2017/18	Appropriation		Actual 2017/18	Actual 2016/17	Increase (Decrease)	Explanation Number
<b>Education and Training (16)</b>						
	16-1	Administration and Finance				
42	(a)	Minister's Salary	42	56	(14)	
	(b)	Executive Support				
649		- Salaries and Employee Benefits	594	1,288	(694)	1
165		- Other Expenditures	130	127	3	
	(c)	Financial and Administrative Services				
1,438		- Salaries and Employee Benefits	979	978	1	
146		- Other Expenditures	120	143	(23)	
	(d)	Innovative Technology Services				
484		- Salaries and Employee Benefits	505	491	14	
81		- Other Expenditures	79	75	4	
3,005		Total 16-1	2,449	3,158	(709)	

**Manitoba Education and Training  
Expenditure Summary**

For the fiscal year ended March 31, 2018, with comparative figures for the previous fiscal year (\$000s)

Estimate 2017/18	Appropriation		Actual 2017/18	Actual 2016/17	Increase (Decrease)	Explanation Number
	16-2	K-12 Education and Healthy Child Programs				
	(a)	Division Administration				
411		- Salaries and Employee Benefits	271	469	(198)	
56		- Other Expenditures	54	81	(27)	
	(b)	Manitoba School for the Deaf				
3,180		- Salaries and Employee Benefits	2,997	2,976	21	
381		- Other Expenditures	311	308	3	
	(c)	Instruction, Curriculum and Assessment				
8,944		- Salaries and Employee Benefits	7,701	7,701	0	
3,443		- Other Expenditures	3,846	3,560	286	
1,075		- Assistance	1,074	1,132	(58)	
	(d)	Program and Student Services				
3,977		- Salaries and Employee Benefits	3,023	2,992	31	
854		- Other Expenditures	884	795	89	
80		- Assistance	80	162	(82)	
	(e)	Educational Resources				
3,565		- Salaries and Employee Benefits	3,017	3,059	(42)	
621		- Other Expenditures	597	567	30	
	(f)	Curriculum Development and Implementation - French Language Education				
1,282		- Salaries and Employee Benefits	962	1,057	(95)	
255		- Other Expenditures	535	577	(42)	
	(g)	Educational Support Services - French Language Education				
1,404		- Salaries and Employee Benefits	1,303	1,120	183	2
168		- Other Expenditures	136	167	(31)	
	(h)	Official Languages Programs and Administrative Services				
991		- Salaries and Employee Benefits	1,000	1,004	(4)	
729		- Other Expenditures	728	605	123	
3,356		- Assistance	3,124	3,113	11	

**Manitoba Education and Training  
Expenditure Summary**

For the fiscal year ended March 31, 2018, with comparative figures for the previous fiscal year (\$000s)

Estimate 2017/18	Appropriation		Actual 2017/18	Actual 2016/17	Increase (Decrease)	Explanation Number
	(i)	Library and Materials Production - French Language Education				
680		- Salaries and Employee Benefits	709	720	(11)	
161		- Other Expenditures	158	162	(4)	
	(j)	Healthy Child Manitoba Office				
2,647		- Salaries and Employee Benefits	2,726	2,800	(74)	
3,506		- Other Expenditures	2,737	3,210	(473)	
32,040		- Financial Assistance and Grants	31,458	30,343	1,115	
3,211	(k)	Child and Youth Mental Health Strategy	2,362	1,977	385	
-	(l)	Manitoba Learning Resource Centre*	-	-	-	
77,017		Total 16-2	71,793	70,657	1,136	

\* The Manitoba Learning Resource Centre (MLRC) operates as a Special Operating Agency and receives no financial support from the Department. MLRC financial information is therefore excluded from Education and Training's Annual Report.

**Manitoba Education and Training  
Expenditure Summary**

For the fiscal year ended March 31, 2018, with comparative figures for the previous fiscal year (\$000s)

Estimate 2017/18	Appropriation		Actual 2017/18	Actual 2016/17	Increase (Decrease)	Explanation Number
	16-3	Education and School Tax Credits				
343,341	(a)	Education Property Tax Credit	336,516	327,587	8,929	3
686	(b)	School Tax Assistance for Tenants and Homeowners (55+)	1,040	767	273	4
344,027		Total 16-3	337,556	328,354	9,202	

**Manitoba Education and Training  
Expenditure Summary**

For the fiscal year ended March 31, 2018, with comparative figures for the previous fiscal year (\$000s)

Estimate 2017/18	Appropriation		Actual 2017/18	Actual 2016/17	Increase (Decrease)	Explanation Number
	16-4	Support to Schools				
	(a)	Schools Finance				
1,216		- Salaries and Employee Benefits	1,035	1,165	(130)	
91		- Other Expenditures	89	104	(15)	
3,045		- Property Assessment	3,045	2,958	87	
	(b)	Education Administration Services				
1,882		- Salaries and Employee Benefits	1,708	1,726	(18)	
299		- Other Expenditures	329	367	(38)	
	(c)	Indigenous Inclusion Directorate				
822		- Salaries and Employee Benefits	683	677	6	
399		- Other Expenditures	501	519	(18)	
	(d)	Schools Grants				
1,137,644		- Operating Grants	1,129,501	1,120,060	9,441	5
35,650		- General Support Grants	36,744	34,912	1,832	
1,577	(e)	Other Grants	1,578	1,570	8	
195,584	(f)	Teachers' Retirement Allowances Fund	191,554	189,412	2,142	6
1,378,209		Total 16-4	1,366,767	1,353,470	13,297	

**Manitoba Education and Training  
Expenditure Summary**

For the fiscal year ended March 31, 2018, with comparative figures for the previous fiscal year (\$000s)

Estimate 2017/18	Appropriation		Actual 2017/18	Actual 2016/17	Increase (Decrease)	Explanation Number
	16-5	Post-Secondary Education and Workforce Development				
	(a)	Division Administration				
2,162		- Salaries and Employee Benefits	2,153	2,144	9	
487		- Other Expenditures	408	460	(52)	
	(b)	International Education				
280		- Salaries and Employee Benefits	268	402	(134)	
192		- Other Expenditures	81	96	(15)	
	(c)	Support for Universities and Colleges				
681,895		- Operating Grants and Strategic Initiatives	680,215	661,089	19,126	7
11,298		- Access Programs	11,298	11,298	0	
6,384		- Advanced Education and Training Assistance	6,314	6,192	122	
	(d)	Student Aid				
3,590		- Salaries and Employee Benefits	3,330	3,617	(287)	
1,213		- Other Expenditures	997	1,092	(95)	
	(e)	Manitoba Bursaries and Funds				
10,540		- Manitoba Bursary Fund	10,364	10,540	(176)	
6,750		- Manitoba Scholarship and Bursary Initiative	6,750	4,864	1,886	8
1,114		- Medical Professions Financial Assistance	878	1,083	(205)	
2,250		- Manitoba Graduate Scholarships	2,250	2,250	0	
2,471		- Loans and Bursaries	1,898	2,254	(356)	
(806)		- Less: Recoverable from Health, Seniors and Active Living	(710)	(810)	100	
1,350	(f)	Canada Student Grants	1,289	1,262	27	
6,379	(g)	Student Loan Administration and Interest Relief	6,972	7,206	(234)	
500	(h)	Tuition Fee Income Tax Rebate Advance	789	6,335	(5,546)	9

**Manitoba Education and Training  
Expenditure Summary**

For the fiscal year ended March 31, 2018, with comparative figures for the previous fiscal year (\$000s)

Estimate 2017/18	Appropriation	Actual 2017/18	Actual 2016/17	Increase (Decrease)	Explanation Number
	(i) Adult Learning and Literacy				
891	- Salaries and Employee Benefits	809	889	(80)	
260	- Other Expenditures	102	127	(25)	
17,839	- Adult Learning Centres	17,737	17,651	86	
3,139	- Adult Literacy	3,055	3,074	(19)	
(412)	- Less: Recoverable from other appropriations	(412)	(412)	0	
	(j) Apprenticeship Manitoba				
4,134	- Salaries and Employee Benefits	4,185	3,929	256	
1,025	- Other Expenditures	965	983	(18)	
18,560	- Training Support	17,317	18,484	(1,167)	
(2,237)	- Less: Recoverable from the CAN-MAN Labour Market Development Agreement	(2,237)	(2,234)	(3)	
	(k) Industry, Training and Employment Services				
8,305	- Salaries and Employee Benefits	6,918	7,002	(84)	
1,424	- Other Expenditures	1,411	1,223	188	
24,087	- Training Support	19,110	19,924	(814)	
1,640	- Youth Jobs Strategy	-	-	-	
	(l) Canada-Manitoba Labour Market Development Agreement				
7,879	- Salaries and Employee Benefits	7,417	7,024	393	
564	- Other Expenditures	561	611	(50)	
42,806	- Training Support	46,542	46,058	484	
4,912	(m) Industry and Labour Force Investment Fund	4,214	4,323	(109)	
	(n) Canada-Manitoba Job Fund Agreement				
910	- Salaries and Employee Benefits	910	925	(15)	
542	- Other Expenditures	542	542	0	
16,592	- Training Support	20,031	18,361	1,670	
(10,257)	0 Less: Recoverable from the Canada-Manitoba Job Fund Agreement	(10,257)	(10,257)	-	
880,652	Total 16-5	874,464	859,601	14,863	

**Manitoba Education and Training  
Expenditure Summary**

For the fiscal year ended March 31, 2018, with comparative figures for the previous fiscal year (\$000s)

Estimate 2017/18	Appropriation		Actual 2017/18	Actual 2016/17	Increase (Decrease)	Explanation Number
	16-6	Immigration and Economic Opportunities				
	(a)	Immigration Services				
4,705		- Salaries and Employee Benefits	4,660	4,548	112	
4,198		- Other Expenditures	4,117	4,008	109	
	(b)	Office of the Manitoba Fairness Commissioner				
266		- Salaries and Employee Benefits	265	257	8	
51		- Other Expenditures	40	51	(11)	
9,220		Total 16-6	9,082	8,864	218	



**Manitoba Education and Training  
Expenditure Summary**

For the fiscal year ended March 31, 2018, with comparative figures for the previous fiscal year (\$000s)

Estimate 2017/18	Appropriation		Actual 2017/18	Actual 2016/17	Increase (Decrease)	Explanation Number
	16-7	Capital Funding				
71,106	(a)	School Divisions	71,106	66,546	4,560	10
9,754	(b)	Universities	9,754	9,754	0	
1,817	(c)	Colleges	1,817	1,817	0	
82,677		Total 16-7	82,677	78,117	4,560	

**Manitoba Education and Training  
Expenditure Summary**

For the fiscal year ended March 31, 2018, with comparative figures for the previous fiscal year (\$000s)

Estimate 2017/18	Appropriation	Actual 2017/18	Actual 2016/17	Increase (Decrease)	Explanation Number
	16-8				Costs Related to Capital Assets
	(a)				General Assets
783	- Amortization Expense	741	894	(153)	
432	- Interest Expense	370	422	(52)	
1,215	Total 16-8	1,111	1,316	(205)	
2,776,022	<b>Total - Education and Training</b>	2,745,899	2,703,537	42,362	

Explanation Number:

1. Decreased expenditure mainly relates to severance/vacation costs in 2016/17.
2. Increased expenditure partly relates to vacancies in 2016/17 and increased casual staff costs in 2017/18.
3. Increased expenditure mainly relates to a greater volume of payments processed in 2017/18 as a result of an increase in the assessments processed through the income tax system based on updated information for the 2016 taxation year.
4. Increased expenditure mainly relates to a greater volume of payments processed in 2017/18 as a result of an increase in the assessments processed through the income tax system based on updated information for the 2016 taxation year.
5. Increased expenditure mainly relates to Funding of Schools reflecting: an increase in announced funding to School Divisions; increase in funding for Independent Schools; increases in funding support for the Division Scolaire Franco-Manitobaine (DSFM), Winnipeg School Division Student at Risk Grant, Martin Aboriginal Initiative, Manitoba Institute of Trades and Technology, Aboriginal Residents Students, Community Schools-Pilot Projects, Institutional Programs and the Class Size Initiative. Increase is partly offset by decreased requirement for the Frontier School Division, New Schools, Beautiful Plains, First Year Now Initiative, Behavioural Health Foundation, Syrian Refugee support and Special Needs Transport.
6. Increased expenditure reflects an increase in 2017/18 funding for the employer portion of pension costs.
7. Increased expenditure mainly reflects the change in fiscal year end at Red River College in 2016/17 and payments in 2017/18 to KPMG and BDO Canada for departmental consulting services to support the development of the Public-Private Partnership (P3) Business case. Increased expenditure also reflects increased costs in 2017/18 for principal and interest (P&I) and for a write-off adjustment related to the valuation of the City of Winnipeg's portion of Phase 1 Stadium Loan. Increased expenditure is partially offset by net decrease in 2017/18 to Colleges and Universities for miscellaneous programs.
8. Increased expenditure mainly relates to an increase in funding levels for 2017/18 allowing more institutions to access the initiative than in the prior year.
9. Decreased expenditure mainly relates to the partial elimination of the tax credit program in 2017/18.
10. Increased expenditure mainly reflects greater principal payments for debt servicing in 2017/18 than in the prior year.

**Manitoba Education and Training  
Revenue Summary**

For the fiscal year ended March 31, 2018 with comparative figures for the previous fiscal year (\$000s)

Actual 2016/17	Actual 2017/18	Increase (Decrease)	Source	Actual 2017/18	Estimate 2017/18	Variance	Expl. No.
TAXATION							
-	-	-	Total	-	-	-	
OTHER REVENUE							
1,452	3,269	1,817	Fees	3,269	4,881	(1,612)	1
2,756	2,855	99	Sundry	2,855	2,790	65	
4,208	6,124	1,916	Total	6,124	7,671	(1,547)	
GOVERNMENT OF CANADA							
52,324	52,482	158	Canada-Manitoba Labour Market Development Agreement	52,482	48,884	3,598	2
19,767	21,474	1,707	Canada-Manitoba Job Fund Agreement	21,474	17,937	3,537	3
10,239	10,239	-	Minority Language Education and Second Language Instruction	10,239	10,239	-	
2,000	2,000	-	Minority Language Education Agreement	2,000	2,000	-	
-	60	60	Minority Language Education and Second Language Instruction - Complementary Project	60	-	60	4
1,262	1,289	27	Canada Student Grants	1,289	1,350	(61)	
1,205	1,223	18	Canada Student Loan Act Service Fee	1,223	1,223	-	
413	-	(413)	Targeted Initiative for Older Workers	-	-	-	5
90	90	-	Labour Market Agreement for Persons with Disabilities	90	90	-	
-	(14)	(14)	Reconciliation (Reorg)	(14)	-	(14)	
87,300	88,843	1,543	Total	88,843	81,723	7,120	
91,508	94,967	3,459	<b>Total – Education and Training</b>	94,967	89,394	5,573	

## Manitoba Education and Training Revenue Summary

For the fiscal year ended March 31, 2017 with comparative figures for the previous fiscal year (\$000s)

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Explanation Number:

1. **Fees:** \$ 1,817 over 2016/17 Actual  
\$(1,612) under 2017/18 Estimate

Variance mainly relates to new fees collected in 2017/18 for the Provincial Nominee Program, increased student enrolment at overseas schools in 2017/18, a rate increase in Distance Learning course fees effective July 1, 2017, and for increased 2017/18 fees related to Professional Certification.

Variance mainly relates to the Provincial Nominee Program, which reflects a lower volume of applications than budgeted and a reduction in the volume of applications from Internationally Educated Teachers under the Professional Certification program. Variance is partly offset by increased enrolments and a rate increase for the Distance Learning courses, and an increase in student enrolment related to affiliation agreements with overseas schools.

2. **Canada-Manitoba Labour Market Development Agreement:** \$ 3,598 over 2017/18 Estimate

Variance primarily relates to an in-year top up from the Government of Canada, for which there is a corresponding increase in expenditures.

3. **Canada-Manitoba Job Fund Agreement:** \$ 1,707 over 2016/17 Actual  
\$ 3,507 over 2017/18 Estimate

Variance primarily relates to an in year top-up in 2017/18 from the Government of Canada, for which there was a corresponding increase in expenditures.

Variance primarily reflects additional funds from the Government of Canada including an in-year top up and an allocation adjustment to reflect current projections from the Federal Government, with corresponding increases in expenditures. Variance also reflects the recognition of prior year deferred revenue.

4. **Canada-Manitoba Minority Language Education and Second Language Instruction – Complementary Project:**  
\$ 60 over 2016/17 Actual  
\$ 60 over 2017/18 Estimate

Variance reflects one-time federal support in 2017/18 for the Minority Language Education and Second Language Instruction complementary project, which involves the creation of digital video media and related curricula based on the story of “La Grande Traversée”.

5. **Canada-Manitoba Labour Market Agreement - Targeted Initiatives for Older Workers:** \$(413) under 2016/17 Actual

Variance reflects the expiration of the agreement as of March 31, 2017.

**Manitoba Education and Training**  
**Five Year Expenditure and Staffing Summary by Main Appropriation**

For the fiscal years ended March 31, 2013 to March 31, 2018\*

Main Appropriation	2013/14		2014/15		2015/16		2016/17		2017/18	
	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000
16-1 Administration and Finance	42.00	3,296	38.00	3,158	38.00	3,191	32.00	3,243	32.00	2,449
16-2 K-12 Education and Healthy Child Programs	357.75	69,872	352.05	69,012	346.85	71,595	347.85	70,936	345.85	71,793
16-3 Education and School Tax Credits		324,198		340,045		351,408		328,354		337,556
16-4 Support to Schools	53.00	1,264,912	53.00	1,283,428	54.00	1,325,718	51.00	1,353,392	51.00	1,366,767
16-5 Post-Secondary Education and Workforce Development	491.80	802,438	490.80	813,627	489.55	839,962	492.55	853,717	487.55	874,464
16-6 Immigration and Economic Development	76.00	15,779	76.00	9,336	76.00	9,217	76.00	8,864	76.00	9,082
<b>Sub-total</b>	<b>1,020.55</b>	<b>2,480,496</b>	<b>1,009.85</b>	<b>2,518,606</b>	<b>1,004.40</b>	<b>2,601,091</b>	<b>999.40</b>	<b>2,618,506</b>	<b>992.40</b>	<b>2,662,111</b>
16-7 Capital Funding		64,511		70,248		75,049		78,117		82,677
16-8 Costs Related to Capital Assets		1,541		1,441		7,521		757		1,111
<b>Total - Education and Training</b>	<b>1,020.55</b>	<b>2,546,548</b>	<b>1,009.85</b>	<b>2,590,295</b>	<b>1,004.40</b>	<b>2,683,661</b>	<b>999.40</b>	<b>2,697,380</b>	<b>992.40</b>	<b>2,745,899</b>

\* Historical actual expenditures have been adjusted to reflect program transfers between departments, to facilitate year over year comparison.





# Performance Reporting



## Performance Reporting Table

The following section provides information on key performance measures for the department for the 2017/18 reporting year. All Manitoba government 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.

<i>What is being measured and using what indicator?(A)</i>	<i>Why is it important to measure this? (B)</i>	<i>Where are we starting from (baseline measurements)? (C)</i>	<i>What is the 2017/18 result or what is the most recent available data? (D)</i>	<i>What is the trend over time? (E)</i>	<i>Comments/ Recent Actions/Report Links (F)</i>
<b>K-12 EDUCATION</b>					
1. Overall student learning, by measuring the high school graduation rate. <sup>1</sup>	A high school diploma is the foundation to further education and is typically viewed as the minimum requirement for entering the labour market.	Using the student-tracked methodology, 76.2% of students in the first-time Grade 9 cohort of September 2009 (public and funded independent schools) graduated on time in June 2013.	Using the student-tracked methodology, 78.9% of students in the first-time Grade 9 cohort of September 2013 (public and funded independent schools) graduated on time in June 2017.	The four-year “on time” student-tracked rate has trended upward since June 2013.	Manitoba’s high school graduation rates are published on: <a href="http://www.edu.gov.mb.ca/k12/grad_rates">http://www.edu.gov.mb.ca/k12/grad_rates</a> . The student-tracked rates are disaggregated by Indigenous identity and by sex.
		Following the first-time Grade 9 cohort of September 2009 up to June 2015 shows that 81.9% of the students graduated within six years.	Following the first-time Grade 9 cohort of September 2011 up to June 2017 shows that 83.2% of the students graduated within six years.	The six-year “extended time” rate has trended upward since June 2015.	The “on time” rate improves by about six percentage points after an additional two years of student tracking (i.e. the “extended time”).
					The proxy cohort rate, which was calculated up to the June 2014 graduation year, has been retired.
					There is also ongoing work to produce a pan-

<sup>1</sup> For the purposes of calculating a student-tracked high school graduation rate, Manitoba Education and Training follows cohorts of first-time Grade 9 students in public and funded independent schools for up to six years. The difference between the reported graduation rates and a 100% rate is not a measure of the drop-out rate, as the difference includes students who are continuing in public and funded-independent schools and students who have transferred out to enroll in First Nations schools (including those administered by Frontier School Division), non-funded independent schools, and Adult Learning Centres, over and above those students who have actually withdrawn from school. The student-tracked rate has been adjusted for attrition due to Statistics Canada’s estimates of population, deaths, and mobility/migration.

<i>What is being measured and using what indicator?(A)</i>	<i>Why is it important to measure this? (B)</i>	<i>Where are we starting from (baseline measurements)? (C)</i>	<i>What is the 2017/18 result or what is the most recent available data? (D)</i>	<i>What is the trend over time? (E)</i>	<i>Comments/ Recent Actions/Report Links (F)</i>
					Canadian high school graduation rate in collaboration with CMEC.
2. Student learning as reported in national and international assessments, by measuring results from the Pan-Canadian Assessment Program (PCAP) and the Programme for International Student Assessment (PISA). <sup>2</sup>	Achievement results in student assessments (provincial, national, and international) measure student learning in selected areas (ex: reading, math, science). Indicators drawn from large scale national and international student assessment results provide an opportunity to compare the outcomes of student learning in Manitoba with other jurisdictions.	<p><u>Reading</u></p> <p>PISA 2000 (major domain) mean score: MB 529 ± 6.9 Canada 534 ± 3.2</p> <p>PCAP 2007 (major domain) mean score (rescaled): MB 477 ± 3.9 Canada 512 ± 2.3</p> <p><u>Mathematics</u></p> <p>PISA 2003 (major domain) mean score: MB 528 ± 6.1 Canada 532 ± 3.6</p> <p>PCAP 2010 (major domain) mean score: MB 468 ± 4.2 Canada 500 ± 2.2</p> <p><u>Science</u></p> <p>PISA 2006 (major domain) mean score: MB 523 ± 6.3 Canada 534 ± 4.0</p>	<p><u>Reading</u></p> <p>PISA 2015 (minor domain) mean score: MB 498 ± 9.8 Canada 527 ± 4.6</p> <p>PCAP 2016 (major domain) mean score: MB 487 ± 4.3 Canada 507 ± 2.2</p> <p><u>Mathematics</u></p> <p>PISA 2015 (minor domain) mean score: MB 489 ± 8.3 Canada 516 ± 4.6</p> <p>PCAP 2016 (minor domain) mean score: MB 479 ± 4.3 Canada 511 ± 2.2</p> <p><u>Science</u></p> <p>PISA 2015 (major domain) mean score: MB 499 ± 9.3 Canada 528 ± 4.2</p>	<p><u>Reading</u></p> <p>PISA – 31-point decline for MB (no significant change for Canada)</p> <p>PCAP – 10-point improvement for MB (slight decline for Canada)</p> <p><u>Mathematics</u></p> <p>PISA – 39-point decline for MB (Canada declined by approx. 16 points)</p> <p>PCAP – 11-point improvement for MB (Canada improved by approx. 11 points)</p> <p><u>Science</u></p> <p>PISA – 24-point decline for MB (No significant change for Canada)</p>	<p>More assessment information can be found on the CMEC website at: <a href="http://www.cmec.ca/131/Programs-and-Initiatives/Assessment/Overview/index.html">http://www.cmec.ca/131/Programs-and-Initiatives/Assessment/Overview/index.html</a></p> <p>Information about PISA and PCAP results, including how to interpret scores (under the heading <b>Scoring Scales</b>) is available at <a href="http://www.edu.gov.mb.ca/k12/assessment/results/nat_intern.html">www.edu.gov.mb.ca/k12/assessment/results/nat_intern.html</a>.</p> <p>Manitoba is committed to providing quality education for all Manitoba students. In partnership with school divisions, Manitoba has undertaken a range of initiatives to support student achievement.</p> <p>Reading was the major domain assessed in PISA 2018. Results will become available in 2019 or 2020.</p> <p>Mathematics will be the major domain assessed in PCAP 2019.</p>

<sup>2</sup> PISA assesses 15-year-old students while PCAP assesses students in Grade 8. Both PCAP and PISA assess three domains of learning (reading, math, and science). During each assessment year, one domain is the main focus of the assessment and is called the major domain, while the other two are assessed as minor domains. Changes over time should be reported by comparison to the year in which a subject was the major domain.

<i>What is being measured and using what indicator?(A)</i>	<i>Why is it important to measure this? (B)</i>	<i>Where are we starting from (baseline measurements)? (C)</i>	<i>What is the 2017/18 result or what is the most recent available data? (D)</i>	<i>What is the trend over time? (E)</i>	<i>Comments/ Recent Actions/Report Links (F)</i>
		PCAP 2013 (major domain) mean score: MB 465 ± 3.1 Canada 500 ± 1.9	PCAP 2016 (minor domain) mean score: MB 491 ± 3.1 Canada 508 ± 2.0	PCAP – 26-point improvement for MB (Canada improved by approx. eight points.)	
<b>POST-SECONDARY EDUCATION</b>					
3. Access to post-secondary education and training by measuring enrolments in universities and colleges.	Post-secondary education is strongly connected to economic and social benefits for individuals and society. Participation in university and college is a measure of access to learning opportunities.	1999/00 University enrolment <sup>3</sup> Full-time      22,410 Part-time <u>8,255</u> Total            30,665  1999/00 College enrolment <sup>4</sup> Full-time      10,452 Part-time <u>597</u> Total            11,049	2016/17 University enrolment <sup>3</sup> Full-time      35,459 Part-time <u>8,892</u> Total            44,351  2016/17 College enrolment <sup>4</sup> Full-time      15,601 Part-time <u>1,626</u> Total            17,227	Enrolment slightly decreased between 2015/16 and 2016/17. Between 1999/00 and 2016/17 total university enrolment increased by 44.6%.  Enrolment slightly decreased between 2015/16 and 2016/17. Between 1999/00 and 2016/17, enrolment at colleges increased by 56%.	Many factors impact enrolment trends: demographics, labour market conditions, retention and attrition, and participation rates of age cohorts and of under-represented groups. The traditional age cohort for post-secondary students (18-24 year olds) is declining as displayed in enrolments, which are expected to track these demographic changes.

<sup>3</sup> Includes undergraduate and graduate students in regular session only (September to April).

<sup>4</sup> Includes regular programs and apprenticeship. Does not include continuing education, distance education and contract training.

<b>What is being measured and using what indicator?(A)</b>	<b>Why is it important to measure this? (B)</b>	<b>Where are we starting from (baseline measurements)? (C)</b>	<b>What is the 2017/18 result or what is the most recent available data? (D)</b>	<b>What is the trend over time? (E)</b>	<b>Comments/ Recent Actions/Report Links (F)</b>
4. Student success in education and training by measuring graduations/ credentials received from universities and colleges.	To fully realize the benefits of education and training, it is important that individuals successfully complete their programs.	1999 University Graduates <sup>5</sup> Bachelor Degree 4,460 Master's Degree 578 Doctoral Degree 67 Medicine & Dentistry 121 Certificate/Diploma <u>215</u> Total 5,441  1999/2000 College <sup>4</sup> Graduates Diploma 1,325 Certificate <u>1,510</u> Total 2,835	2016 University Graduates <sup>5</sup> Bachelor Degree 5,965 Master's Degree 906 Doctoral Degree 204 Medicine & Dentistry 262 Certificate/Diploma <u>433</u> Total 7,770  2016 College Graduates <sup>5</sup> Diploma 2,206 Certificate 1,640 Degree <u>175</u> Total 4,021	From 1999 to 2016, the total number of university credentials granted increased by 43%.  From 1999 to 2016, the number of college graduates (diploma certificate, and degree) increased by 42%.	
5. Affordable education by measuring the cost of post-secondary education to students, uptake of government student loans and bursaries, and	The cost of post-secondary education to students is a key indicator of affordability of post-secondary education.	1999/00 university undergraduate tuition (weighted average) for Arts and Sciences was \$3,192.  1999/00 college tuition (un-weighted average) was \$1,435.	2017/18 university undergraduate tuition (weighted average) for Arts and Sciences was \$3,671.  2017/18 college tuition (un-weighted average) was \$2,575.	Tuition was reduced by 10% in 2000/01 and frozen until 2009/10. Tuition increases for 2017/18 were limited to 1.3%.  College tuition increases for 2017/18 were limited to \$200.	Manitoba's university tuition is the third lowest in the country, after Québec and Newfoundland.  Manitoba's college tuition is the second lowest in Canada after Newfoundland (excluding Québec).

<sup>5</sup> University and college graduates are reported in the calendar year of graduation. College graduates include base-funded only from regular day programs and full-time regional centre programs (apprenticeship, non-program, non-award, mature high school diploma is not included).

<b><i>What is being measured and using what indicator?(A)</i></b>	<b><i>Why is it important to measure this? (B)</i></b>	<b><i>Where are we starting from (baseline measurements)? (C)</i></b>	<b><i>What is the 2017/18 result or what is the most recent available data? (D)</i></b>	<b><i>What is the trend over time? (E)</i></b>	<b><i>Comments/ Recent Actions/Report Links (F)</i></b>
the debt load of students accessing financial assistance.	Providing financial assistance to students increases access to post-secondary education and increases the chance of successful completion.	1999/00: Number of recipients of major student loans and bursaries: - Canada Student Loans: 10,328 - Manitoba Student Loans: 10,112 - Manitoba Bursary: (for 2000/01) 1,961 - Canada Millennium Scholarship Bursary: 3,516	2017/18: Number of recipients of major student loans and bursaries: - Canada Student Loans: 9,713 - Manitoba Student Loans: 9,686 - Upfront Manitoba Bursary: 6,764	There was a slight increase in the number of Canada Student Loan borrowers compared to the previous year and a slight decrease in Manitoba Student Loan borrowers compared to the previous year.	The slight decrease in Manitoba Student Loan borrowers is the result of the new Upfront Manitoba Bursary being awarded, in lieu of Manitoba Student Loan for some students.  The new Upfront Manitoba Bursary with new eligibility criteria and amount determination was introduced in the 2017/18 program year and mirrors the Canada Student Grant Program Full Time in its determination of award amount, both using a slope methodology with different maximums.
	Student debt is kept to a minimum by providing a mix of loans, grants, bursaries, scholarships and other awards.	1999/00 average student debt levels after remission for: - Students in the last year of a Non-professional Four Year University Program: \$18,744.  - Students in last year of any program: \$12,555.	2017/18 average student debt levels after remission for: - Students in the last year of a Non-professional Four Year University Program: \$21,533.  - Students in last year of any program: \$17,339.	Debt levels have remained comparable across baseline, particularly when considered in light of adjustments to the rate of inflation and commensurate increases in the general cost of living across this period.	Although student debt has been trending upward nationally, Manitoba student debt levels remain among the lowest in Canada.

**ADULT LEARNING**

<p>6. Access to education and adult learning by measuring the number of registered learners in Adult Learning Centres (ALCs).</p>	<p>Participation in ALCs programming is one key measure of access to learning opportunities.</p>	<p>2003/04 number of registered learners in ALCs: 9,715.</p>	<p>2016/17 number of registered learners in ALCs: 8,111.</p>	<p>Long term trend – decrease in registered learners from the baseline year.</p> <p>2003/04 to 2016/17 average annual ALC registrations: 8,576. 2016/17 registrations are consistent with the annual average.</p> <p>Year to year trend – slight decrease of 4% (from 8,450 in 2015/16).</p> <p>In 2016/17, 2,677 post-diploma learners registered at ALCs, representing 33% of all registered learners; an increase of 7% since 2007/08 (baseline year).</p>	<p>ALCs are important points of access to education for adults in Manitoba, particularly for Indigenous Manitobans. In 2016/17, approximately 46% of ALC learners self-identified as Indigenous.</p> <p>A significant percentage of learners attending ALCs do so while employed. In 2016/17, 41% of ALC learners were employed full or part-time.</p> <p>Registration of post-diploma learners (those in possession of a high school diploma) at ALCs is significant in the context of activities supporting workforce development.</p>
<p>7. Student success in education and adult learning by measuring adult learning centre courses completed/high school diplomas awarded.</p>	<p>To fully realize the benefits of education and adult learning, it is important that individuals are able to successfully complete programs.</p> <p>Numbers of learners achieving various education credentials and goals is one way to measure this.</p>	<p>2003/04 ALC courses completed: 12,258.</p> <p>Secondary (High School) Diploma: 1,254.</p>	<p>2016/17 ALC courses completed: 10,636.</p> <p>Secondary (High School) Diploma: 1,207.</p>	<p>Long-term trend – decrease in number of courses completed from the baseline year. Percentage rate of course completions by learners has increased from 48% in 2003/04 to 55% in 2016/17.</p> <p>Year to year trend – increase of 5.5% (from 11,259 in 2015/16) with the percentage rate of course</p>	<p>ALC registrations and course completions fluctuate year to year. Therefore, percentage rate of course completions is used as one indicator of success.</p> <p>Some ALC learners register for courses in order to achieve employment or training goals, and do not intend to complete a diploma.</p>



				<p>completions remaining stable at 55%.          In 2016/17, 46% (550) of all ALC graduates self-identified as Indigenous representing a significant increase from 36% in 2005/06 (baseline year).</p>	
<p>8. Access to education and adult learning by measuring the number of learners attending adult literacy programming (ALP).</p>	<p>Participation in ALP is one key measure of access to learning opportunities.</p>	<p>2003/04 number of learners attending adult literacy programs: 2,443.</p>	<p>2016/17 number of learners attending adult literacy programs: 1,991.</p>	<p>Long term trend – decrease in learners attending adult literacy programs.</p> <p>2003/04 to 2016/17 average annual ALP participation: 2,395. 2016/17 participation in literacy programs is below the annual average.</p> <p>Year to year trend – decrease of 8.7% (from 2,182 in 2015/16).</p>	<p>ALP provides opportunities for Manitobans to overcome barriers to further education/training and employment by improving their reading, writing, numeracy and communication skills.</p> <p>The number of certified adult literacy programs has fluctuated between 42 (2009/10) and 31 (2016/17).</p> <p>In 2016/17, 35% of ALP learners were employed full or part-time; a significant percentage in the context of activities supporting workforce development.</p> <p>41% of adult literacy learners self-identified as Indigenous.</p>

**LABOUR MARKET**

<p>9. MET's 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.</p>	<p>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 (ex: workplace training).</p>	<p><u>Participation in key training initiatives</u> - 1999/00 – 4,272 active apprentices as at March 31, 2000.</p> <p>1999/00 Journey person Certification: Apprenticeship: 476 Trades Qualification: 125 Total: 601</p> <p>2006/07 - 3,035 total number of apprentices attending in-school technical training.</p> <p>1999/00 - 1,296 new apprenticeship applications registered.</p> <p>2001/02 Training and Employment Services - Skills Development Program individuals supported: 3,733 participants.</p>	<p><u>Participation in key training initiatives</u> - 2017/18 – 11,064 active apprentices as of March 31, 2018.</p> <p>2017/18 Journey person Certification - Apprenticeship: 1,213 Trades Qualification: 273 Total: 1,486</p> <p>2017/18 – 4,191 total number of apprentices attending in-school technical training.</p> <p>2017/18 – 2,221 new apprenticeship applications registered.</p> <p>2017/18 Training and Employment Services - Skills Development Program individuals supported: 2,982 participants.<sup>6</sup></p>	<p>Increase in the number of active apprentices – An increase of 159% from 1999/00 to 2017/18 fiscal year.</p> <p>Increase in the number of Journey person Certificates – An increase of 147% from 1999/00 to 2017/18 fiscal year.</p> <p>Apprentices attending in-school technical training – An increase of 38% from 2006/07 to 2017/18 fiscal year. New apprenticeship applications registered – An increase of 71% from 1999/00 to 2017/18 fiscal year. Long term trend – decrease.</p> <p>Year to year – decrease of 6.9% (3,204 participants in 2016/17).</p>	<p>The Apprenticeship model coordinates the training system that delivers workplace-based skills and technical training to apprentices, leading to journey person certification in skilled trades.</p> <p>Indigenous apprentices constitute 10.2% of all active apprentices in Manitoba, as of March 31, 2018.</p> <p>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</p>
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<sup>6</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, 2017 and March 31, 2018. This includes participants beginning the second year of a two year program.

		1999/00 Industry Services 7,310 participants.	2017/18 Industry Partnerships 27,619 participants <sup>7</sup> trained/year and 35,830 individuals receiving career information.	Stable. The number of workplace training and development participants has stabilized at the current level over the last two years. It is expected that the number of participants will increase with the introduction of the new Sector Council Program model in January 2019.	institutions and other education/training providers.  Industry Partnerships provides support directly to employers for human resource development and workplace training through partnerships with Sector Councils, business and industry associations.
10. MET's 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.	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 in which they reside.  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.	2001/02 Job Bank Total number of job orders posted: 18,105	2017/18 Job Bank Total number of job orders posted: 9,053 <sup>8</sup>	Long term trend - decrease  There was a year over year increase (1.9%) in the number of jobs posted (8,887 in 2016/17).	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> Includes sectoral training and career development initiatives, Canada-Manitoba Job Grant training, industry development courses and workplace essential skills training programs.

<sup>8</sup> The number of Job Bank (advertised) orders between April 1, 2017 and March 31, 2018.

<p>11. 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.</p>		<p>2001/02 Training and Employment Services - Employment services for Individuals Total Clients Served: 36,333</p>	<p>2017/18 Training and Employment Services - Employment services for Individuals Total Clients Served: 27,089<sup>9</sup>.</p>	<p>The long-term trend – decrease.  Year over year – decrease of 6.6% (28,995 total clients served in 2016/17).</p>	<p>Services are offered in 13 Manitoba Jobs and Skills Development Centres throughout Manitoba.</p>
<p>12. Trends re: youth receiving pre-employment assistance and training, work placements, employment referrals, wage subsidies, and business development support through provincial programs. Indicator(s): Tracking usage of employment readiness,</p>	<p>To determine participation levels. To determine if programs are meeting the needs of youth. To determine what improvements can be made to programs.</p>	<p>2010/11 – 29,990 youth accessed pre-employment assistance and training, work placements, employment referrals, wage subsidies and business development supports.</p>	<p>2017/18 – 25,865 youth accessed pre-employment assistance and training, work placements, employment referrals, wage subsidies and business development supports.</p>	<p>Decrease in number of youth being assisted through youth programming.</p>	<p>Figures are estimated based on participant and program information collected by Youth Partnerships.  Variations in programs and information collected occur year over year.</p>

<sup>9</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, 2017 and March 31, 2018. This includes clients with new start services only within the fiscal year.

employment referral, business development, and career development programs.					
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**IMMIGRATION**

13. Manitoba's success in attracting immigrants, by measuring annual immigrant landings and annual immigration levels plan outlining projected nominations, projected landings, and the number of international strategic recruitment initiatives required to meet targets.

Growing Through Immigration is an essential component of the Province's economic development strategy, labour market and labour force development, and future population growth and prosperity.

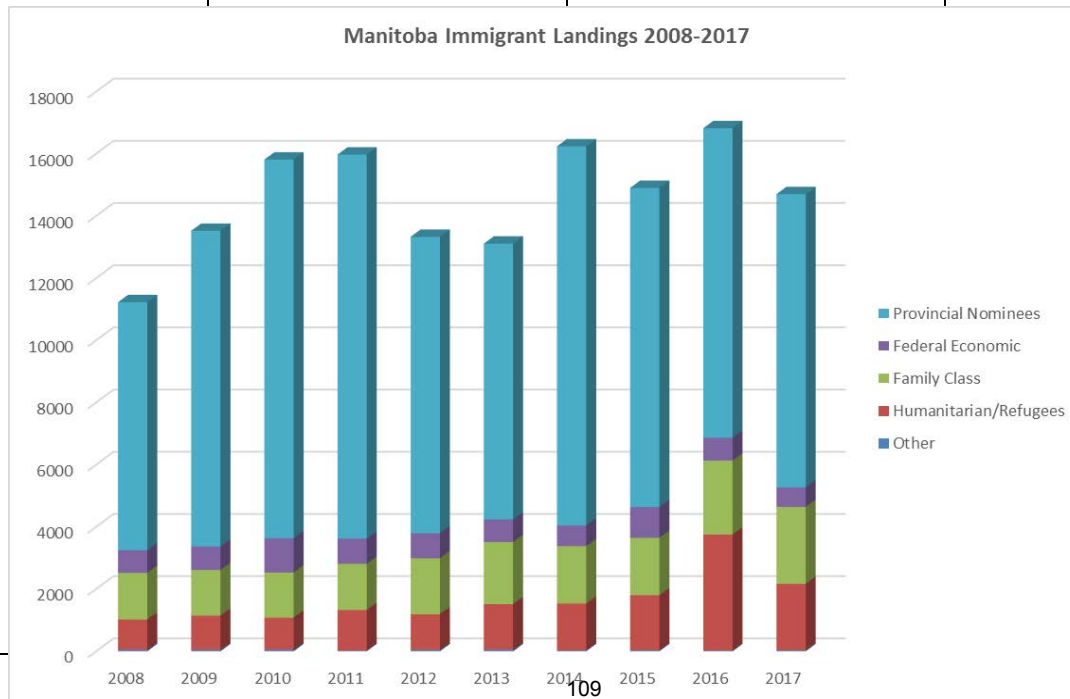
The baseline measurement for landings and levels planning is from 1998, when Manitoba received 3,014 immigrants and assumed responsibility to attract and nominate immigrants through the Manitoba Provincial Nominee Program (MPNP).

Manitoba received 14,700 landings in 2017, who will contribute to Manitoba's overall economic development including labour force growth, business investment, and population growth.

From 1998 to 2009, the number of immigrants to Manitoba increased more than four-fold, from 3,014 to 13,521. Since then, immigration landings have remained fairly stable averaging about 15,000 arrivals annually between 2010 and 2016.

The majority of Manitoba's immigration comes through the MPNP, under which the province nominates applicants for Permanent Resident Status based on the likelihood of them settling successfully as skilled workers or entrepreneurs. In 2017, the MPNP accounted for over 93% of Manitoba's economic immigrant arrivals (and nearly 65% of Manitoba's total arrivals). Since 2005, MPNP landings have doubled and in 2017 Manitoba received close to 20% of all PNP landings in Canada. In 2017, approximately 22% of Provincial Nominees settled outside of Winnipeg, with Brandon, Neepawa, Thompson, Steinbach, and Morden being the top regional destinations.

Meeting future targets relies on cooperation by the federal government, which has responsibility through The Immigration



					and Refugee Protection Act for setting immigration levels for Canada in consultation with provinces and for the final selection of the immigrants that land in Manitoba. Through the Canada-Manitoba Immigration Agreement, Manitoba has a role in determining provincial nominees, while Canada retains statutory responsibilities such as medical, criminal checks and visa issuance.
<p>14. Manitoba's success in meeting labour force needs by retaining prospective immigrants in Manitoba with stronger labour market attachment by measuring:</p> <ul style="list-style-type: none"> <li>- Annual number of approved skilled worker MPNP applications</li> <li>- Annual number of approved skilled workers with a job offer</li> </ul>	<p>The number of skilled workers migrating to the province and achieving positive employment outcomes is a good measure of our labour market growth and success in building our economy and communities.</p>	<p>The baseline measurement is from 2001 when 758 applications from skilled workers were approved under the MPNP.</p> <p>In 2017, 2,693 (56.9%) skilled worker nominations had a job offer at time of nomination. MPNP nominated 2,043 individuals <i>without</i> job offers (43.1%)</p> <p>From 2012/13 when 75% of clients who completed Manitoba Start employment readiness workshops were successfully matched with employers.</p>	<p>In 2017, MPNP approved 4,740 skilled worker applications.</p> <p>In 2017, MPNP nominated 2,693 skilled workers with job offers at the time of nomination. Of the 2,693, 333 had job offers through 13 Strategic Recruitment initiatives and 1,059 were temporary foreign workers working in Manitoba.</p> <p>In 2017/18, Manitoba Start achieved a job placement rate of 70% for immigrant newcomers.</p>	<p>From 2001 to 2017, the number of approved applications from skilled workers under the PNP increased nearly seven fold from 758 to 5,008.</p> <p>The number of skilled workers with job offers is steadily increasing. Compared to 2016, those with job offers increased 39.5% in 2017.</p> <p>The job placement rate for Manitoba Start declined slightly since 2012/13 but the number of clients that found employment has increased significantly to 2,630.</p>	<p>Manitoba Start has become more integrated with the Manitoba Provincial Nominee Program to ensure successful immigrant arrival and employer engagement through centralized registration, employment readiness and job matching services that connect job ready newcomers to employers' hiring needs.</p>

<p>- Annual job placement rate for immigrant newcomers by Manitoba Start and other employment services</p>					
<p>15. The labour market success of immigrants to Manitoba by measuring labour force indicators: participation, employment and unemployment rates of immigrants.</p>	<p>One of the program goals is to increase labour market success for new immigrants through Manitoba Start so that they can continue to meet the labour needs of Manitoba employers.</p>	<p>The baseline measurement is from 2006, the first year that detailed figures are available.</p>	<p>A labour force report shows that Manitoba's landed immigrants had the second highest employment and third highest participation rates among newcomers in Canada in 2017. Landed immigrants in Manitoba also had the second lowest unemployment rate among all jurisdictions in 2017.</p>	<p>Over the last six years, the employment, unemployment, and participation rates have remained stable.</p>	
<p>16. The contribution of the business provincial nominees to Manitoba's economy through immigrant investment, by measuring: - the number of business starts, - the net amount of foreign</p>	<p>Immigrant investors support economic development and contribute to Manitoba's overall investment profile.  Immigrant investors provide jobs to Manitobans.</p>	<p>In 2000/01, there were no initial business starts and foreign investment (FDI), as this was the first year for the Manitoba Provincial Nominee Program for Business.</p>	<p>In 2017/18, there were 50 business starts and \$15.1 million in FDI.  In 2017/18, 69 new positions have been created and 85 existing positions have been maintained.</p>	<p>The trend is variable. The time it takes for immigrant investors to land, settle and start a business is highly variable.</p>	<p>For more information, see page 69 of this Annual Report.</p>

investment (FDI) in the province, and - the number of positions maintained and newly created.					
17. Manitoba Provincial Nominee Program for business. processing times	The Manitoba government has made a public commitment to keep Skilled Worker application processing times to 6 months or less.	As of 2017, the new MPNP processing time benchmark is 6 months or less.	SWIM – 4.2 months SWO – 7.8 months Business Investors – 5.5 months	Processing times have improved since the introduction of Expression of Interest in 2015 and applications are now processed within 6 months.	SWIM refers to Skilled Workers in Manitoba  SWO refers to Skilled Workers Overseas
18. Manitoba supports successful integration of newcomers through provision of funding to select service providers by - total investments in service providing organizations, -total contribution agreements and -total clients served.	Investing in service provision ensures newcomers access necessary supports for successful integration in Manitoba.	In 2016/17, dedicated \$170K to two service provider organizations.  In 2012/13, SEED delivered the Recognition Counts employment program to 45 people.  MANSO's community coordinator has been funded since 2016/17.	In 2017/18, committed \$155K for integration services for two service provider organizations (MANSO* and SEED Winnipeg).  In 2017/18, SEED Winnipeg delivered the Recognition Counts employment program to 48 clients.	Funding has been relatively stable over the past couple of years; however, funding will increase substantially in 2018/19.  SEED Winnipeg continues to have stable participation in the Recognition Counts program.	MET issued a request for proposals (RFP) between March 22, 2018 and April 24, 2018, which received 59 proposals.  *In 2017/18, MANSO contracted with a refugee community coordinator to coordinate and liaise with service providers and government agencies to improve service delivery for vulnerable clients.  Manitoba Association of Newcomer Serving Organizations (MANSO)



<p>19. Manitoba invests in supports for asylum seekers in Manitoba and is measured by</p> <ul style="list-style-type: none"> <li>-total investments for asylum seekers</li> <li>- total asylum seekers to Manitoba</li> <li>- the number of asylum seekers assisted by Welcome Place.</li> </ul>	<p>Welcome Place is the only provider in Manitoba providing services to asylum seekers. Services help to expedite the asylum claims process and reduce the impact asylum seekers have on public services.</p>	<p>In 2016, the federal government processed 245 asylum claims in Manitoba.</p> <p>In 2016, 211 asylum seekers received support from Welcome Place.</p>	<p>In 2017, 1,126 asylum seekers received support from Welcome Place.</p>	<p>Since 2016, service uptake from asylum seekers increased 5 fold in 2017.</p>	
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# Regulatory Accountability and Red Tape Reduction



# Regulatory Accountability and Red Tape Reduction

Manitoba Education and Training is committed to implementing the principles of regulatory accountability as set out in The Regulatory Accountability Act. The department works to achieve balance with regulatory requirements, identify the best options for them, assess their impact and incorporate them in department activities, programs and in the development of all regulatory instruments.

A regulatory requirement is a requirement in a regulatory instrument for a person to take an action in order to:

- access a program or service offered by the government or a government agency;
- carry on business;
- participate in a regulated activity.

Regulatory accountability provides a framework to create a transparent, efficient and effective regulatory system. Red tape reduction aims to remove the regulatory requirements that are unclear, overly prescriptive, poorly designed, redundant, contradictory or antiquated. Not all regulatory requirements create red tape.

## Regulatory Requirements

	<b>Baseline (April 1, 2016)</b>	<b>2016/17 (March 31, 2017)</b>	<b>2017/18 (March 31, 2018)</b>
Total number of regulatory requirements	122,461	122,103	121,942

	<b>2016/17 from baseline</b>	<b>2017/18 from baseline</b>
Net change in total number of regulatory requirements	(358)	(519)
% change	(0.3)%	(0.4)%

Note: The information in the tables above includes that of any Special Operating Agencies (SOAs) or other agencies that report to the Minister.

## Achievements

Since April of 2016, the department's achievements in reducing regulatory requirements and eliminating red tape included:

- Through The Red Tape Reduction and Government Efficiency Act, 2018, the department will be reducing/avoiding 5 regulatory requirements resulting in a one-time savings/cost-avoidance of \$166.0 and an on-going annual savings/cost-avoidance to government of \$42.2.
- The department conducted a value-stream mapping exercise to maximize the efficiency of the program approval process for Private Vocational Institutions, which led to the elimination of a review committee and a reduction in processing time from 6-12 months down to 2 months. The department continues to explore further enhancements to this process.
- Streamlining of regulatory instruments associated with Private Vocational Institutions has led to a reduction of 199 regulatory requirements since April 2016. Additionally, all forms are being converted into e-forms to provide easier access for applicants.
- Through The Boards, Committees, Councils and Commissions Streamlining Act, the department will rationalize the size of the Provincial Healthy Child Advisory Committee and has dissolved several other committees that were no longer necessary.
- In 2016/17 the Healthy Child Manitoba Office reviewed program forms and policies, which led to repeals and amendments that reduced the requirements associated with their programs by over 200 regulatory requirements.

# The Public Interest Disclosure (Whistleblower Protection) Act





## 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 whether 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 Education and Training and the Manitoba Learning Resource Centre for fiscal year 2017/18:

<b>Information Required Annually (per Section 18 of The Act)</b>	<b>Fiscal Year 2017/18</b>
The number of disclosures received, and the number acted on and not acted on. Subsection 18(2)(a)	<b>NIL</b>
The number of investigations commenced as a result of a disclosure. Subsection 18(2)(b)	<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. Subsection 18(2)(c)	<b>NIL</b>



# Appendices



**Table 1**  
**Student Enrolment by Grades in Manitoba Public Schools**

Year	Special Education	N	K	1	2	3	4	5	6	7	8	9	10	11	12	Total
1980	3,080	1,769	14,374	15,970	15,052	15,094	15,643	15,633	15,159	15,386	15,223	15,474	16,696	15,552	14,299	204,404
1981	2,981	1,689	13,972	15,887	15,174	14,861	14,879	15,394	15,493	15,479	14,809	14,643	15,568	15,271	14,561	200,661
1982	3,111	1,780	13,915	15,399	15,198	14,962	14,787	14,967	15,295	16,093	15,135	14,799	15,400	14,275	15,405	200,521
1983	3,159	1,868	13,985	15,175	14,742	14,946	14,848	14,678	14,837	15,796	15,614	15,166	15,288	14,312	15,329	199,743
1984	2,936	1,962	14,272	15,183	14,457	14,576	14,884	14,812	14,666	15,354	15,452	15,735	15,746	14,328	15,111	199,474
1985	2,797	2,089	14,373	15,467	14,377	14,378	14,438	14,819	14,687	15,162	15,028	15,493	16,248	14,602	14,990	198,948
1986	2,488	1,991	14,676	15,505	14,640	14,301	14,286	14,479	14,827	15,094	14,958	15,187	16,083	15,162	15,381	199,058
1987	2,397	2,052	14,590	15,593	14,624	14,450	14,221	14,222	14,388	15,233	14,986	15,153	16,061	15,093	16,327	199,390
1988	2,001	2,339	14,784	15,572	14,795	14,432	14,357	14,155	14,132	14,860	14,987	15,165	15,956	14,637	16,610	198,782
1989	1,823	2,431	14,771	15,563	14,864	14,593	14,277	14,227	14,048	14,416	14,602	14,890	16,037	14,665	16,517	197,724
1990	1,843	2,377	14,926	15,510	15,018	14,613	14,442	14,236	14,123	14,326	14,183	14,577	16,075	14,726	16,611	197,586
1991	1,493	2,429	14,670	15,455	14,882	14,732	14,373	14,375	14,080	14,295	13,940	14,155	15,724	14,850	17,441	196,894
1992	1,465	2,465	14,355	15,025	14,846	14,688	14,540	14,329	14,237	14,107	14,023	14,180	15,242	14,572	18,545	196,619
1993	1,247	2,591	14,399	14,688	14,757	14,729	14,613	14,485	14,266	14,241	13,906	14,472	14,993	14,193	18,615	196,195
1994	1,329	2,541	14,487	14,751	14,364	14,553	14,610	14,448	14,370	14,215	14,073	14,268	14,798	13,939	17,941	194,687
1995	1,133	2,696	14,655	14,971	14,418	14,126	14,458	14,526	14,382	14,390	14,084	14,714	14,920	13,782	17,963	195,218
1996	1,470	2,518	14,588	15,100	14,598	14,211	14,048	14,370	14,526	14,432	14,269	14,837	14,951	13,676	17,555	195,149
1997	1,331	2,487	13,929	14,971	14,582	14,430	13,967	13,941	14,336	14,453	14,278	15,074	14,958	14,097	17,964	194,798
1998	1,242	2,461	13,928	14,436	14,647	14,431	14,289	13,848	13,969	14,348	14,279	15,122	15,155	14,197	18,739	195,091
1999	1,585	2,352	13,764	14,340	14,094	14,538	14,378	14,279	13,870	13,993	14,469	15,182	15,234	14,327	23,014	199,419
2000	1,615	2,387	13,543	14,292	13,986	14,022	14,521	14,427	14,368	13,899	13,992	15,651	15,376	14,592	25,747	202,418
2001	1,259	2,195	12,919	13,950	14,026	13,893	13,997	14,479	14,458	14,398	13,881	14,968	15,270	14,216	17,193	191,102
2002	1,309	2,325	12,338	13,360	13,767	14,017	13,891	14,005	14,573	14,524	14,346	14,746	14,791	14,385	16,840	189,217
2003	1,408	2,211	12,310	12,783	13,304	13,845	14,094	14,041	14,133	14,691	14,556	15,294	14,725	14,108	16,995	188,498
2004	1,361	2,316	12,192	12,659	12,712	13,360	13,886	14,268	14,164	14,161	14,692	15,321	15,059	14,238	16,279	186,668
2005	1,493	2,127	12,043	12,621	12,577	12,665	13,402	13,926	14,345	14,193	14,164	15,418	15,245	14,599	15,680	184,498
2006	1,330	2,142	11,873	12,463	12,509	12,539	12,687	13,393	13,968	14,298	14,254	14,969	15,337	14,672	15,751	182,185
2007	1,203	2,126	11,856	12,384	12,473	12,652	12,687	12,837	13,548	14,138	14,461	15,133	15,075	14,946	15,927	181,446
2008	1,158	2,136	11,834	12,301	12,452	12,584	12,730	12,851	12,865	13,661	14,213	15,528	15,129	14,770	15,886	180,098
2009	1,121	2,302	11,964	12,338	12,378	12,570	12,795	12,901	13,023	12,959	13,861	15,193	15,575	14,968	15,854	179,802
2010	1,084	2,296	12,051	12,506	12,455	12,549	12,766	12,964	13,016	13,132	13,189	14,944	15,320	15,256	16,447	179,975
2011	968	2,193	12,516	12,418	12,363	12,477	12,621	12,812	12,919	13,001	13,088	13,981	14,771	15,090	16,807	178,025
2012	867	2,205	13,001	12,916	12,469	12,466	12,590	12,740	12,894	12,944	13,114	13,978	14,098	14,859	17,212	178,353
2013	891	2,105	12,982	13,337	12,941	12,501	12,586	12,647	12,763	12,821	13,023	13,869	14,053	14,101	17,260	177,880
2014	945	2,100	13,262	13,391	13,403	13,032	12,606	12,691	12,765	12,772	12,939	13,783	14,020	14,096	16,572	178,377
2015	939	2,041	13,073	13,640	13,501	13,534	13,140	12,767	12,752	12,795	12,901	13,603	14,080	14,111	16,705	179,582
2016	856	2,105	13,318	13,526	13,814	13,702	13,693	13,269	12,904	12,815	13,008	13,634	13,957	14,380	16,781	181,762
2017	791	2,063	13,694	13,764	13,665	14,002	13,888	13,872	13,343	12,911	12,970	13,469	13,956	14,302	16,640	183,330

These figures are compiled on the 30<sup>th</sup> of September each year. Effective 2011, figures do not include enrolment in First Nation schools administered under educational agreements with school divisions. Source: 1980 to 1999 - Enrolment and Transported Pupils Report; 2000 to 2017- Enrolment Report.

Table 2

Statistics for all French-Language Programs or Courses in Manitoba , public schools only  
 Comparison of 2016/17 (f) and 2017/18 (e) School Years

----- FRENCH-LANGUAGE PROGRAMS / COURSES -----					
	SCHOOL YEAR	FRANÇAIS	FRENCH IMMERSION	FRENCH COURSES (within the English Program)	TOTAL
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<b>Divisions/ Districts</b>	2017/18 f	3	23	36	37
	2016/17 f	3	23	36	37
	Difference	-	-	-	-
<b>Schools</b>	2017/18 e	25	120	406	476
	2016/17 f	26	112	410	483
	Difference	(1)	8	(4)	(7)
<b>Students</b>	2017/18 e	5,820	25,157	57,525	88,502
	2016/17 f	5,730	24,381	57,773	87,884
	Difference	90	776	(248)	618
<b>Grants</b>	2017/18 e	\$ 1,594,070	\$ 5,762,680	\$ 298,715	\$ 7,655,465
	2016/17 f	\$ 1,563,560	\$ 5,552,578	\$ 308,333	\$ 7,424,471
	Difference	\$ 30,510	\$ 210,102	\$ (9,618)	\$ 230,994

(f) indicates final data

(e) indicates non-final data

**Table 3****School Divisions' Comparative Statement of Operating Fund Revenue and Expenses**

<b>Revenue</b>	<b>Actual 2016/17</b>	<b>Budget 2017/18</b>
Provincial Government	1,445,078,332	1,443,604,781
Federal Government	7,318,428	5,417,390
Municipal Government	781,918,697	828,491,287
Other School Divisions	13,227,265	12,407,323
First Nations	95,729,496	98,626,409
Private Organizations and Individuals	26,992,048	18,653,570
Other Sources	7,753,430	4,767,054
<b>Total</b>	<b>2,378,017,696</b>	<b>2,411,967,814</b>
<b>Expenses</b>		
Regular Instruction	1,293,052,362	1,339,611,391
Student Support Services	425,707,515	438,599,597
Adult Learning Centres	12,652,195	10,175,923
Community Education and Services	25,158,308	23,570,135
Divisional Administration	77,933,679	83,441,511
Instructional and Other Support Services	78,817,657	81,390,552
Transportation of Pupils	99,992,730	103,536,958
Operations and Maintenance	260,715,813	271,540,321
Fiscal	39,018,587	40,330,213
<b>Total</b>	<b>2,313,048,846</b>	<b>2,392,196,601</b>
Surplus/(Deficit)	64,968,850	19,771,213
Less: Net Transfers from (to) Capital Fund	55,184,707	22,210,352
Add: Transfers from Special Purpose Funds	75,485	N/A
<b>Net Surplus/(Deficit) *</b>	<b>9,859,628</b>	<b>(2,439,139)</b>

\* Excludes non-cash adjustment for non-vested sick leave liability

Source: FRAME Financial Statements – 2016/17  
FRAME Budgets – 2017/18

**Table 4**  
**Student Aid Program Awards**  
**August 1, 2017 to July 31, 2018**

<b>Total Award Amounts</b>													
Institution	No. of Students with Processed Applications *	No. of Students Receiving Awards*	CSL	MSL	PWPA	AB	CSGP	MB	AMSFAP	NPEG	MSRFAP	MEG	Total
University of Manitoba	5,063	4,191	11,421,211	7,312,482	106,500	704,214	11,142,438	5,576,097	168,000	10,000	700,000		37,140,942
College St. Boniface	166	134	301,768	218,050	2,500		420,678	199,178					1,142,174
Red River College	1,884	1,475	3,497,334	2,198,645	41,250	351,400	3,720,243	1,560,962					11,369,834
University of Winnipeg	1,830	1,521	3,507,636	2,077,221	55,750	473,172	4,155,918	1,962,418					12,232,115
Assiniboine Community College	375	281	856,929	606,121	11,750		787,174	338,500					2,600,474
Brandon University	714	612	1,817,904	1,231,918	20,250		1,693,139	860,629					5,623,840
University College of the North	155	113	326,424	221,793	16,750	51,030	389,281	133,906					1,139,184
Other Manitoba Public Institutions	267	199	687,691	448,565	3,000		256,742	112,916					1,508,914
Other In-Province	1,748	1,420	8,200,446	5,691,206	43,000		1,925,705						15,860,357
Canada	1,925	1,621	8,936,065	6,606,182	38,250		3,334,746					60,000	18,975,243
Elsewhere	295	268	2,175,913	1,432,087	500		637,225	11,926					4,257,651
<b>Total</b>	<b>14,422</b>	<b>11,835</b>	<b>41,729,321</b>	<b>28,044,270</b>	<b>339,500</b>	<b>1,579,816</b>	<b>28,463,289</b>	<b>10,756,532</b>	<b>168,000</b>	<b>10,000</b>	<b>700,000</b>	<b>60,000</b>	<b>111,850,728</b>

**Number of Students Receiving Awards**

Institution	CSL	MSL	PWPA	AB	CSGP	MB	AMSFAP	NPEG	MSRFAP	MEG
University of Manitoba	3,431	3,360	426	103	3,855	3,530	24		14	
College St. Boniface	99	103	10	0	126	121				
Red River College	1,135	1,039	165	55	1,202	977				
University of Winnipeg	1,150	1,086	223	46	1,409	1,233				
Assiniboine Community College	224	215	47	0	238	210				
Brandon University	520	528	81	0	560	534				
University College of the North	78	77	67	6	104	82				
Other Manitoba Public Institutions	177	173	12	0	100	75				
Other In-Province	1,360	1,303	172	0	611	-				
Canada	1,536	1,562	153	0	1,199	-		1		12
Elsewhere	266	260	2	0	192	7				
<b>Total</b>	<b>9,976</b>	<b>9,706</b>	<b>1,358</b>	<b>210</b>	<b>9,596</b>	<b>6,769</b>	<b>24</b>	<b>1</b>	<b>14</b>	<b>12</b>

CSL - Canada Student Loans (full and part time) - up to \$210/week

MSL - Manitoba Student Loans - up to \$140/week

PWPA - Prince of Wales and Princess Anne Awards - non-repayable, \$250 for Aboriginal students with at least \$1 assessed need

AB - Access Bursary - non-repayable, for students in the ACCESS program, replaces MSL

CSGP - Canada Student Grants (full and part time) - non-repayable federal grants

MEG - Midwifery Education Grant, \$5000 per eligible student

MSRFAP - Medical Student/Resident Financial Assistance Program - conditional grants of \$15,000 and \$20,000 for medical students and residents, recoverable from the Department of Health, Seniors and Active Living

NPEG - Nurse Practitioner Education Grant - conditional grant of \$10,000 for Nurse Practitioner students or recent graduates, recoverable from the Department of Health, Seniors and Active Living

AMSFAP - Aboriginal Medical Student Financial Assistance Program - conditional grants of \$7,000 for 7 months of service from Manitoba Student Aid

MB - New Up Front Manitoba Bursary (started in the 17/18 Program Year)

\* Numbers do not include MSRFAP, AMSFAP, NPEG and MEG students