

Entrepreneurship, Training and Trade

Entreprenariat, Formation
professionnelle et Commerce

**Annual Report
2009 - 2010**

**Rapport annuel
2009 - 2010**



**MINISTER OF ENTREPRENEURSHIP,
TRAINING AND TRADE**

Winnipeg, Manitoba CANADA
R3C 0V8

His Honour the Honourable Philip S. Lee, C.M., O.M.
Lieutenant Governor of Manitoba
Room 235, Legislative Building
Winnipeg, Manitoba
R3C 0V8

Your Honour:

I am pleased to present the Annual Report for the Department of Entrepreneurship, Training and Trade for the fiscal year ending March 31, 2010.

Respectfully submitted,

Original Signed by...

Peter Bjornson
Minister





**MINISTER OF ENTREPRENEURSHIP,
TRAINING AND TRADE**

Winnipeg, Manitoba CANADA
R3C 0V8

Son Honneur l'honorable Philip S. Lee, C.M., O.M.
Lieutenant-gouverneur du Manitoba
Palais législatif, bureau 235
Winnipeg (Manitoba) R3C 0V8

Monsieur le Lieutenant gouverneur,

J'ai le plaisir de présenter à Votre Honneur le rapport annuel du ministère de l'Entrepreneuriat, Formation professionnelle et Commerce pour l'exercice se terminant le 31 mars 2010.

Je vous prie d'agréer, Monsieur le Lieutenant-gouverneur, l'expression de mon profond respect.

Avec respect soumis,

original signé par...

Peter Bjornson
Ministre





Entrepreneurship, Training and Trade

Deputy Minister
Legislative Building, Winnipeg, MB, R3C 0V8
www.gov.mb.ca

Honourable Peter Bjornson
Minister of Entrepreneurship, Training and Trade
Room 333, Legislative Building
Winnipeg, Manitoba

Dear Minister:

We have the honour of presenting the Annual Report for the Department of Entrepreneurship, Training and Trade for the period April 1, 2009 to March 31, 2010.

The activities and efforts undertaken by the department with our industry partners support our vision of Manitoba obtaining an internationally competitive economy, with the best quality of life in the world. Working towards Manitoba's vision, we are pleased to profile a few outcomes achieved in 2009/10:

- The Department successfully concluded an agreement with the US on government procurement on February 16, 2010 providing Manitoba exporters with permanent access to procurement opportunities in the 37 US states covered under the World Trade Organization (WTO) Agreement on Government Procurement and an exemption from Buy American restrictions for procurement opportunities in seven programs under the American Recovery and Reinvestment Act.
- The Department championed and delivered projects to streamline and improve the delivery of services and information to businesses, including the launch of the BizPaL service in 14 additional communities in Manitoba.
- The Canada/Manitoba Business Service Centre (C/MBSC) responded to approximately 30,000 walk-in/phone business and trade-related inquiries and hosted approximately 11,000 client interactions during the year. In addition to that, the C/MBSC delivered 202 business and trade related seminars and workshops to approximately 5,300 participants in Winnipeg and throughout all regions of Manitoba. During the year, 160 business related seminars were broadcasted to approximately 2300 participants via E-Learning Network's video conferencing medium. Approximately 700 participants attended the 31 three-day Business Planning Workshops conducted throughout Manitoba.
- The Business Immigration and Investment Branch successfully facilitated the arrival of 133 business immigrants, 319 dependant family members and over \$33 Million in initial investments in 92 businesses, including \$550.0 in a hemp manufacturing facility in Gilbert Plains with subsequent investment of \$8.6 Million of additional capital from multiple sources in order to expand it to a full-scale and multi-product-line plant."
- The Department continues to encourage research and development in new and innovative industries through Economic Partnership Agreement support to the Composite Innovation Centre (CIC).
- The Department is working in collaboration with industry, educational institutions, and municipal and federal governments to establish the Northern Manitoba Mining Academy in Flin Flon that will provide relevant training to prepare hundreds of workers for employment opportunities in mining ventures and serve as a hub for training across the region.

- The Department's extensive Apprenticeship marketing campaign targeted at employers and prospective apprentices continued from 2008/09 and ended March 31, 2010. Marketing included television commercials, public transit ads, billboards, and a dedicated Internet site.
- New incentives have been introduced to support apprentices and employers including the Tuition Fee Income Tax Rebate, Co-op Education Apprenticeship Tax Credit, Advanced Level Apprentices Hiring Incentive (ALA-HI), Journeyperson Hiring Incentive (J-HI), Early-level Apprentices Hiring Incentive (ELA-HI) and a financial incentive for school graduates of the high school apprenticeship program.
- The Department created the Apprenticeship Endowment Fund, generating an annual bursary to support current apprentices with financial need. The Province provided the initial \$10,000 to create the Apprenticeship Endowment Fund and all private donations made to the fund are eligible for a government matching program.
- The Labour Market Skills Division of the Department provided employment-related services to nearly 40,000 new and existing clients in 2009/10. Over 10,000 were sponsored in Skills Development opportunities linked to local labour market requirements.
- In September 2009, the Department entered into a partnership with the federal government and three Aboriginal Human Resource Development Agreement holders, to implement an 18 month Licensed Practical Nursing (LPN) Training Initiative. The Initiative provides community-based training for 150 Aboriginal trainees in six communities in rural and northern Manitoba.
- Manitoba exports to the top two emerging markets, China and India, increased by 4.2% year on year. In 2009/10, Manitoba Trade and Investment worked with over 400 Manitoba companies to explore and enter new markets and expand within existing markets.

The department will continue to undertake initiatives and strategic planning that will contribute to the success of Manitoba business expansion, job growth and investment.

Respectfully submitted,

Respectfully submitted,

Original signed by
Hugh Eliasson
Deputy Minister of
Entrepreneurship, Training and Trade

Original signed by
Jim Eldridge
A/Deputy Minister of
Federal/Provincial and International Relations



Manitoba
spirited energy





Entrepreneuriat, Formation professionnelle et Commerce

Le sous-ministre
Palais législatif, Winnipeg (Manitoba) R3C 0V8
www.gov.mb.ca

M. Peter Bjornson
Ministre de l'Entrepreneuriat, de la Formation professionnelle et du Commerce
Palais législatif, bureau 333
Winnipeg (Manitoba)

Monsieur le Ministre,

Nous avons l'honneur de vous présenter le rapport annuel du ministère de l'Entrepreneuriat, de la Formation professionnelle et du Commerce pour la période du 1^{er} avril 2009 au 31 mars 2010.

Les activités et les efforts du ministère, en collaboration avec nos partenaires du secteur, viennent appuyer notre vision pour le Manitoba, à savoir une économie concurrentielle à l'échelle internationale et assortie de la meilleure qualité de vie au monde. Permettez-nous de vous présenter un bref aperçu de quelques-unes des réalisations du ministère qui, au cours de l'exercice 2009-2010, ont contribué à notre vision pour le Manitoba :

- Le 16 février 2010, le ministère a conclu avec les États-Unis une entente sur les marchés publics aux termes de laquelle les exportateurs du Manitoba auront un accès permanent aux projets de marchés dans les 37 États américains visés par l'Accord sur les marchés publics de l'Organisation mondiale du commerce (OMC). De plus, les exportateurs manitobains seront exemptés des restrictions *Buy American* pour les projets de marchés dans sept programmes relevant de l'*American Recovery and Reinvestment Act*.
- Le ministère a favorisé et mis en œuvre des projets visant à simplifier et à améliorer la fourniture de services et de renseignements aux entreprises, notamment en étendant le service PerLE à 14 autres collectivités manitobaines.
- Le Centre de services aux entreprises Canada-Manitoba a répondu à quelque 30 000 demandes en personne ou par téléphone touchant les entreprises et le commerce, et a été en rapport avec quelque 11 000 clients pendant l'année. De plus, le Centre a présenté 202 séminaires et ateliers sur les affaires et le commerce auxquels ont assisté environ 5 300 participants à Winnipeg et dans toutes les régions du Manitoba. Au cours de l'année, le système de vidéoconférence du réseau d'apprentissage en ligne a diffusé 160 séminaires sur les affaires suivis par quelque 2 300 personnes. Environ 700 personnes ont participé aux 31 ateliers de planification d'entreprise d'une durée de trois jours organisés dans tout le Manitoba.
- La Direction de l'immigration des investisseurs et des entrepreneurs a facilité l'arrivée au Manitoba de 133 gens d'affaires immigrants et de 319 personnes à charge. Les nouveaux venus ont effectué plus de 33 millions de dollars d'investissements initiaux dans 92 entreprises, y compris 550 000 \$ dans une installation de fabrication du chanvre à Gilbert Plains. Celle-ci bénéficiera d'un investissement supplémentaire de 8,6 millions de dollars provenant de multiples sources, afin qu'elle se développe et devienne une usine complète fabriquant une large gamme de produits.
- Le ministère continue d'encourager la recherche et le développement dans les industries nouvelles et innovatrices, en appuyant le Composite Innovation Centre (CIC) par l'intermédiaire de l'Entente de partenariat économique.

- Le ministère travaille en collaboration avec l'industrie, les établissements d'enseignement, les administrations municipales et le gouvernement fédéral afin de mettre sur pied l'académie des mines du Nord à Flin Flon. Celle-ci offrira des programmes de formation pertinents pour préparer des centaines de travailleurs aux occasions d'emploi dans le secteur minier. Elle fera également office de centre de formation régional.
- La vaste campagne de sensibilisation à la formation en apprentissage, lancée par le ministère au cours de l'exercice 2008-2009, s'est poursuivie cette année et a pris fin le 31 mars 2010. Elle ciblait les employeurs et les apprentis potentiels et comprenait des messages publicitaires diffusés à la télévision et reproduits sur des abribus et des panneaux d'affichage, ainsi que la création d'un site Internet exclusif.
- Plusieurs mesures d'encouragement à l'intention des apprentis et des employeurs ont été mises en place, parmi lesquelles le remboursement de l'impôt sur le revenu pour les frais de scolarité, le crédit d'impôt pour l'enseignement coopératif et l'apprentissage, la mesure incitative à l'embauche des apprentis de niveau avancé, la mesure incitative à l'embauche de compagnons certifiés, la mesure incitative à l'embauche des apprentis débutants, et un incitatif financier pour les diplômés du Programme d'apprentissage au secondaire.
- Le ministère a créé le Fonds de dotation pour l'apprentissage afin d'offrir des bourses annuelles aux apprentis qui ont besoin d'une aide financière. Après une dotation initiale de 10 000 \$ de la Province, le Fonds accepte maintenant les dons privés qui sont tous admissibles à un programme gouvernemental de financement de contrepartie.
- La Division des compétences sur le marché du travail du ministère a fourni des services relatifs à l'emploi à près de 40 000 clients, nouveaux ou existants, au cours de l'exercice 2009-2010. Plus de 10 000 d'entre eux ont été parrainés afin de profiter d'occasions de développement des compétences liées aux exigences du marché du travail local.
- En septembre 2009, le ministère a conclu un partenariat avec le gouvernement fédéral et trois organismes signataires de l'Entente sur le développement des ressources humaines autochtones, afin de mettre en œuvre une initiative de formation en 18 mois d'infirmières auxiliaires. Dans le cadre de cette initiative, 150 stagiaires autochtones reçoivent des services de formation communautaires dans six collectivités rurales et du Nord du Manitoba.
- Les exportations du Manitoba pour les deux premiers marchés émergents, la Chine et l'Inde, a augmenté de 4,2% par année en année. Pendant l'exercice 2009-2010, Commerce et investissement Manitoba a travaillé avec plus de 400 entreprises manitobaines afin de les aider à explorer et à pénétrer de nouveaux marchés ainsi qu'à se développer sur les marchés où elles sont déjà présentes.

Le ministère continuera de lancer des initiatives et de procéder à une planification stratégique de manière à contribuer au succès du développement des entreprises, de la croissance de l'emploi et des investissements au Manitoba.

Nous vous prions d'agréer, Monsieur le Ministre, l'assurance de notre haute considération.

Le sous-ministre de l'Entrepreneuriat,
de la Formation professionnelle
et du Commerce,

Le sous-ministre par intérim des
Relations fédérales-provinciales
et internationales,

L'original a signé par...
Hugh Eliasson

L'original a signé par...
Jim Eldridge



Manitoba
vibrant d'énergie



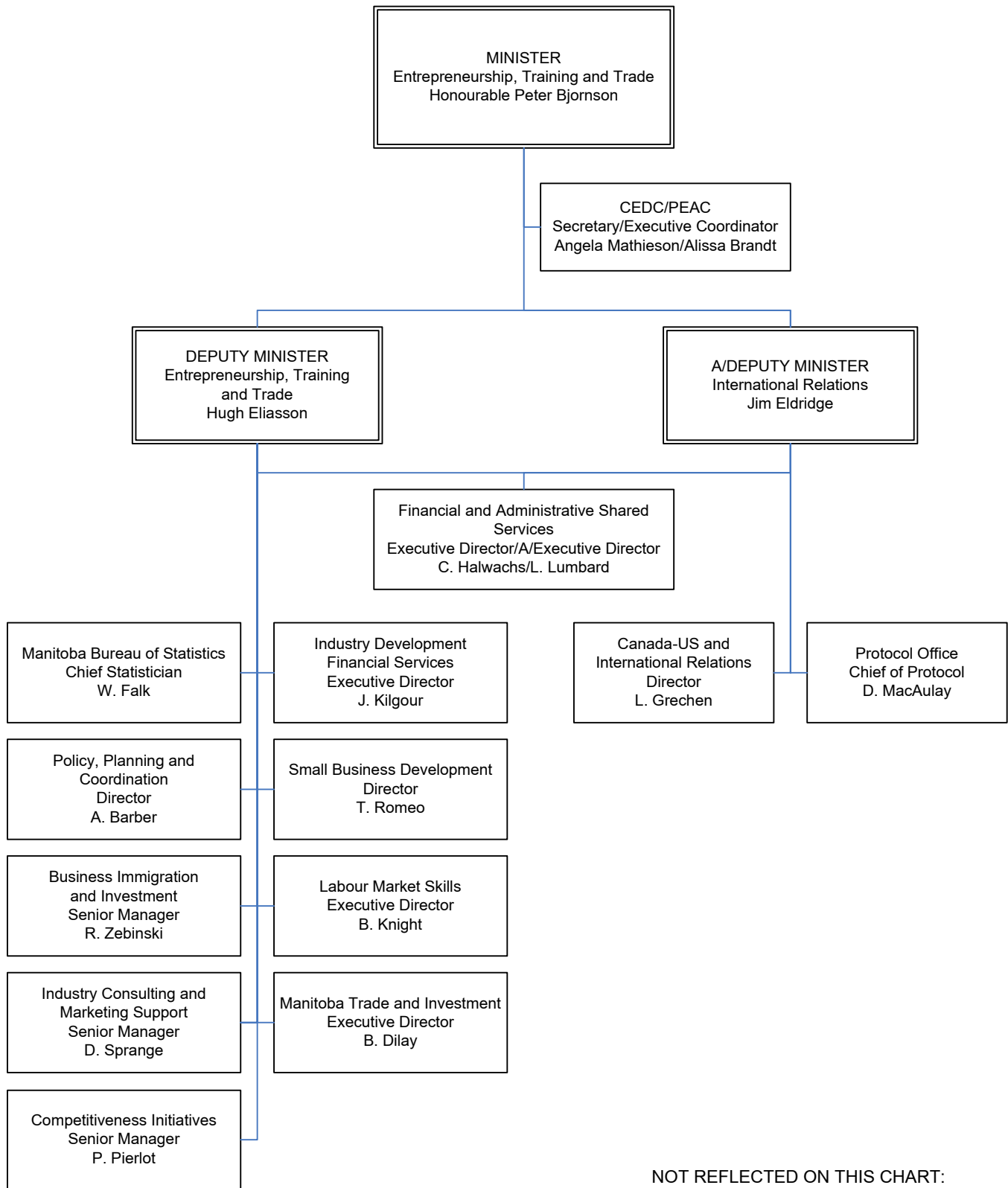
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ENTREPRENEURSHIP, TRAINING AND TRADE ORGANIZATION CHART As at March 31, 2010



NOT REFLECTED ON THIS CHART:
THE MANITOBA DEVELOPMENT CORPORATION and
MANITOBA TRADE & INVESTMENT CORPORATION

PREFACE

REPORT STRUCTURE

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

STATUTORY RESPONSIBILITIES

The Minister of Entrepreneurship, Training and Trade is responsible for the following:

The Advisory Council on Workforce Development Act	A 6.5
The Apprenticeship and Trades Qualifications Act.....	A 110
The Apprenticeship and Certification Act.....	A 110
The Convention Centre Corporation Act (S.M. 1988-89, c. 39).....	-
The Crocus Investment Fund Act (except section 11).....	C 308
The Design Institute Act.....	D 40
The Development Corporation Act.....	D 60
The Education Administration Act (clause 3(1)(h), as it relates to training).....	E 10
The Electronic Commerce and Information Act (except Part 5).....	E 55
The Income Tax Act (sections 11.13 to 11.17).....	I 10
The Labour-Sponsored Venture Capital Corporations Act [Part 2, and sections 16 to 18 as they relate to Part 2].....	L 12
The Department of Labour and Immigration Act [as it applies to certain training programs].....	L 20
The Statistics Act.....	S 205
The Manitoba Trade and Investment Corporation Act.....	T 125

As per Order-In-Council 350/2009

SUSTAINABLE DEVELOPMENT

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

The Principles and Guidelines of Sustainable Development are:

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

The Sustainable Development Procurement Goals:

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

ORGANIZATION

The department's 2009/10 organization structure is illustrated in the Organization Chart, page i. The Vision, Mission, Critical Priorities, roles, responsibilities and staffing are outlined in the following information.

VISION: *An internationally competitive economy, with the best quality of life in the world.*

In support of the Vision, **Manitoba Entrepreneurship, Training and Trade's MISSION STATEMENT is to *work collaboratively with businesses, people and communities to:***

- ***Increase their Capacity to succeed;***
- ***Enhance the Competencies they need to prosper;***
- ***Raise their Profiles, locally, nationally and internationally;***
- ***Foster an Environment that supports sustainable economic growth;***
- ***Advocate for Manitoba at the International level;***
- ***Build the Manitoba economy by strengthening the performance and growth of industry through increased trade.***

The department is organized in five divisions:

THE ADMINISTRATION AND FINANCE DIVISION provides support for the operation of the offices of the Minister and Deputy Minister; provides central financial, administrative, human resource and computer support services to the departments of Entrepreneurship, Training and Trade and Innovation, Energy and Mines; provides policy support in trade and economic development to the department and across government; co-ordinates and supports departmental strategic and business planning and knowledge management initiatives; and co-ordinates the economic and labour force statistical system to adapt to the changing policy and program requirements of the Manitoba government and Crown agencies.

THE BUSINESS SERVICES DIVISION provides or facilitates businesses' access to capital to spur the establishment and expansion of enterprises to improve the economic status of Manitoba; provides sector expertise to businesses in the areas of marketing, technology, business development and management; provides department-wide marketing support and development of promotional products; co-ordinates and delivers a range of services for the enhancement and growth of Manitoba's entrepreneurial and small business community; and increases inward investment to attract businesses and business people to Manitoba through general promotion, business or company recruitment, and entrepreneur recruitment. Provides leadership and coordination for improving government service delivery to businesses, the Manitoba Manufacturing Sector Economic Development Plan and other initiatives that aim to advance the productivity and competitiveness of business in Manitoba.

THE LABOUR MARKET SKILLS DIVISION delivers programs to create opportunities and to develop a skilled and adaptable workforce that supports the Province's social and economic goals. The division is committed to: ensuring the accessibility and delivery of skills development opportunities to all Manitobans that are responsive to and aligned with the labour market; assisting Manitobans to find and sustain employment; working with business and industry to build the human resource capacity to be productive and competitive; providing programs and services that facilitate smooth transition and advancement opportunities; developing a workforce that is representative of the population; and working in partnership with other government departments, our stakeholders, and our clients.

COMMUNITY AND ECONOMIC DEVELOPMENT DIVISION provides analytical expertise and administrative support to the Community Economic Development Committee of Cabinet; co-ordinates all major government initiatives relating to community and economic development in the province; provides advice and support in the on-going development of Manitoba's economic strategy including identifying priorities, solicits community input and assists in formulating policy and recommendations.

INTERNATIONAL RELATIONS AND TRADE DIVISION is the branches of: Canada-U.S. and International Relations, Protocol, Manitoba Trade and Investment and Manitoba's Ottawa Office. In addition, the policy coordination unit of Entrepreneurship, Training and Trade provides lead support on internal trade and trade policy matters. The core business of the International Relations and Trade Division is relationship-building, in particular, strengthening strategic relationships with respect to international and trade and investment activities with: governments in the United States and other international jurisdictions; the diplomatic community in Canada and abroad; and the business community in Manitoba and external markets.

ADMINISTRATION AND FINANCE

MINISTER'S SALARY AND EXECUTIVE SUPPORT

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

EXECUTIVE SUPPORT

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

10-1(a) Minister's Salary

Expenditures by Sub-Appropriation	Actual 2009/10 \$	Estimate 2009/10 FTE	\$	Variance Over (Under)	Expl. No.
Minister's Salary	42	1.00	46	(4)	
Total Expenditures	42	1.00	46	(4)	

10-1(b) Executive Support

Expenditures by Sub-Appropriation	Actual 2009/10 \$	Estimate 2009/10 FTE	\$	Variance Over (Under)	Expl. No.
Total Salaries & Employee Benefits	609	8.00	562	47	
Total Other Expenditures	71		73	(2)	
Total Expenditures	680	8.00	635	45	

FINANCIAL AND ADMINISTRATIVE SERVICES

Financial and Administrative Services is comprised of three primary components; Finance and Administration, Human Resource Services and Computer Services. The branch provides shared Financial and Administrative and Computer Services to the departments of Entrepreneurship, Training and Trade and Innovation, Energy and Mines. Human Resource (HR) Services supports Entrepreneurship, Training and Trade as part of the consolidated HR unit that also services the Departments of Advanced Education and Literacy, Education, Healthy Living, Youth and Seniors, Labour and Immigration and Manitoba Gaming Control Commission.

OBJECTIVES

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

ACTIVITIES/RESULTS

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

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

Human Resource Services reports to the deputy ministers of the departments within the amalgamated sector. This includes Advanced Education and Literacy; Education, Healthy Living, Youth and Seniors; Labour and Immigration; Entrepreneurship, Training and Trade and Manitoba Gaming Control Commission.

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

10-1(c) Financial and Administrative Services

Expenditures by Sub-Appropriation	Actual 2009/10 \$	Estimate 2009/10 FTE	Estimate 2009/10 \$	Variance Over (Under)	Expl. No.
Total Salaries & Employee Benefits	1,622	17.00	1,643	(21)	
Total Other Expenditures	342		405	(63)	
Less: Recoverable from Innovation, Energy and Mines	(150)		(150)	-	
Total Expenditures	1,814	17.00	1,898	(84)	

POLICY, PLANNING AND COORDINATION

OBJECTIVES

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

ACTIVITIES/RESULTS

The Branch manages the ongoing implementation of the Agreement on Internal Trade (AIT) in Manitoba. Efforts in this area include: supporting the Minister's participation as a member of the Ministerial Committee on Internal Trade; serving as Manitoba's Internal Trade Representative; co-ordinating the government-wide participation in the Agreement; direct responsibility for negotiations pursuant to the Agreement on Internal Trade, including the negotiation and ongoing implementation and monitoring of the revised Labour Mobility Chapter and monitoring and participating in disputes arising under the revised Dispute Resolution Chapter.

Policy, Planning and Coordination supports the Premiers of Manitoba and New Brunswick in their role as co-leaders on internal trade under the Council of the Federation, which includes coordinating and reporting on progress on internal trade initiatives under the Council of the Federation Workplan. In 2009/2010, the Branch engaged Manitoba Departments, regulatory authorities and stakeholders to implement the new Labour Mobility Chapter of the AIT, including the drafting of the *Manitoba Labour Mobility Act*, to satisfy Manitoba's requirements to achieve full labour market mobility for regulated workers in Canada. The Branch also completed negotiations and drafted legislation to implement strengthened dispute resolution provisions for the AIT and worked with colleagues in other departments to conclude an improved Chapter on Agriculture and Agri-Food Goods.

As lead provincial agent for international trade policy, the Branch develops provincial policy for implementation of international trade agreements such as the North American Free Trade Agreement (NAFTA) and the World Trade Organization (WTO). The Branch also works to ensure that Manitoba's priorities and concerns are reflected in new trade negotiations through consultations with key stakeholders. In 2009/2010, the Branch served as Manitoba's Chief Negotiator in negotiations towards a comprehensive economic partnership with the European Union and successfully conclude negotiation of an agreement with the US on government procurement, which came into effect on February 16, 2010, which provides Manitoba exporters permanent access to procurement opportunities in the 37 US states covered under the World Trade Organization (WTO) Agreement on Government Procurement as well as an exemption from *Buy American* restrictions for funds remaining in seven programs under the *American Recovery and Reinvestment Act*.

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

Activities of the Labour Market Information Unit included: production of electronic and printed career and labour market information products such as *Manitoba Job Futures* and *Manitoba Prospects*; active participation in the Forum of Labour Market Minister's Working Groups on Labour Market Information, maintenance of an internal labour market information working group, internal labour market analysis and briefings, and increased access to labour market information through partnerships, websites,

presentations to job seekers, sector organizations, employment practitioners, employment counsellors and career symposia.

The Branch provides policy advice and support to economic development initiatives including: Provincial Small Business policy service improvements, and support to Community and Aboriginal Economic Development strategic priorities.

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

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

10-1(d) Policy, Planning and Coordination

Expenditures by Sub-Appropriation	Actual 2009/10 \$	Estimate 2009/10 FTE	Estimate 2009/10 \$	Variance Over (Under)	Expl. No.
Total Salaries & Employee Benefits	825	10.00	844	(19)	
Total Other Expenditures	210		237	(27)	
Total Expenditures	1,035	10.00	1,081	(46)	

MANITOBA BUREAU OF STATISTICS

OBJECTIVES

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

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

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

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

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

ACTIVITIES/RESULTS

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

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

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

The Statistics Act – An updated Act came into effect on June 11, 2009. The revised Act, which governs the operations of the Manitoba Bureau of Statistics: i) reconfirms the authority of the MBS to collect and publish information on Manitoba and its residents, while being totally aligned with the Freedom of Information and Protection of Privacy Act; ii) allows for the conducting of voluntary surveys; and iii) increased the penalties if particular sections are not compiled with.

Economic Accounts – MBS maintained an economic accounts framework for the Manitoba economy. These annual accounts measured the overall performance of the provincial economy, with additional detail about principal industries and sectors. Information from the Economic Accounts is used throughout the public and private sectors in Manitoba. Preliminary economic growth estimates for 2009 were released in March 2010. MBS also maintained a historical graphical and table review of the Manitoba economy, including industrial sectors, for the years 1981-2008.

Manitoba Population Estimates and Projections – Continued liaison with Statistics Canada and other provincial and territorial statistical agencies regarding the determination of the appropriate statistical methodology to be used to determine provincial and territorial population estimates. These population estimates are of critical importance as they are used to determine Manitoba transfer payments. MBS is presently conducting research on developing population estimates at the community level (e.g. Brandon, Steinbach, Thompson). In March 2010 MBS' population projections for Manitoba as a whole and the 8 economic regions were updated for the years 2006 to 2041. Updating of First Nations, Métis and Labour Market projections are currently underway.

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

Statistical Information Product Subscriptions – Departmental subscriptions to the full MBS subscription service totalled 9 (3 Manitoba government, 2 federal government and 4 business). In addition, the Legislative Library received six complete sets of MBS information products free of charge.

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

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

Contract Surveys and Information Development – MBS designed and implemented surveys/information development projects for individual departments and crown agencies on a cost-recovery basis. Projects included Competitiveness, Training and Trade - Trade Statistics Database; International Education Branch of Federal-Provincial and International Relations - Survey of International Students, Workforce Skills Survey of the Non-profit Health and Social Services Sector and Food Prices Monitoring Survey in selected northern communities for various clients. New in 2009 was the Business Conditions Survey of the top 600 employers in Manitoba. This followed the highly successful Business Conditions Survey of Manufacturers in 2008/09. Both surveys were used to provide government a current, high-level view of the economic situation facing Manitoba businesses today.

Information Dissemination System - MBS has continued to enhance its desktop accessible information systems (e.g. InfoNet, Infoline, Trade, and StatsBase). These systems are accessible via the new MBS Intranet web site. MBS StatsBase, which enables quick access to historical information series on a wide range of topics, is being developed as a new information resource for government.

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

Federal-Provincial Liaison - Represented Manitoba's views on statistical matters to Statistics Canada including possible new methodologies to determine Manitoba's population. This activity had a significant impact on the level of federal transfer payments that Manitoba receives. As part of the national statistical system, MBS represents Manitoba on the Consultative Council on Statistical Policy as well as a number of other subject matter statistical committees.

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

10-1(e) Manitoba Bureau of Statistics

Expenditures by Sub-Appropriation	Actual 2009/10 \$	Estimate 2009/10 FTE	\$	Variance Over (Under)	Expl. No.
Total Salaries & Employee Benefits	805	11.00	818	(13)	
Total Other Expenditures	385		389	(4)	
Less: Recoverable from Other Appropriations	(53)		(60)	7	
Total Expenditures	1,137	11.00	1,147	(10)	

BUSINESS SERVICES

INDUSTRY DEVELOPMENT - FINANCIAL SERVICES

OBJECTIVES

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

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

ACTIVITIES/RESULTS

PROGRAMS UNDER ADMINISTRATION

Manitoba Industrial Opportunities Program (the MIOP Program) provides financial support to assist businesses expanding their operations in Manitoba. The financing is in the form of repayable, secured loans and the terms of the loan can be somewhat flexible. Favourable interest rates are available to businesses that undertake significant investment in fixed assets and/or create new jobs. The loans are usually in excess of \$500,000. From March 31, 2000 to March 31, 2010 the MIOP Program has approved loans totaling \$230 million for 45 business expansion projects, program financing has levered \$785 million worth of private sector investment and approximately 8,809 jobs. In 2009/10, the Branch had \$32.3 million of new loans approved, which levered \$153.6 million of new private sector investments. As at March 31, 2010, the program has 20 active loans totaling \$92.5 million under management, with 4,677 Manitoba full time equivalent jobs required and 5,385 Manitoba full time equivalent jobs were maintained.

Manitoba Business Development Fund (the Fund) provides financial support to assist with business development activities in Manitoba. The financing is in the form of cost-sharing assistance and is usually non-repayable. The cost-sharing assistance is usually in the range of up to \$100,000 and may fund up to 50% of the cost of the business development activity. The Fund has three sub-programs. The Technology Commercialization Program assists businesses with the development and/or application of new technology. The Feasibility Studies Program assists businesses and business-support organizations with the assessment of new business opportunities. The Special Projects Program assists businesses and business-support organizations with initiatives that are of strategic significance to Manitoba's economy. In 2009/10 the Branch confirmed cost-sharing assistance for 38 new business development projects totalling 1.6 million.

Third-Party Investment Funds Program (the Investment Program) provides investment capital to venture capital limited partnerships that are managed by the private sector, who in turn invest this capital in small to medium sized businesses. From its inception in 1996 to March 31, 2010, the Investment Program has invested \$21.9 million in six limited partnerships. The six limited partnerships include: Manitoba Capital Fund (a multi-sector subordinated debt fund); Manitoba Science and Technology Fund (a science and technology equity fund); Renaissance Capital Fund (a multi-sector equity fund); Western Life Sciences Venture Fund LLP (a life sciences equity fund); CentreStone Ventures Limited Partnership (a life sciences equity fund); and Canterbury Park Capital Fund LP (a multi-sector equity fund). As of March 31, 2010, in aggregate the six limited partnerships have invested approximately \$166.5 million into 77 business entities. In 2009/10 there was \$116.5 million outstanding committed capital available to Venture Capital Partnerships.

Small Business Venture Capital Tax Credit (formerly called Community Enterprise Investment Tax Credit) provides a mechanism to improve the access to equity capital for small businesses within Manitoba. Investors supplying cash equity to small businesses will be entitled to apply a 30% Provincial tax credit against their Manitoba taxes payable. In 2009 the Province approved an allocation of \$10.0 million in tax credits, which will facilitate \$33.0 million in new equity to be raised. During 2009, 13 companies received in aggregate \$3,077,812 million of equity from 65 Manitoba investors.

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

SPECIAL PROJECTS

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

OTHER RESPONSIBILITIES

Manitoba Development Corporation (MDC) is the Province's agent for administering repayable financial assistance and providing administration for the Provincial Nominee Program for Business. The Branch administers MDC's portfolio of loans and investments. As at March 31, 2010, MDC had a net value of \$173.8 million in financial assets under management.

Manitoba Opportunity Fund (MOF) is the Province's agent for holding and investing the Provincial allocation of immigrant's investments made through the Federal Department of Citizenship and Immigration Canada's (CIC) Immigrant Investor Program. As at March 31, 2010, MOF had a net value of \$243.8 million in financial assets under management.

10-2(a) Industry Development - Financial Services

Expenditures by Sub-Appropriation	Actual 2009/10 \$	Estimate 2009/10 FTE	\$	Variance Over (Under)	Expl. No.
Total Salaries & Employee Benefits	1,042	13.00	1,137	(95)	
Total Other Expenditures	262		328	(66)	
Program Delivery:					
- Manitoba Industrial Opportunities Program	9,131		11,444	(2,313)	1
- Manitoba Business Development Fund	1,629		1,173	456	2
- Third Party Managed Capital Funds	3,041		2,563	478	3
- Less: Interest Recovery	(4,201)		(8,210)	4,009	4
Total Expenditures	9,600	13.00	6,970	2,630	

1. Decreased loan activities and interest expense offset by an increase in loan loss provision.
2. The PDF eligible expense reimbursement rate increased from 50% to 75%, and the limit for TCP was increased to \$100,000 as a result uptake on TCP and Feasibility Studies Programs has increased.
3. Increase in loan loss provision.
4. Decreased loan activities.

INDUSTRY CONSULTING AND MARKETING SUPPORT

OBJECTIVES

The role of Industry Consulting and Marketing Support is to provide sector expertise to businesses (manufacturing, processing and services sectors) in the areas of marketing, technology, business development and management.

The Branch also provides marketing related support activities to Manitoba Entrepreneurship, Training and Trade (ETT). In this regard, the Branch performs the following marketing support functions:

- Coordination of marketing activities
- Development and production of consistent and competitive marketing materials
- Development of market intelligence and other information

ACTIVITIES/RESULTS

Industry Consulting Group

The Industry Consulting Group provides sector expertise to businesses (manufacturing, processing, and services sectors) in the areas of marketing, technology, business development, and management. Existing infrastructure advantages are used to maximize economic development opportunities and encourage commercialization and adoption of new technologies and strategic alliances to further strengthen and diversify Manitoba's industrial capabilities.

Sector Development – Sector development activities provide an ongoing analysis of Manitoba's major industrial sectors including aerospace, manufacturing and food processing. Strengths, weaknesses, emerging trends, threats, and opportunities are considered. Sector profiles are developed and competitive comparisons with other major jurisdictions are carried out and monitored.

Project Development – Project development activities within the branch are wide-ranging and include a variety of projects from those initiated by sector planning activities to those responding to company specific opportunities. The objective of all project development activities is to create new jobs and preserve existing jobs and investment in Manitoba.

Highlights of 2009/10

Work continued with Manitoba's industrial sectors to encourage expansion through the identification of new opportunities and the adoption of new technologies. Manitoba companies have for several years been facing competitive challenges from offshore competition in countries like China. Added to this last year were the pressures arising out of the global recession. Manitoba manufacturers as a whole have been coping with the current global challenges better than their counterparts in other regions of Canada and although manufacturing shipments experienced a decline during 2009, Manitoba's performance was third best among provinces. Assisting in this regard have been a number of initiatives begun several years ago, which the branch has participated in or supported, and which were aimed at developing new capabilities and improving productivity within Manitoba. Industry Consulting continues to monitor Manitoba's industrial sectors for their ability to cope within the current economic climate.

The Composites Innovation Centre at SmartPark continued to assist a wide range of our industries in the development of lightweight, high-strength composite materials which are now essential for future products related to fuel efficient vehicles, civil infrastructure and a wide variety of other manufacturing and construction applications.

Since 2005, the CIC received funding of \$6.6 million under the Canada-Manitoba Economic Partnership Agreement, with funding divided equally between Western Economic Diversification Canada and the Province of Manitoba. The funding agreement was completed in August 2009, and the CIC reported successfully achieving or exceeding the majority of its performance targets for the period. Some highlights include:

- 125 projects were conducted, far exceeding the target of 25
- 7 technologies were transferred to industry clients, which resulted in new business for those companies in most cases
- 1 new technology was developed, which is now in commercial use
- a composites training program was developed and a pilot module delivered
- 3 new material suppliers were established in Manitoba
- 7 international relationships were created, expanding the CIC's network enabling technologies to be more quickly developed

In November 2009, the Governments of Canada and Manitoba announced renewed funding of more than \$11.6 million over four years to the CIC through the Canada-Manitoba Western Economic Partnership Agreement (WEPA). This investment will solidify the leadership position of Manitoba's composites cluster in Canadian and international markets.

The Vehicle Technology Centre, to which the Industry Consulting Branch provides staff and infrastructure support, continues to move forward with projects that support technological development in Manitoba's transportation equipment manufacturing industry. The OEM-Supplier Development Program encourages and assists Original Equipment Manufacturers (OEM'S) to partner with their suppliers in the development of new technologies embodied in improved products and processes. This program has assisted local manufacturers to remain competitive in the North American market through a wide range of imaginative projects.

Industry Consulting continued its work with several partners and stakeholders in the implementation of the Advanced Manufacturing Initiative designed to assist local manufacturers to adopt the most advanced manufacturing methods and technologies to ensure their ongoing competitiveness. First launched in February 2005, the AMI represents a unique partnership among CME-Manitoba Division, Western Economic Diversification and the Province of Manitoba. Since its launch, the AMI has received over \$3.0 million in support under the Canada-Manitoba Economic Partnership Agreement, shared equally by the Governments of Canada and Manitoba, with the remainder of funding coming from industry.

Championing lean manufacturing concepts and best practices, the AMI helps Manitoba companies compete better by reducing waste and increasing productivity. The AMI has gained considerable momentum in delivering successful programs that have resulted in observable productivity improvements for participating companies. Since its launch, thousands of Manitoba manufacturing employees have participated some 50,000 hours of AMI activities. Manitoba companies participating in lean consortia have reported average productivity improvements in excess of 30%. The AMI has attracted the attention of other Canadian provinces as an example of best practice with respect to industry development initiatives, and government/industry partnership.

Building on the success of the AMI, Canadian Manufacturers and Exporters launched a new initiative called the *Manufacturing Centre of Excellence* designed to support manufacturers wishing to become globally competitive using improved productivity, technology, trade and human resource development.

Additionally, under the auspices of the AMI, industry developed a Manufacturing Sector Economic Development Plan (MSEDP) to ensure the long-term competitiveness of the sector. The Manitoba government is encouraging industry follow-up of the recommendations presented by the MSEDP, and is responding to industry's priority recommendations through the Competitiveness Initiatives Group of ETT.

A core element of Industry Consulting's work continues to be its individual project development activities with its project managers often taking a lead role in coordinating the activities and actions of other government departments and agencies to work with business to create new jobs and investment in Manitoba.

Marketing Support Group

The Marketing Support Group provides department-wide marketing support and development of promotional products (multimedia marketing materials such as display units, brochures, website promotion, CD-ROMS, etc.). Promotional products are produced in multiple languages, corresponding to various geographic markets of interest. The Marketing Support Group also coordinates placement and production of targeted advertising in selected industrial journals.

Market Intelligence and Information Services

The Market Intelligence and Information Services program provides information products on export markets for local Manitoba companies and on Manitoba capabilities for potential clients in overseas markets. The program involves data collection, analysis and dissemination. Key developments over the past years include implementation of a client-tracking database for ETT, development of website applications and coordination of Manitoba company data collection surveys with federal and provincial delivery partners.

The group makes continued use of the bi-annual KPMG *Competitive Alternatives Report* to assess Manitoba's competitive position with respect to business costs. The most recent edition of the *Competitive Alternatives Report* was released at the end of March 2010.

In 2009/10 the Marketing Support Group continued to focus on key priorities:

- Management of internal and external communications
- Partnerships with community organizations to promote "home-grown" economic development
- Development of e-marketing and web site capabilities
- A consistent and cohesive marketing strategy, message, and image
- Maintaining effective relationships with senior officials in government, external agencies, industry associations and consular posts abroad
- Increased role in investment promotion
- Providing support service to various branches and agencies within the department.

Web sites and electronic marketing

The Marketing Support Group manages and maintains the ETT website (www.gov.mb.ca/ctt) and continues to provide web-based support/service to Manitoba Trade and Investment (www.manitoba-canada.com). The Group also manages and maintains the Manitoba Investment Portal (www.investinmanitoba.ca). In 2009/10, the Group responded to numerous inquiries and requests for information. Detailed packages of information were prepared for eighteen investment leads, resulting in visits to Manitoba by eight prospects.

Advertising and communications

Several advertising pieces were placed in various site selection and business style journals (both local and international) promoting Manitoba as a great place to invest, work and live.

Production of brochures

The Group updated content for several departmental publications, including:

- Manitoba Quick Facts brochure
- Manitoba, Diverse, Dynamic and Energetic brochure
- Manitoba Means Business brochure
- Third party information pieces

Additionally, the Group provided information and assistance for the update of marketing materials for the promotion of CentrePort Canada Inc., Manitoba's new inland port.

Slide presentations were created or updated for such projects as:

- Advanced Manufacturing and Grain Handling Buyers Guide
- Federal/Provincial/Territorial Investment Managers' presentation
- Various Trade missions

The Group also provided collateral marketing materials to outgoing trade missions, trade visits and to non-governmental organizations pursuing trade and investment related promotions. Notable among these in 2009/10 were the 2009 Western Aerospace Conference, the Premier's mission to Mexico for the 2009 NASCO Conference and promotional materials for CentrePlace, Manitoba's pavilion at the 2010 Winter Olympics. .

Event marketing

Event marketing support was provided for government-sponsored events and various trade missions.

10-2(b) Industry Consulting and Marketing Support

Expenditures by Sub-Appropriation	Actual 2009/10 \$	Estimate 2009/10 FTE	\$	Variance Over (Under)	Expl. No.
Total Salaries & Employee Benefits	725	9.00	845	(120)	
Total Other Expenditures	297		327	(30)	
Total Expenditures	1,022	9.00	1,172	(150)	

SMALL BUSINESS DEVELOPMENT

Small business is recognized as the engine that drives the Canadian economy. The Branch's target client groups are the 101,000 small businesses in Manitoba that make up over 98% of all businesses in Manitoba, the self-employed entrepreneurs and new business ventures. Branch clients include businesses from retail, wholesale, manufacturing, services, technology, home-based businesses and entrepreneurs who are starting up new businesses.

OBJECTIVES

The objective of the Small Business Development Branch is to provide the necessary tools for successful business development. The Branch's primary role is to develop, co-ordinate and deliver services and programs for the enhancement and growth of Manitoba's entrepreneurial and small business community. The Branch has recognized the multi-cultural nature of Manitoba's entrepreneurial community and has customized its programs to address the specific needs of these business people. Services in business management, business planning and access to capital are tailored to meet the needs of new entrepreneurs including women, Aboriginals, new immigrants, youth, and people with disabilities.

ACTIVITIES/RESULTS

The activities of the Branch are generic in scope with the intent of reaching a broad spectrum of individuals and business types. The major focal points of the Branch are to assist small business start-ups and growth of existing businesses through the provision of management training, information services, financial assistance, business counselling and mentoring. Branch programs and services are developed in partnership with business associations, other government departments (federal and provincial), educational institutions and the public.

The Small Business Development Branch provides extensive business information, entrepreneurial training, and business and trade library services through the Canada/Manitoba Business Service Centre. The Branch also offers a variety of programs and services including the Manitoba Business Start program, business counselling, Manitoba Marketing Network, Manitoba Film Loan Guarantee program, entrepreneurial development and training, and BizCoach Manitoba, a business mentoring program. Business information, business counselling services, entrepreneurial training, business and trade library services and the Manitoba Marketing Network are also delivered through the Western Regional Office in Brandon.

Canada/Manitoba Business Service Centre – Business development services and programs of the Small Business Development Branch have been integrated with related services provided by the Canada/Manitoba Business Service Centre to support Manitoba business development and entrepreneurship. The federal and provincial jointly operated centre referred to as the Canada/Manitoba Business Service Centre (C/MBSC) has just completed its 12th year of successful operations. The C/MBSC represents a single point of contact for current and accurate business information, extensive business and trade library services, market research and improving management effectiveness through business counselling and entrepreneurial training programs. In 2009/10, the C/MBSC responded to approximately 30,000 walk-in/phone business and trade-related enquiries.

The C/MBSC also offers a full service website providing business development information, interactive business products, business guides and on-line entrepreneurial training. The C/MBSC also provides knowledge-based industry services which include e-business and e-commerce business counselling, seminars and the provision of hard copy and online e-business information.

C/MBSC Regional offices – Through the Partnership Agreement with Western Economic Diversification, 33 regional C/MBSC offices have been established in Manitoba which makes business information and resources more accessible to all entrepreneurs throughout Manitoba.

C/MBSC E-Learning Network – The E-Learning Network is a video-conferencing network that broadcasts business seminars and workshops to rural and northern communities. The Network consists of a central video-conferencing unit with 48 external access points located throughout the province. During the year, 160 business seminars were broadcasted to 2347 participants.

Entrepreneurial Development and Training – During the year, the C/MBSC delivered or facilitated 202 business related seminars and workshops to approximately 5,300 participants in Winnipeg and throughout Manitoba, including seminars which were delivered by video-conferencing. These seminars included sales, marketing, financing, tax planning, financial management, accounting, business management, human resource management, starting a small business and various other business and technology related topics.

Aboriginal Business Development Initiative – The initiative promotes entrepreneurial training, business information, workshops and business counselling to Aboriginal entrepreneurs and community based organizations in the interest of developing small business and entrepreneurship. The Ota-Miska publication, a resource directory outlining programs and services available to Aboriginal people in Manitoba was circulated to all agencies and organizations working with Aboriginal people. There are 12 C/MBSC regional offices which focus on Aboriginal Business Development, with over 50% of the clients being Aboriginal.

BizCoach Manitoba – BizCoach Manitoba provides small businesses and entrepreneurs access to business mentoring in partnership with the private sector. Business mentoring is provided on all business related topics including start-up, financial management, growth and expansion, sales, marketing, business succession and access to capital. Since the program's inception in 2006, BizCoach Manitoba has provided business mentoring to 47 small businesses.

Manitoba Business Start Program – Provides loan guarantees of up to a maximum of \$30,000 for new business starts with the focus on working capital needs. Under the program, 40 loan guarantees totalling \$1,003,900 were approved in 2009/10. During the fiscal year, 721 participants attended the 31, three-day Business Planning workshops conducted throughout Manitoba under the Business Start Program which includes 11 workshops conducted in the rural areas. The Business Planning workshops were delivered in Winnipeg, Brandon, Morden, Dauphin, Carman, Hamiota, Selkirk, Steinbach, Winkler and Thompson. The three-day Business Planning workshops were also delivered in French.

Manitoba Film Loan Guarantee Program – Provides loan guarantees up to a maximum of 20% of a loan in respect to Manitoba fully developed feature films, television programs and series. During the 2009/10 fiscal year, there were five loan guarantees in the amount of \$347,970 issued under this program. Since the program's inception in 2004, ten loan guarantees totalling \$1,035,070 have been approved. The Branch continues to work with film production companies in respect to this program and it is anticipated that additional loan guarantees will be issued in the 2010/11 fiscal year.

Manitoba Marketing Network – The Network delivered 12 marketing related workshops to 225 participants and its members counselled 40 small businesses. Workshops were held in Winnipeg, Brandon, Steinbach and Selkirk.

Small Business Counselling Services – The Branch registered approximately 4,500 business counselling client interactions in 2009/10. Business counsellors provided one-on-one business counselling to entrepreneurs and businesses in a number of sectors including retail, service and manufacturing.

Publications – Publications and business information guides developed by the Branch and the C/MBSC continue to be a valuable resource to the business community and support the Branch's training programs. The Branch and the C/MBSC produce numerous publications on a variety of subjects including business information, business planning, small business management systems, e-business and e-commerce information guides. Publications are distributed through the Branch, the C/MBSC and its regional offices, the Western Regional Office in Brandon, the Local Government offices and the Growing Opportunities (GO) offices throughout Manitoba.

Western Regional Office – Provides general business counselling services, entrepreneurial development and training programs, business planning workshops, various resource materials and general business information to Brandon and the surrounding communities. In 2009/10, the Western Regional Office registered approximately 7,000 business and trade related client interactions.

The Branch is also a partner in the Manitoba Business Gateway – Brandon (Business Gateway) initiative. The Western Regional Office participates extensively in the delivery of specific services and initiatives that can be accessed through the Business Gateway. The Business Gateway represents a resource centre providing information and referrals for a wide range of business and employment information services.

Other Activities – The Branch partnered with other departments and agencies in the successful delivery of Small Business Week, 2009 Capturing Opportunities Forum, the Young Entrepreneurs Program, the Canadian Youth Business Foundation program and the delivery of French-language services at the Bilingual Government Service Centres located in St. Boniface, St. Pierre and Notre Dame de Lourdes.

The Branch supported and participated in a number of other initiatives including Manitoba Women Entrepreneur of the Year Awards, Manitoba Home Business Advisory Council, Manitoba Aboriginal Youth Achievement Awards, a variety of projects and initiatives pertaining to Entrepreneurs with Disabilities, Junior Achievement Northern and Urban Aboriginal Youth, the cultural industries and various conferences, trade shows, Aboriginal economic development initiatives and chamber events.

10-2(c) Small Business Development

Expenditures by Sub-Appropriation	Actual 2009/10 \$	Estimate 2009/10 FTE	Estimate 2009/10 \$	Variance Over (Under)	Expl. No.
Total Salaries & Employee Benefits	1,249	17.50	1,261	(12)	
Total Other Expenditures	647		648	(1)	
Total Grants/Transfer Payments	60		60	-	
Total Expenditures	1,956	17.50	1,969	(13)	

BUSINESS IMMIGRATION AND INVESTMENT

OBJECTIVES

To attract business investment from around the world to Manitoba through the Provincial Nominee Program for Business and Young Farmer Nominee Program and to support the economic development of immigrants through the Manitoba Opportunities Fund.

ACTIVITIES/RESULTS

The Branch's main focuses are to attract immigrant investors and farmers to Manitoba through entrepreneur recruitment in the Provincial Nominee Program for Business (PNP-B) and the Young Farmer Nominee Program and to support immigrants' contribution to the labour market and economic development in Manitoba through the Manitoba Opportunities Fund.

In support of the objectives, the Branch conducts the following activities:

- Administers the Manitoba Provincial Nominee Program for Business (PNP-B) which allows the Government of Manitoba to recruit immigrants who will contribute to the province's economy by operating a business in and living in Manitoba.
- Administers the Young Farmer Nominee Program designed to attract experienced young farmers who will establish a farm business operation in Manitoba.
- Operates a Business Settlement Office designed to reduce the barriers new business immigrants have to establishing a business in Manitoba.
- Conducts seminars and attends conferences in various regions of the world to promote Manitoba's business and lifestyle advantages to potential business immigrants.
- Administers the Manitoba Opportunities Fund which provides resources to provincial departments in direct support of Manitoba's Growing Through Immigration Strategy.
- Manages participation in the Federal Immigrant Investor Program.

The Branch reports the following results:

- Branch staff participated in and/or conducted 8 conferences, meetings and missions promoting the province and its Business Immigration Program. Promotional missions were held in such countries as China, South Korea, Germany, Netherlands, India, Turkey, Syria, Jordan and Brazil to create and/or enhance awareness of our program and recruit investors.
- The PNP-B's overall activities has resulted in 387 approved applications, a 40% increase over the previous fiscal year.
- Since the launch of the PNP-B, entrepreneurs who came to Manitoba through the program have made 336 initial business investments in Manitoba, with a total investment of over \$150 million. In this fiscal year, 92 initial business investments were made totalling over \$33 million, reflecting an increase of almost 51% in the number of business investments over the previous fiscal year.
- The Business Stream of the Manitoba Provincial Nominee Program alone has since its inception increased Manitoba's population by 3177 persons (principal applicants and their dependents) with a total reported net worth of over \$1 Billion.

10-2(d) Business Immigration and Investment

Expenditures by Sub-Appropriation	Actual 2009/10 \$	Estimate 2009/10 FTE	\$	Variance Over (Under)	Expl. No.
Total Salaries & Employee Benefits	329	16.00	318	11	
Total Other Expenditures	53		64	(11)	
Total Expenditures	382	16.00	382	-	

COMPETITIVENESS INITIATIVES

OBJECTIVES

The objectives of the Competitiveness Initiatives Branch are to champion, lead and deliver initiatives for: streamlining and improving the delivery of services and information for businesses; supporting economic development in the manufacturing sector; and advancing the productivity and competitiveness of businesses in Manitoba.

ACTIVITIES/RESULTS

Highlights of 2009/10

Streamlining and improving services for businesses

In 2009/10, the Competitiveness Initiatives Branch continued to lead the implementation of the province's *Single Window for Business* initiative, which is focused on making the province's business services and information easier to find, easier to understand and easier to use, whether accessed online, in-person or by telephone.

Within this context, the Branch is responsible for the Manitoba Business Portal (www.manitoba.ca/business), which provides client-centred access to the province's business services and information. In 2009/10, the Branch restructured the Business Portal in collaboration with Communications Services Manitoba, and continued to work with partner departments to update the content and services that are accessible through the portal. The Branch also implemented a Google-powered, "smart search service" within the Business Portal in 2009/10, providing clients with the ability to quickly and easily find government services, programs and information.

In 2009/10, the Branch sponsored and participated in the Manitoba Business and Employment Services Online (MBESO) project, which successfully scoped the requirements and developed a proof of concept for an integrated, multi-channel system for delivering provincial business and employment services. The MBESO project also scoped and confirmed the requirements for a client relationship management system aimed at enabling a single window approach to managing client activity within and between provincial program areas.

In 2009/10, the Branch collaborated with the Departmental Content Coordinator Network to gather and refine the program and service listings for the "smart services directory", and coordinated the development of the services directory Internet application that was being targeted for implementation within the Manitoba Business Portal in 2010/11.

The Competitiveness Initiatives Branch is also responsible for implementing the BizPaL Program in Manitoba in partnership with the federal government, local governments and provincial departments. BizPaL is an online service that automatically generates a list of required permits, licences and other regulatory requirements from the three levels of government for entrepreneurs seeking to start or expand a business in Manitoba.

In 2009/10, BizPaL was launched in the City of Portage la Prairie, the towns of Treherne, Somerset and Carman, the rural municipalities of South Norfolk, Victoria, Lorne, Dufferin, De Salaberry, Montcalm, Ritchot and Gimli, and the villages of Notre Dame de Lourdes and St. Pierre Jolys, bringing the total number of communities in Manitoba offering the BizPaL service to thirty one. Preparations were also carried out for future launches in a number of other municipalities.

In addition, the Manitoba BizPaL Office, which is operated by the Branch, initiated efforts to update and enhance the set of provincial permits, licenses and other regulatory requirements available within BizPaL. The Branch was also actively involved with the National BizPaL Partnership in 2009/10, participating on several committees including co-chairing the National BizPaL Steering Committee and the Sustainability Task Force.

The Branch also leads and coordinates partnership initiatives in collaboration with other branches, departments and levels of government, with the goal of optimizing the use of provincial service delivery resources, including the province's network of Employment Manitoba Centres, Canada/Manitoba Business Service Centre Regional Access Sites and Growing Opportunities (GO) Offices. These service delivery partnerships strengthen collaboration within and between departments and help to improve the overall accessibility and utilization of the province's business information and services.

In 2009/10, the Branch partnered with Service Canada and provincial departments to deliver additional single window for business "service excellence" pilot training sessions to provincial and federal staff. The Branch also partnered with the Small Business Development Branch and other provincial organizations to enhance in-person service delivery to business clients in Manitoba, which resulted in the establishment of the Manitoba Business Gateway – Brandon, situated in the Brandon Provincial Building.

In 2009/10, the Branch continued to participate in the Sponsors Group for the Service Transformation and ICT Executive Coordinating Committee, which is responsible for major service transformation projects across the government. In addition, the Branch represented Manitoba (business and employment services) on the F/P/T/M Public Sector Service Delivery Council (PSSDC) and several of its working groups.

Manufacturing Sector Initiatives

The Competitiveness Initiatives Branch collaborates with industry and government stakeholders in Manitoba to support the development and implementation of strategies and initiatives to promote productivity and competitiveness in the manufacturing sector. Activities in 2010/11 included providing support to the Manitoba Manufacturing Council and Steering Committee, which have been established to provide leadership and oversee the implementation of the Manufacturing Sector Economic Development Plan that was developed by industry and education stakeholders.

The Branch also continued to partner with Canadian Manufacturers and Exporters – Manitoba Division on the manufacturing direct response team which was established to facilitate timely communication and action between industry and the provincial government. In 2009/10, this initiative allowed the Branch to keep sector stakeholders apprised of changes to government policies and programs, and provided a means by which industry concerns could be quickly transmitted to the province.

Other Initiatives

The Competitiveness Initiatives Branch also leads and coordinates other initiatives that aim to advance the productivity and competitiveness of businesses in Manitoba, and it supports other branches and departments with policy and program analysis and development in this regard. For example, in 2009/10, the Branch participated in and carried out several research initiatives, including the "Taking Care of Business" empirical study of government service delivery, which is coordinated by the Institute for Client Centered Service. The Branch also hosted e-learning events on service delivery and provided support to the Winnipeg Chamber of Commerce Selling Winnipeg to the World initiative.

10-2(e) Competitiveness Initiatives

Expenditures by Sub-Appropriation	Actual 2009/10 \$	Estimate 2009/10 FTE	\$	Variance Over (Under)	Expl. No.
Total Salaries & Employee Benefits	282	4.00	348	(66)	
Total Other Expenditures	94		97	(3)	
Total Expenditures	376	4.00	445	(69)	

CANADA-MANITOBA ECONOMIC PARTNERSHIP AGREEMENT

Under the Canada-Manitoba Economic Partnership Agreement (EPA), the governments of Canada and Manitoba continue to work together and in partnership with community stakeholders to promote and support long term, sustainable economic development in Manitoba.

The EPA agreement, signed December 1, 2003, provided \$50.0 million for programs and projects over five (5) years, made up of matching contributions of \$25.0 million each from Canada and Manitoba towards to two (2) strategic priorities – Building our Economy and Sustainable Communities. The EPA was allocated to over 40 projects, levered over \$150 million in spending overall and concluded March 31, 2010.

A renewed five (5) year Canada-Manitoba Economic Partnership Agreement, consisting of \$50.0 million (\$25.0 million provincial contribution, \$25.0 million federal contribution) was signed January 22, 2009. This renewed EPA will focus on five (5) strategic priorities: Support Knowledge Based Research and Development; Increase Value-Added Production; Support Trade and Investment Promotion; Enhance Productivity and Competitiveness; and Promote Economic Development through Tourism Opportunities. The renewed EPA is providing continued support for such projects as On Screen Manitoba, the Vehicle Technology Centre (VTC), the Advanced Manufacturing Initiative and the Conseil de développement économique des municipalités bilingues du Manitoba (CDEM).

10-2(f) Canada-Manitoba Economic Partnership Agreement

Expenditures by Sub-Appropriation	Actual 2009/10 \$	Estimate 2009/10 FTE \$	Variance Over (Under)	Expl. No.
Total Other Expenditures	7,977	5,415	2,562	1
Total Expenditures	7,977	5,415	2,562	

1. Increase due to the rate of new project approvals being sought and received under the Renewed EPA.

LABOUR MARKET SKILLS DIVISION

INDUSTRY AND WORKFORCE DEVELOPMENT

Industry and Workforce Development (IWD) provides strategic direction, co-ordination and integration relating to fiscal responsibility, policy, and utilization of financial resources for the branches within the Division offering labour market development programming: Hydro Northern Training Initiative, Industry Training Partnerships, Apprenticeship, and Employment Manitoba (including the Canada-Manitoba Labour Market Development Agreement and the Canada-Manitoba Labour Market Agreement).

OBJECTIVES

Objectives of the Branch include the provision of centralized program, administrative and financial stewardship and support services to the IWD branches with respect to departmental priorities and goals. The Branch provides for financial co-ordination and support division-wide in assessing resource requirements and allocations to programs and branches, including direction and support in financial business planning, reporting, monitoring, policies, processes and procedures.

ACTIVITIES/RESULTS

Special project activities for IWD branches include preparation of briefing materials, financial analysis of Treasury Board documents, cash flow and public account variance explanations, administrative services and consultations, providing advice and information as well as co-ordination and support in the area of major initiatives and projects, including the Technical Vocational Initiative.

10-3(a) Industry and Workforce Development

Expenditures by Sub-Appropriation	Actual 2009/10 \$	Estimate 2009/10 FTE	\$	Variance Over (Under)	Expl. No.
Total Salaries & Employee Benefits	281	4.00	280	1	
Total Other Expenditures	242		263	(21)	
Total Expenditures	523	4.00	543	(20)	

HYDRO NORTHERN TRAINING INITIATIVE

OBJECTIVES

The Hydro Northern Training and Employment Initiative was established as a multi-year but finite Initiative whose mandate was to assist Aboriginal Partners, through the Wuskwatim and Keeyask Training Consortium Inc., in preparing northern aboriginal people for training and employment opportunities related to the proposed hydro-electric generating projects. After eight years, the Initiative is coming to a conclusion on March 31, 2010. The Branch managed and coordinated the Province's commitments, responsibilities, and activities related to Manitoba's involvement in the Hydro Northern Training and Employment Initiative.

ACTIVITIES/RESULTS

In 2009-10, the activities of the Branch included:

- Providing assistance and support to Aboriginal Partners in the effective development and delivery of multi-year and annual training plans.
- Providing planning and development services to Aboriginal Partners and other stakeholders related to education, training and employment activities.
- Co-ordinating with internal and external stakeholders, including Manitoba Hydro, the federal government, Aboriginal organizations, industry and educational providers to ensure effective partnership relations.
- Monitoring the Wuskwatim and Keeyask Training Consortium Inc and the Aboriginal Partners to ensure appropriate outcomes and accountabilities for effective and efficient delivery of the Initiative.

In 2009-10, Manitoba contributed \$1 million to the Initiative's Annual Training Plan. Manitoba's total contribution to March 31, 2010 is \$10 million.

Outputs/Outcomes from 2001/2002- December 31, 2009

The training Initiative is Aboriginal-led in design, delivery and implementation of training. The Initiative provides for a continuum of training opportunities including assessment, upgrading, academic, technical training, professional and management training towards projected workforce estimates for construction and other employment opportunities of Wuskwatim and proposed Keeyask generating stations.

Since 2001/02, key investments have been made in adult upgrading, designated and non-designated trades training. There have been 3,420 successful interventions from 2,498 individual trainees participating in 6,273 training interventions. Success rates are in the range of 58% to 65%.

In the area of designated trades: 24 trainees have achieved journeyperson certification and there are currently 141 active apprentices. Of these, 65 are in Levels 1 - 4 and a further 76 are working towards their Level 1. Among the occupational trade training areas are carpentry, cooks, crane operators, electricians, heavy duty equipment technicians, ironworkers, plumbers, millwrights, and welders. There are 288 trainees in designated trades pre-employment programs who may continue into Apprenticeship training.

Over 204 trainees have participated in adult upgrading and Mature Student High School Diploma or College Prep to increase access to technical training.

Over 333 trainees have completed training in non-designated trades (truck driving, heavy equipment operating and labourer) and a further 74 trainees have completed training in Project Supports such as catering and security.

There are or have been 1,645 individuals in employment during this Initiative. On-the-job training/employment is occurring both on and off reserve, but a high need exists for work experience for trainees to be successful.

Hydro Northern Training Initiative Branch focus is in the area of sustainable development which includes the use of recycled paper, the use of re-manufactured toner cartridges, the promotion of double-sided copying and printing, and the promotion of teleconferencing.

10-3(b) Hydro Northern Training Initiatives

Expenditures by Sub-Appropriation	Actual 2009/10 \$	Estimate 2009/10 FTE	\$	Variance Over (Under)	Expl. No.
Total Salaries & Employee Benefits	258	3.00	244	14	
Total Other Expenditures	61		47	14	
Total Training Support	1,000		1,000	-	
Total Expenditures	1,319	3.00	1,291	28	

INDUSTRY TRAINING PARTNERSHIPS

OBJECTIVES

Industry Training Partnerships, operating as Industry Workforce Development (IWD), provides business and industry with integrated and co-ordinated consultation services for human resource planning and skills training development and delivery. This involves working in partnership with industry and labour to create high performance workplaces, achieve outstanding business results, and advance Manitoba's competitive position in the global market.

ACTIVITIES/RESULTS

IWD is the primary program in the Province designed to support existing workers' training needs, a significant issue as the labour and skills shortage remains evident within Manitoba. Training, especially during these economic conditions, is important in building and upskilling Manitoba's workforce. It is even more critical in order to retain and prepare workers to fully participate as the economy improves. Improved labour productivity is integral for Manitoba business to prosper and remain globally competitive.

IWD has a mandate to promote private sector involvement and investment in human resource development and workplace training, and to link skill development with provincial economic development priorities. IWD partners with industry to assess training needs and to implement short and long-term training strategies to develop a skilled workforce for continued provincial economic growth.

Over the past year, the Branch has re-profiled to oversee the continued expansion of provincial Sector Council activity, Essential Skills and Recognition of Prior Learning (RPL), and to support two new program areas - Workforce Development and Industry Expansion. In addition, IWD administers the Advisory Council on Workforce Development Act and the Industry and Labour Force Investment Fund. In 2009/10, overall program achievements contributed to training and development strategies for over 18,500 employees.

As a part of the Province's commitment to sustainable development, IWD promotes a training culture that supports continuous learning in partnership with business and industry. Human resource plans, courses and workshops continue to incorporate economic, environment, health and well-being, and cost-effective measures to expand the effectiveness of Manitoba's existing workforce. As well, the Sectoral Model encourages partnerships with industry, business, labour and government to reduce duplication of activity and costs and encourage joint planning, information sharing and decision making. The promotion of RPL reduces the length of training by recognizing skills, prior knowledge and abilities. Finally, by providing on-site essential skills training in industry, productivity goals are increased.

Advisory Council on Workforce Development Act

In June 2008, the Advisory Council on Workforce Development Act was passed. IWD administers the Act which builds on the success of Manitoba's Sector Councils by promoting collaboration, information sharing and co-operation amongst organizations and other stakeholders. The Minister appointed the newly established Advisory Council in May 2009 which consists of government, industry, labour and education representatives, in order to provide information and advice to the Minister regarding government policies and strategies for developing Manitoba's workforce. Over the past year, the Advisory Council has assisted in identifying workforce development issues and trends, as well as supported the development of a tool to collect current and anticipated labour market information.

Sector Council Program and Industry Associations

IWD supports a wide range of dedicated human resource development/training organizations that partner with industry, business, labour and educational institutions to develop and deliver training. This collaboration encourages joint planning, information sharing and decision making across the province. In 2009/10, over 14,500 participants were trained through provincial Sector Council and industry associations.

Industry-wide human resource development initiatives are designed to expand the base of employers investing in training by developing partnerships with provincial Sector Councils to encourage long range human resource planning within economic sectors. Sector Councils assist firms to be more flexible in meeting changing competitive demands. By bringing together corporate executives, owner-operators of small firms, employees, labour, educators and government representatives, Sector Councils provide a practical perspective on change. Ultimately, Sector Councils help employers and workers by creating human resource development solutions that are tailored to a sector's needs. Three sets of initiatives are emphasized: human resources planning agreements; industry-specified training initiatives; and human resource studies.

This year, new and existing employees participated in training through agreements with 16 provincial Sector Councils involving provincial, Canada-Manitoba Labour Market Agreement and Canada-Manitoba Labour Market Development Agreement funds administered by IWD. These dedicated human resource development/training organizations represent the following priority sectors: aerospace, aviation, life sciences, manufacturing, tourism, food processing/agri-business, environmental, information and communication technology, customer contact centres, film and audio recording, new media, and the arts and cultural industries, print, construction and northern region (mining, forestry, and energy) sectors.

Highlights of these initiatives included:

- industry driven skills training programs to address skill shortages;
- industry/education linkages and new course development with local institutions to develop strategies for long-term workforce development;
- focused training and upgrading of existing workers in new technology, business processes and quality to meet international standards.
- demonstrated skill development;
- significant leveraged investment by industry; and
- the successful demonstration of the results of industry training initiatives.

IWD has also entered into agreements with the Alliance of Manitoba Sector Councils (AMSC) to support Sector Council activity and to assist with cross-sectoral human resources development. IWD, in a collaborative partnership between provincial and federal governments, industry and labour, has established the 1000 Waverley Business and Training Centre – to provide cost effective human resource training program solutions as well as a state of the art training facility. This innovative facility currently houses the AMSC, several of the provincial Sector Councils, as well as the Workplace Essential Skills Training Centre.

To further support cross-sectoral activity, IWD also supports organizations such as The Manitoba Quality Network to ensure that small and medium-sized enterprises have access to training that responds to current industry trends and needs at a reasonable cost and within a practical time frame.

Industry Expansion

Industry Expansion is aimed at supporting companies that are locating new operations in Manitoba or expanding existing operations resulting in the creation of new jobs. The program assists companies by contributing to their investment in skills training for employees. By administering the Industry and Labour

Force Investment Fund and funding through the Canada – Manitoba Labour Market Development Agreement, IWD is able to assist with training or up-skilling new and existing workers for jobs that will be sustainable over the long-term and will have significant impact on, and strengthen the economic base, of the community.

In the past year, this funding enabled a number of companies to maintain jobs and attract business to Manitoba. In 2009/10, although relationships were built with a number of companies, many industries were deferring their expansion plans due to the economic downturn. Employers are anticipating this to be short term and are preparing for future activity. In order to meet future industry needs and prepare workers for new opportunities, IWD also supported the development of the Northern Manitoba Mining Academy and the Winnipeg River Learning Centre.

Workforce Development

In 2009/10, the Branch implemented a Workforce Development Team to assist companies requiring a comprehensive approach to human resource issues requiring needs assessment, analysis and training support. This is a value-added customized service that brokers appropriate internal and external resources to assist an employer with current human resource issues and provides a follow-up service to ensure that the employers' needs have been met.

Although the Team was established late in the year, they have been working with dozens of small and medium-sized enterprises across Manitoba in a number of sectors, including manufacturing, insurance, transportation, retail, construction, food processing and resource industries. They are assisting them with HR planning, job analysis, and training plans to address recruitment, retention and productivity issues that are impacting their competitiveness.

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

Essential Skills (ES) are the reading, writing, numeracy, communication, teamwork, thinking, learning and computer skills required to successfully perform in the workplace and open the door to other types of training for further advancement. Recognition of Prior Learning (RPL) is a process that identifies and documents skills and knowledge gained in formal or informal settings.

IWD, in partnership with the Workplace Education Manitoba Steering Committee (WEMSC) and the Workplace Prior Learning Assessment and Recognition (WPLAR) Committee, continues to lead other provincial jurisdictions in offering workplace-based ES and RPL solutions to business, labour and industry. IWD provides coordination and expertise, with a focus on the development and delivery of workplace ES training, industry-based prior learning assessment projects and practitioner development, and specific training events for workplace literacy co-ordinators and instructors.

This year, workplace ES and RPL programs, funded by companies, unions and the provincial government, were developed and delivered for approximately 3,907 employees. In addition, major projects were sponsored by the Workplace Education Manitoba Steering Committee (WEMSC), through Human Resources and Skills Development Canada. These projects were related to sector-specific essential skills studies, promotion and awareness raising, curriculum development, and workplace instructor training.

In 2009/10, through the Workplace Essential Skills Training (WEST) Centre, training was developed and delivered for 3,200 learners, over 600 clients were assessed and trained, 106 ES programs involving 251 organizations were implemented, and ES information was provided to over 20,000 individuals. WEST offers non-credentialed gap training in support of government pre-employment training and business needs including the assessment and documentation of client skills. It also offers training solutions for diversity needs, houses a resource library and provides expert supports to business and labour. In

addition, it operates aWEST focused on apprenticeship training, and iWEST focused on ES solutions for immigrants. In 2009/10 the WEST Centre Winkler was opened which is anticipated to service between 200 to 300 clients a year.

IWD continues to develop and deliver the innovative Igniting the Power Within awareness and certification training events focusing on ES and RPL for Aboriginal counselors from rural communities to enable them to assist in documenting the skills and experience of workers across Manitoba. This program is a partnership with First Nations and Metis organizations that provides certification training in Essential Skills and RPL for first-point-of-contact advisors and counsellors in Aboriginal communities. Approximately 850 certificates have been issued since 2005. In addition in 2009, 626 portfolios were developed and is proving to be a successful tool in assessing an individual's literacy level, self management and job readiness.

IWD, in partnership with WEMSC and the Northern Manitoba Sector Council, has implemented the Northern Essential Skills Training Initiative and the recently completed Forestry and Mining Training and Workforce Retention Initiative. In 2009/10, these initiatives, with support from the federal government's Community Development Trust, assisted in training over 100 practitioners and apprentices in northern communities during the economic downturn. These initiatives addressed skill shortages, up-skilling or re-skilling opportunities, assisted northern apprentices to continue/enter apprenticeship programs and achieve journey person and inter-provincial Red Seal status, and prepared northerners for opportunities in their communities.

10-3(c) Industry Training Partnerships

Expenditures by Sub-Appropriation	Actual 2009/10 \$	Estimate 2009/10 FTE	\$	Variance Over (Under)	Expl. No.
Total Salaries & Employee Benefits	690	9.00	701	(11)	
Total Other Expenditures	126		127	(1)	
Total Training Support	1,794		2,047	(253)	
Total Expenditures	2,610	9.00	2,875	(265)	

APPRENTICESHIP

Apprenticeship Manitoba is responsible for the administration of The *Apprenticeship and Trades Qualifications Act*, the *Apprenticeship and Trades Qualifications General Regulation*, the *Apprenticeship and Trades Qualifications Fees Regulation*, the *Appeals Procedure Regulation*, and Apprenticeship programs for over 50 trades and their regulations under the Act. Apprenticeship Manitoba coordinates the training and qualifications system that delivers accredited, structured, workplace-based skills and technical training to apprentices, leading to journeyperson certification.

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

The Executive Director of Apprenticeship is the Secretary to the Apprenticeship and Trades Qualifications Board, and is the main point of contact for inter-provincial and pan-Canadian apprenticeship initiatives. The Executive Director is responsible for consulting with industry, represents Manitoba at the Canadian Council of Directors of Apprenticeship (CCDA) and the Canadian Apprenticeship Forum (CAF).

The **Client Services and Operations Unit** receives applications for apprenticeship, registers apprenticeship agreements between apprentices and employers, monitors practical skills training at the job site, and arranges for apprenticeship technical training delivery, examinations and certifications. The Unit participates in the promotion and marketing of the Apprenticeship Program and the Senior Years Apprenticeship Option (SYAO).

A total of 1,912 apprentices were newly registered during the 2009/10 fiscal year and as at April 1, 2010 there were approximately 7,682 active apprentices registered in the apprenticeship system. This represents an increase of 3% over 2008/09, and a 107% increase over the 1999/00 baseline year.¹ As at April 1, 2010 the number of apprentices who attended technical training in 2009/10 was 4,254, which is a 39% increase over the 2006/07 baseline year.²

The number of female apprentices increased 0.23% this year to 871; women constitute 11% of all active apprentices, largely due to their participation in the Hairstylist, Esthetician, Cook and Pork Production Technician trades.

Regulated fee revenue generated approximately \$475.8 in 2009/10, and \$997.4 was collected in tuition fees.³ \$145.6 of the fees collected in 2009/10 were for the 1,788 renewals of Hairstylist, Esthetician and Electrologist authorizations to practice.

The **Program Standards Unit** develops, revises, and secures industry approval of apprenticeship training standards, apprenticeship level tests, examinations, and provincial occupational analyses. It oversees Manitoba's contributions to interprovincial examinations, Interprovincial Program Guides, and the National Occupational Analyses (NOA) series.

¹ This calculation is based on the number of active apprentices at the start of fiscal year 1999/2000 compared to the number of active apprentices at the end of the fiscal year 2009/10.

² The baseline year is set at 2006/07 because it was the fiscal year preceding the Government's commitment to add 4000 new technical training spaces. This calculation is based on the number of registered apprentices attending in-school technical training at the start of fiscal year 2006/07 compared to the number at the end of the fiscal year 2009/10.

³ The standard tuition fee is set at \$200.00 to cover up to 8 weeks of training. Each additional week of class after the initial 8 weeks is assessed at an additional \$25.00 per week. Apprenticeship Manitoba collects tuition fees on behalf of the colleges and remits them annually.

The Program Standards Unit processes requests for the accreditation of training programs from public schools, community colleges, unions and associations, and accredits those programs that meet designated trade standards. The Unit also makes course content comparisons for the recognition of trades training programs delivered by non-accredited providers and by other jurisdictions. The Unit administers level examinations and trade certification examinations to apprentices and candidates with demonstrated related work experience. In 2009/10, 1,004 people received Certificates of Qualification at the completion of their apprenticeship training, and 264 experienced trades practitioners were certified through the Trades Qualifications process.

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

The **Policy Unit** is responsible for apprenticeship legislation and regulation research and analysis, and for general policy research and development. The Unit provides support to Apprenticeship Manitoba, the Apprenticeship and Trades Qualifications Board, Provincial Trade Advisory Committees (PTACs), and Industry Working Groups (IWGs). The Unit also provides support for corporate initiatives and is the liaison with other branches of government where there are linkages with training, economic, education, labour and social policies.

The **Finance and Administration Unit** is responsible for administrative services, financial control systems, information technology systems support, and preparation of the annual estimates and budgetary information for Apprenticeship Manitoba. The Unit continues to apply a financial framework for costing of technical training delivery which improves the cost-effectiveness of delivering technical training in northern communities and at all three community colleges. The Unit uses a rational model for technical training course purchase processes that has improved communications with, and services to, Apprenticeship Manitoba’s contracted technical training providers.

Promotion of Apprenticeship to Youth

The **Community Relations Unit** promotes apprenticeship training and certification to the public. The Unit attends approximately 35 major career fairs and tradeshow annually and makes over 100 presentations to prospective apprentices and employers.

The annual Apprenticeship Awards of Distinction gala formally recognizes outstanding contributions that employers, industry training leaders, Board and PTAC committee members make to the success of apprenticeship training system. The Awards were held on October 23, 2009 with over 300 persons in attendance. The Apprenticeship Highest Achievement Awards recognized high achievers in the apprenticeship system on April 23, 2010. The 34 top apprentices were publicly recognized.

Apprenticeship Manitoba and the Winnipeg Foundation created the Apprenticeship Endowment Fund which will generate an annual bursary to be awarded to a prospective or current apprentice with financial need entering apprenticeship training. The initial investment to start the fund came from government with further investments to come from industry to help to grow the fund.

Apprenticeship Manitoba continued its public information campaign to promote apprenticeship and the skilled trades to Manitobans as a prosperous career decision. The first phase of the campaign focused on prospective apprentices by providing information regarding the academic foundation and the career opportunities and potential that derive from certification. The campaign included advertisements via television commercials, radio, Winnipeg Transit shelters, billboards, print and web communications. The second phase of the campaign focused on the important role of employers in the apprenticeship system in Manitoba.

Apprenticeship Manitoba's Client Services and Operations Unit co-ordinates the Senior Years Apprenticeship Option (SYAO). The SYAO allows students who have completed Grade 9 or are at least 16 years old to become registered apprentices and earn both practical experience credit for apprenticeship and academic credit. The SYAO is a school-to-work transition model that links education to employment. It provides an access route to continued apprenticeship training in many trades. As at April 1, 2010, a total of 556 SYAO apprentices were enrolled in the program.

During 2009/10, Apprenticeship Manitoba continued to be responsible for the administration of the CareerFocus wage subsidy program for SYAO apprentices. The integration of the CareerFocus and SYAO programs continues to improve services to apprentices.

During 2009/10, Apprenticeship Manitoba implemented a financial incentive for students who complete their high school apprenticeship program. The purpose of the financial incentive is to encourage youth to pursue careers in the skilled trades, reinforcing the existing SYAO program that provides high school students the opportunity to gain early entry into the skilled trades by providing the option of practical, paid and on-the-job training. Eligible apprentices will be graduates of the SYAO program who transition into a post-secondary apprenticeship training program.

Alternate Forms of Training Delivery

Apprenticeship Manitoba has initiated work to explore distributed learning technologies to support the technical training portion of apprenticeship known as the E-Apprenticeship Alternate Delivery Development Initiative (EADDI). The initiative is an inter-provincial collaboration between Apprenticeship Manitoba and Saskatchewan Apprenticeship and Trade Certification Commission (SATCC). The first EADDI pilot is currently underway and began in October 2009 with 10 first-level electrical apprentices enrolled in this pilot. The initiative is designed to relieve pressure on conventional learning resources in high demand apprenticeable trades.

Apprenticeship and the Aboriginal Community

Apprenticeship Manitoba continued its efforts to respond to the training needs of the Aboriginal community. In fiscal year 2009/10, there were 1,130 self-declared active apprentices of Aboriginal ancestry registered in Manitoba. Aboriginal apprentices comprise approximately 15% of the total number of apprentices in Manitoba. In fiscal year 2009/10, one section of Carpenter (Level 2) was delivered in The Pas through Community-Delivered Training.

Essential Skills and Prior Learning Assessment and Recognition (PLAR)

Apprenticeship Manitoba continues to implement new components of its Essential Skills strategy to ensure that apprentices and trades qualifiers enjoy maximum success on the job and in technical training. To support the assessment implementation, workshops are being delivered to educational partners to increase assessment capacity, to ensure the appropriate use of the assessment instruments and to ensure the educational partners are made aware of the upgrading needs of apprentices and trades qualifiers.

Apprenticeship Manitoba continued its partnership with aWEST (apprenticeship Workplace Essential Skills Training). aWEST assesses and provides essential skills upgrading for a culturally diverse population of tradespeople and is the official Apprenticeship workplace essential skills provider for Manitoba apprentices and trades qualifiers.

The Apprenticeship and Trades Qualifications Board

The Apprenticeship and Trades Qualifications Board is established by The *Apprenticeship and Trades Qualifications Act* and is appointed by the Minister of Entrepreneurship, Training and Trade. It represents industry and public interest in the Apprenticeship system. The Board appoints Provincial Trade Advisory Committees (PTACs), and receives and reviews recommendations from the PTACs respecting trade regulations, training standards, examinations and certification standards. Apprenticeship Manitoba provides technical, administrative and financial support to the Board and PTACs.

The Minister, on recommendation of the Apprenticeship and Trades Qualifications Board, approves all new and amended trade regulations under the *Apprenticeship and Trades Qualifications Act*. During 2009/10, the Board and Minister introduced updated regulatory provisions for the trades of Aircraft Maintenance Journeyman and Electric Motor Systems Technician, and repealed the Trades Designation Regulation. The new trades of Gas Turbine Repair and Overhaul Technician and Marine and Outdoor Equipment Technician were designated in 2009/10.

Through the PTACs, Manitoba industry advises on the regulation of, and content standards for, apprenticeship training and certification in their respective trades. Additionally, PTACs validate training standards and examinations. PTAC members are appointed by the Board. There were 37 meetings of the 48 PTACs in 2009/10.

Apprenticeship Manitoba coordinates the participation of PTACs in program development work. Program development involves defining the scope of a trade, reviewing (or developing) the occupational analysis for the trade, developing technical training standards, and developing and validating unit tests, placement tests, provincial certification examinations, and practical certification examinations. The Board reviews and approves each PTAC's program development efforts. In 2009/10 program standards were approved for Marine and Outdoor Power Equipment Technician, Sheet Metal Worker, Utility Specific Crane Operator, and Ironworker (Generalist).

Apprenticeship Futures Commission (AFC)

The AFC was announced on September 27, 2007 with a mandate to consult with stakeholders and the public on the following issues: Manitoba's skilled labour shortage; competition for skilled labour as a result of economic growth and activity in Western Canada; increased apprenticeship participation rates and technical training demands as a result of increased labour market demands; and, employer engagement in Apprenticeship. The AFC met with individuals, employers and organizations throughout the month of November and early December 2007. A total of five public and nine targeted consultations were held in Winnipeg, Brandon and Thompson. The AFC submitted a final report on March 26, 2008 with 23 recommendations concerning the strategic direction of the apprenticeship training and certification system.

On April 27, 2009, the Minister introduced Bill 26, *The Apprenticeship and Certification Act* into the House, and it received Royal Assent on October 8, 2009. The need for new legislation stemmed from the work of the AFC and is a key component of an enhanced and expanded apprenticeship training and certification system, and is intended to address many of the AFC recommendations.

An accompanying regulation the new *Act*, *The Administrative Penalty Regulation*, has been approved by the Board and Minister. It was registered on March 18, 2010 and published in the Manitoba Gazette on March 27, 2010.

Apprenticeship Manitoba has engaged a consultant to undertake a service transformation strategy for enhancement to the apprenticeship system to create the environment, structure, systems and processes that will result in improved service delivery to our clients. The planning, current state validation, and visioning stages have been completed, while strategic planning and development of the transformation roadmap is ongoing.

10-3(d) Apprenticeship

Expenditures by Sub-Appropriation	Actual 2009/10 \$	Estimate 2009/10 FTE	\$	Variance Over (Under)	Expl. No.
Total Salaries & Employee Benefits	4,157	61.50	4,108	49	
Total Other Expenditures	2,100		2,017	83	
Total Training Support	7,760		7,794	(34)	
Total Expenditures	14,017	61.50	13,919	98	

EMPLOYMENT MANITOBA

Employment and Training Services (ETS) programming is focussed on assisting Employment and Income Assistance (EIA) recipients and other low income Manitobans to prepare for, find and keep sustainable employment while addressing the workforce requirements of Manitoba employers and communities. ETS programs and services are described below.

The ETS programming is administered by Employment Manitoba and is delivered along with Labour Market Agreement (LMA) programming which is similar in nature. LMA programs enhance the labour market participation of individuals by assisting them to prepare for entry to, or return to, employment or to otherwise obtain or keep employment or maintain skills for employment. These programs also assist Manitoba employers/communities to develop the skills of their work/labour forces by increasing their capacity to conduct work/labour force planning and skills assessment and development. Employment Manitoba also has primary responsibility for design and delivery of programming funded under the Labour Market Development Agreement (LMDA).

Employment Manitoba's vision is to be Manitoba's first resource for building a dynamic and diverse workforce, responsive to the changing needs of the labour market. Working within the context of Manitoba's labour market, Employment Manitoba assists over 30,000 individuals each year in defining and achieving their employment goals by delivering programs, services and resources directly, and by creating partnerships with community stakeholders. Employment Manitoba works with employers and business to help address their workforce development and adjustment requirements.

Direct Employment Services

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

Skills Development

This program provides skills training opportunities to Employment and Income Assistance recipients in high-demand occupations or occupational areas experiencing skill shortages, either through direct support to individuals or through community based organizations under contract with Employment Manitoba to deliver programming. Skills Development includes programming under Taking Charge Individualized Skills Training and National Child Benefit.

Employment Partnerships

Funding is provided to Manitoba employers and community training partners to support the development and implementation of job-specific, workplace-based training that is tailored to the needs of the employer and addresses the skill development and employment needs of income assistance clients. Program activities may include pre-employment preparation, job-specific skills training, and on-site (hands-on) training.

Wage Subsidies

Wage subsidies assist unemployed Manitobans to gain sustainable employment through direct work experience. Wage subsidies can help unemployed people in receipt of income assistance to gain experience to secure long-term employment. Program activities include referral and pre-screening services to assist in matching employers with workers; job trials to test employee/employer fit prior to making a hiring commitment; and wage subsidies to offset the cost of training and hiring new workers.

Job Referral Service

Employment Manitoba collects applications from qualified job seekers and provides employers with qualified workers for employment opportunities created by the construction of three hydro generating plants in Northern Manitoba and the Manitoba Floodway Expansion.

ETS 10-3(e) and LMA 10-3(h) Projected Results by Programs, 2009/10

PROGRAM	Clients Served* (New Services)	
	Projected	Actual
DIRECT SERVICES		
Direct Employment Services	1,350	1,774
Skills Development	800	1,031
PARTNERSHIPS:		
Employment Partnerships	440	857
Labour Market Partnerships	-	35
Self Employment Assistance	-	4
Wage Subsidy	75	134
OTHER:		
Strategic Training and Transition Fund (STTF)	-	318
Job Referral Service (JRS) Registrations***	1,300	4,246

Source: Employment Manitoba Reporting System.

* Clients with a Service Start Date between April 1, 2009 and March 31, 2010 as at June 22, 2010. Includes "Active" and "Closed" Cases only and "Active", "Complete" and "Terminated" Services only.

** Employment Manitoba 10-3(e) and LMA 10-3(h) programs have been (re-) aligned to improve service integration and reduce duplication.

*** Projection of 300 initial registrations for Floodway and 1,000 initial registrations for Wuskwatim. Actuals represent the total number of jobseekers served through the JRS (initial and renewal) between April 1, 2009 and March 31, 2010.

10-3(e) Employment Manitoba

Expenditures by Sub-Appropriation	Actual 2009/10 \$	Estimate 2009/10 FTE	\$	Variance Over (Under)	Expl. No.
Total Salaries & Employee Benefits	4,686	81.00	5,915	(1,229)	1
Total Other Expenditures	2,353		2,429	(76)	
Total Training Support	7,673		7,865	(192)	
Less: Recoverable from Family Services and Consumer Affairs	-		(300)	300	2
Less: Recoverable from Canada- Manitoba Labour Market Agreement	-		(2,619)	2,619	3
Total Expenditures	14,712	81.00	13,290	1,422	

1. Under expenditure due to unbudgeted vacancies.
2. Program expenditure for wage subsidy directly charged to LMA, no recovery utilized.
3. Recovery from LMA program not utilized due to an under expenditure of eligible expenses

CANADA - MANITOBA LABOUR MARKET DEVELOPMENT AGREEMENT

The Canada-Manitoba Labour Market Development Agreement (LMDA) is the mechanism through which Manitoba receives funding from the Government of Canada Employment Insurance (EI) Account to support labour market programming. Employment Manitoba has primary responsibility for design and delivery of programming funded under the Labour Market Development Agreement (LMDA). Labour Market Agreement (LMA) and Employment and Training Services (ETS) programming is also administered by Employment Manitoba.

Employment Manitoba's vision is to be Manitoba's first resource for building a dynamic and diverse workforce, responsive to the changing needs of the labour market. Working within the context of Manitoba's labour market, Employment Manitoba assists over 30,000 individuals each year in defining and achieving their employment goals by delivering programs, services and resources directly, and by creating partnerships with community stakeholders. Employment Manitoba works with employers and business to help address their workforce development and adjustment requirements.

Service Needs Determination/Employment Counselling

Service Needs Determination is used to assess an individual's requirement for employment and/or training services and programs and temporary income support. It also refers individuals to other appropriate services. Participants may complete a service needs questionnaire to assess job readiness. Staff may determine participants' EI eligibility status, and refer job-ready participants to job search resources, and non job-ready clients to employment counselling.

Employment counselling activities include in-depth assessment of employment barriers, skills and strengths including prior learning, and the development of a mutually agreed upon employment plan. Counsellors negotiate the level of financial support with the client and follow up to evaluate results and reassess the plan.

Labour Exchange

This service provides an information exchange on available job and training opportunities to assist in linking unemployed individuals with work opportunities while assisting employers in recruiting qualified employees. Information is taken continuously, updated daily and is available in electronic and written formats. Information is disseminated through self-serve information products including Job Bank kiosks, the Internet, and the Electronic Labour Exchange.

Labour Market Information

Labour market information is gathered, analyzed, produced and disseminated regarding local, provincial and national labour market trends and conditions to help unemployed individuals in their job search, workers in their career development activities, employers, students, governments and training providers. Primarily, the federal and provincial Labour Market Information units gather information. Employment Centre staff also gather local information. Information is disseminated in electronic and written formats in a timely fashion.

Employment Partnerships

This program provides funding to enable communities, sector associations and employers address labour force development needs while assisting eligible EI insured individuals to gain sustainable employment. Program activities may include pre-employment preparation, job-specific skills training, and on-site (hands-on) training.

Skills Development

Skills Development is designed to assist eligible EI insured clients to obtain skills training/apprenticeship training and/or upgrading to facilitate sustainable employment. Skills grants are available to provide financial assistance to eligible clients for skills training. Grant levels are determined through negotiated financial assistance as part of the mutually developed employment plan. Skills loans allow participants timely access to student loans via Employment Manitoba Employment Centres (administered through Manitoba Student Aid). These loans are intended to be an affordable means for clients to access funds to cover their contribution to the mutually developed employment plan.

Self Employment

Self Employment is designed to assist eligible EI insured individuals to create jobs for themselves by starting a business. The Self Employment program is administered by local sponsors who will: evaluate the individual's business idea; assess whether the individual is a suitable candidate; provide coaching in business plan development and implementation; offer advice and support; and direct the participant to other supports as needed. Candidates must be prepared to contribute money, work or equipment toward the business.

Wage Subsidies

Wage Subsidies assist eligible EI insured individuals to gain sustainable employment by providing financial assistance for direct work experience.

Employment Assistance Services

Employment Assistance Services assist all unemployed Manitobans to prepare for, find and keep jobs by providing a variety of employment-related services. Employment Assistance Services can be tailored to the specific needs of individual clients and/or local communities. Employment Assistance Services can be provided by a variety of organizations which can deliver a combination of the following services: employment plan development; case management; assessment and employment counselling; 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

Labour Market Partnerships encourages communities, sector associations and employers to address labour market development, labour force development and workforce adjustment issues, thereby assisting unemployed and job-threatened individuals to gain and/or keep sustainable employment. Activities may include labour force adjustment activities to facilitate the employment of job-threatened workers and workforce development planning to support local labour market development.

Research and Innovation

Research and Innovation provides financial support to organizations that research and/or design projects that are practical and that identify innovative ways of helping individuals prepare for, find, return to, or maintain sustainable employment and/or strengthen and promote province-wide or regional labour force development.

Projected and Actual Results by Program, 2009/10, 10-3(f)

PROGRAM	Clients Served* (New Services)	
	Projected	Actual
Service Needs Determination / Employment Counselling**	27,000	34,024
Employment Partnerships	250	230
Skills Development	5,000	7,632
-Apprenticeship	-	3,263
-other skills development	-	4,396
Self Employment	250	263
Wage Subsidies	200	289
Employment Assistance Services***	9,500	14,243
Labour Market Partnerships	N/A	N/A
Research and Innovation	N/A	N/A
Labour Exchange – Job Bank Orders	40,000	31,279
Labour Market Information	N/A	N/A

Source: Employment Manitoba Reporting System.

N/A Clients are not directly served by these programs.

* Clients with Service Start Dates between April 1, 2009 and March 31, 2010 as at June 22, 2010. Active and Closed Cases only. Active, Complete and Terminated Services only.

** All Employment Manitoba clients receive service needs determination / employment counselling. This is a count of total clients served (new services only) for all appropriations in 2009/10.

*** EAS contracted services only.

LMDA Results Measures, Targets and Actuals, 2009/10

	Targets 09/10	Actual 09/10
NUMBER OF EI ACTIVE CLIENTS SERVED	12,500	14,326
NUMBER OF RETURNS TO WORK (EI Insured)	9,000	8,777
UNPAID BENEFITS TO THE EI ACCOUNT	\$35,500,000	\$ 65,525,396

10-3(f) Canada-Manitoba Labour Market Development Agreement

Expenditures by Sub-Appropriation	Actual 2009/10	Estimate 2009/10		Variance Over (Under)	Expl. No.
	\$	FTE	\$		
Total Salaries & Employee Benefits	7,154	115.80	7,233	(79)	
Total Other Expenditures	1,089		989	100	
Total Training Support	55,831		57,400	(1,569)	
Total Expenditures	64,074	115.80	65,622	(1,548)	

INDUSTRY AND LABOUR FORCE INVESTMENT FUND

OBJECTIVES

The Industry and Labour Force Investment Fund (ILFIF) was created to ensure that Manitoba remains competitive in attracting, retaining and expanding business in the province by investing in workplace training. Through training supports to industry and provincial Sector Councils, the fund, administered through Industry Training Partnerships (operating as Industry Workforce Development – IWD), assists business to meet operational goals by developing their workforce to achieve high performance and productivity targets.

IWD has a mandate to promote private sector involvement and investment in human resource development and workplace training, and to link skill development with provincial economic development priorities. Training, especially during the current economic conditions, has become an important opportunity in building and upskilling Manitoba's workforce.

ACTIVITIES/RESULTS

The ILFIF was established to attract and maintain jobs, expand investment by industry in training and human resource development, and equip small and medium-sized enterprises (SMEs) to respond to industry changes including global competition.

In the past year, this funding enabled a number of companies to maintain jobs and attract business to Manitoba, supported the development of the Northern Manitoba Mining Academy, and implemented human resource plans for 16 provincial Sector Councils representing strategic economic development areas in Manitoba.

Sector Councils are permitting collaboration and collective action on skills issues, promoting economies of scale in addressing human resource challenges to benefit all industry partners. This included curriculum development, and development and delivery of training programs for over 14,500 individuals in the following sectors: aerospace, aviation, life sciences, tourism, customer contact, film, audio recording, arts and cultural industries, environment, information and communication technologies, new media, agri-food processing, construction, printing and northern mining, forestry, and energy.

It has also enabled the development of the 1000 Waverley Business and Training Centre, an innovative partnership between industry, labour, provincial and federal governments, the Alliance of Manitoba Sector Councils and the Workplace Essential Skills Training Centre. This state-of-the-art training facility provides a hub for cross-sectoral workforce development and industry-based training programs.

The fund also allowed for the implementation of the now completed short-term Forestry and Mining Training and Workforce Retention Initiative. This initiative, with support from the federal government's Community Development Trust, resulted in new programming development and career opportunities for over 230 individuals in northern communities affected by the economic downturn. It also assisted in the re-development of industry-relevant programming in the Winnipeg River Learning Centre that will benefit employers seeking skilled employees.

Over the past year, a Workforce Development Team has been established to guide companies through their human resource issues, providing value-added, customized service and brokering the appropriate internal and external resources and services required. The Team has been providing an integrated service linking companies to resources to address recruitment, retention and productivity issues that are impacting their competitiveness.

10-3(g) Industry and Labour Force Investment Fund

Expenditures by Sub-Appropriation	Actual 2009/10 \$	Estimate 2009/10 FTE	\$	Variance Over (Under)	Expl. No.
Total Expenditures	2,099	-	2,600	(501)	
Total Expenditures	2,099	-	2,600	(501)	

CANADA - MANITOBA LABOUR MARKET AGREEMENT

Labour Market Agreement (LMA) programs enhance the labour market participation of individuals by assisting them to prepare for entry to, or return to, employment or to otherwise obtain or keep employment or maintain skills for employment. These programs also assist Manitoba employers/communities to develop the skills of their work/labour forces by increasing their capacity to conduct work/labour force planning and skills assessment and development. Programming is directed to: unemployed individuals who are not EI-eligible clients; employed individuals who are low skilled, in particular, employed individuals who do not have a high school diploma or a recognized certification or who have low levels of literacy and essential skills; employers/businesses; and communities.

The LMA programming is administered by Employment Manitoba and is delivered along with Employment and Training Services (ETS) programming which is similar in nature. ETS programming is focussed on assisting Employment and Income Assistance (EIA) recipients and other low income Manitobans to prepare for, find and keep sustainable employment while addressing the workforce requirements of Manitoba employers and communities. Employment Manitoba also has primary responsibility for design and delivery of programming funded under the Labour Market Development Agreement (LMDA).

Employment Manitoba's vision is to be Manitoba's first resource for building a dynamic and diverse workforce, responsive to the changing needs of the labour market. Working within the context of Manitoba's labour market, Employment Manitoba assists over 30,000 individuals each year in defining and achieving their employment goals by delivering programs, services and resources directly, and by creating partnerships with community stakeholders. Employment Manitoba works with employers and business to help address their workforce development and adjustment requirements.

Skills Development

This program provides skills training opportunities to individuals in high-demand occupations or occupational areas experiencing skill shortages, either through direct support to individuals or through community based organizations under contract with Employment Manitoba to deliver programming.

Labour Market Partnerships

Labour Market Partnerships encourages communities, sector associations and employers to address labour market development, labour force development and workforce adjustment issues, thereby assisting unemployed and job-threatened individuals to gain and/or keep sustainable employment. Activities may include labour force adjustment activities to facilitate the employment of job-threatened workers and workforce development planning to support local labour market development.

Employment Partnerships

Funding is provided to Manitoba employers and community training partners to support the development and implementation of job-specific, workplace-based training that is tailored to the needs of the employer and addresses the skill development and employment needs of eligible clients. Program activities may include pre-employment preparation, job-specific skills training, and on-site (hands-on) training.

Wage Subsidies

Wage subsidies assist unemployed Manitobans to gain sustainable employment through direct work experience. Wage subsidies can help unemployed people eligible under the LMA to gain experience to secure long-term employment. Program activities include referral and pre-screening services to assist in matching employers with workers; job trials to test employee/employer fit prior to making a hiring commitment; and wage subsidies to offset the cost of training and hiring new workers.

ETS 10-3(e) and LMA 10-3(h) Projected Results by Programs, 2009/10

PROGRAM	Clients Served* (New Services)	
	Projected	Actual
DIRECT SERVICES		
Direct Employment Services	1,350	1,774
Skills Development	800	1,031
PARTNERSHIPS:		
Employment Partnerships	440	857
Labour Market Partnerships	-	35
Self Employment Assistance	-	4
Wage Subsidy	75	134
OTHER:		
Strategic Training and Transition Fund (STTF)	-	318
Job Referral Service (JRS) Registrations***	1,300	4,246

Source: Employment Manitoba Reporting System.

* Clients with a Service Start Date between April 1, 2009 and March 31, 2010 as at June 22, 2010. Includes "Active" and "Closed" Cases only and "Active", "Complete" and "Terminated" Services only.

** Employment Manitoba 10-3(e) and LMA 10-3(h) programs have been (re-) aligned to improve service integration and reduce duplication.

*** Projection of 300 initial registrations for Floodway and 1,000 initial registrations for Wuskwatim. Actuals represent the total number of jobseekers served through the JRS (initial and renewal) between April 1, 2009 and March 31, 2010.

10-3(h) Canada-Manitoba Labour Market Agreement

Expenditures by Sub-Appropriation	Actual 2009/10	Estimate 2009/10		Variance Over (Under)	Expl. No.
	\$	FTE	\$		
Total Salaries and Employee Benefits	356	12.00	893	(537)	1
Total Other Expenditures	509		543	(34)	
Total Training Support	19,658		22,383	(2,725)	2
Total Expenditures	20,523	12.00	23,819	(3,296)	

1. Under expenditure due to unbudgeted vacancies.
2. Under expenditure associated with new LMA Program.

COMMUNITY AND ECONOMIC DEVELOPMENT

COMMUNITY AND ECONOMIC DEVELOPMENT COMMITTEE

OBJECTIVES

The Community and Economic Development Committee (CEDC) is a sub-Committee of Cabinet responsible for the oversight and co-ordination of community and economic development activity across government departments. CEDC is chaired by the Minister of Agriculture, Food and Rural Initiatives and includes seven other Cabinet Ministers. CEDC is supported by the CEDC Secretariat.

The CEDC Secretariat provides analytical and administrative support to the Committee. Secretariat staff assist the Committee in the development and implementation of policy and projects consistent with the community and economic development priorities of government.

The Secretariat works in co-operation with business, community, Aboriginal, labour, social and environmental organizations and economic development agencies, as well as with the Premier's Economic Advisory Council, on policy and projects to support healthy and vibrant communities, and strong and sustainable economic growth in Manitoba.

Activities of the Secretariat encompass a broad range of policy areas, including rural and agricultural issues, northern development, urban revitalization, environmental and natural resource issues, public infrastructure projects, investment and industry attraction and expansion, Aboriginal and ethno-cultural issues, clean energy development, cultural policy, research and innovation, education and training, and poverty and social justice issues.

The Secretariat also provides work placement and mentorship opportunities for government interns.

ACTIVITIES/RESULTS

Some of the specific results achieved through the involvement of the Secretariat were:

International Polar Bear Conservation Centre and Arctic Exhibit – Began the implementation of the \$31 million redevelopment project at Assiniboine Park Zoo. The International Polar Bear Conservation Centre will conduct academic research, provide educational programming, and operate a polar bear rescue and relocation network. The investment also includes the construction of an Arctic Exhibit that will house up to 6 bears with underwater and above water viewing opportunities.

Stadium – Worked with community stakeholders to accelerate the new stadium to be built at the University of Manitoba. The stadium will be the home to the Winnipeg Blue Bombers and the Manitoba Bisons' football team and will also be used by other university athletic programs and by community sports teams.

Springhill Farms Plant - Worked with the Town of Neepawa, Hytek and various government departments to upgrade the waste water treatment facility. Through this upgrade, Hytek was able to expand the operation, employ over 500 people and protect local producers from the effects of country of origin labeling.

Memorial Cup - In partnership with the City of Brandon, coordinated support for capital upgrades to the Keystone Centre for the 2010 Memorial Cup hockey tournament, the first time the national championship has been hosted in the Province.

Community Economic Development Initiative – coordinated cross-departmental community economic development (CED) activities, based on the CED Policy Framework and Lens, including special initiatives related to social enterprise development, sustainable infrastructure, housing, procurement, employment and training.

Industry Attraction and Development – coordinated cross-departmental efforts to attract and expand businesses and employment opportunities in the province, including working with such businesses as Weston Bakeries and Parkland Biofibre.

Economic Stimulus – Worked with various government departments and other levels of government on an economic stimulus plan to respond to the global economic downturn and position Manitoba for a strong and early recovery, including plans for infrastructure, roads, post-secondary capital and housing.

East side road authority – Worked on establishing the Manitoba Floodway and East Side Road Authority to oversee construction of an all-weather road on the east side of Lake Winnipeg and to ensure that First Nations people living in the area have a meaningful role and benefit from employment and economic opportunities.

Tembec - Community Adjustment Committee (CAC) - Manitoba committed \$1 million to the CAC to assist with economic development opportunities in the Pine Falls area due to the closure of the Tembec newsprint mill. CEDC has been working directly with the CAC as well as supporting efforts of an employee buy-out.

10-4(a) Community and Economic Development Committee

Expenditures by Sub-Appropriation	Actual 2009/10 \$	Estimate 2009/10 FTE	\$	Variance Over (Under)	Expl. No.
Total Salaries & Employee Benefits	1,342	15.00	1,469	(127)	
Total Other Expenditures	292		324	(32)	
Total Expenditures	1,634	15.00	1,793	(159)	

PREMIER'S ECONOMIC ADVISORY COUNCIL

OBJECTIVES

The Premier's Economic Advisory Council (PEAC) is a group of 30 prominent Manitobans who have been invited by the Premier to provide him with confidential advice on a wide range of issues affecting Manitoba's economy. The membership of PEAC consists of business, labour, education, research, community and Aboriginal leaders. PEAC is co-chaired by Bob Silver, President of Western Glove Works, and Robert Ziegler, President of the United Food and Commercial Workers Union, Local 832.

ACTIVITIES/RESULTS

In the past, PEAC has made recommendations in the areas of strategies for attracting investment, expanding immigration, enhancing skills and labour force development and retention, improving the image of our province, expanding natural resource development, establishing a long-term vision for research and development, increasing local investment, ICT procurement, enhancing Aboriginal economic development, increasing opportunities for commercial fishing, competitiveness and red tape reduction, and increasing the effectiveness, efficiency and productivity of Manitoba's publicly-funded health care system.

PEAC was pleased to provide advice to the Finance Minister in advance of the budget to discuss the economic challenges and innovative ways of addressing them.

This year, some specific activities of PEAC have been:

New Rural Economy – PEAC continued its comprehensive review of opportunities developing in the rural economy. With a better understanding of how other jurisdictions are responding to demographic shifts and by investing in value-added alternatives and new, innovative processing, PEAC's task group concluded its work and is preparing to bring its recommendations forward on how the provincial government can work with agricultural producers and rural communities to grow the rural economy.

Sustainable Economy/Green Jobs Strategy – "Beyond Kyoto" recommended the creation of a business advisory committee to consider recommendations supportive of a greener economy and a focused green job strategy. PEAC formed a task group to consider proactive approaches to achieving GHG emission reductions in this area as part of a larger framework. The group is looking at best practices around the world and developing ways to encourage niche business opportunities, catalysts for businesses to make changes and the various tools that could assist in capturing these opportunities.

Preparations for Imagine Manitoba – PEAC worked with government officials and departments to prepare for the 2010 Economic Summit held in the following fiscal year. An invitation list was developed that included business, labour, academia, and business, cultural and community organizations

10-4(b) Premier's Economic Advisory Council

Expenditures by Sub-Appropriation	Actual 2009/10 \$	Estimate 2009/10 FTE	\$	Variance Over (Under)	Expl. No.
Total Salaries & Employee Benefits	163	2.00	194	(31)	
Total Other Expenditures	934		971	(37)	
Total Expenditures	1,097	2.00	1,165	(68)	

INTERNATIONAL RELATIONS AND TRADE

INTERNATIONAL RELATIONS

Canada-U.S. and International Relations

The Canada-U.S. and International Relations (CUSIR) Branch provides strategic policy advice and support to the international activities of the Premier and the Minister of Entrepreneurship, Training and Trade. The Branch also facilitates the involvement of Manitoba firms and organizations and oversees the government's involvement in international development projects.

Principal Activities in 2009/10

In 2009/10, the main activities of Canada-U.S. and International Relations were to:

- Provide a coordinating function with respect to Manitoba's international activities and to promote a strategic approach to Manitoba's international relations;
- Build strategic relationships with governments within Canada such as the Department of Foreign Affairs and International Trade as well as governments outside Canada; and
- Provide strategic and operational advice to the government in support of its international interests including negotiation and advice on international agreements.

Highlights in 2009/10

Manitoba's international strategy, *Reaching Beyond Our Borders - The Framework for Manitoba's International Activities* (<http://www.gov.mb.ca/international/>), is intended to guide on how Manitoba engages the global community to help achieve the province's prosperity targets and harness our competitive strengths. The Branch provided briefing materials and support to strategic missions to the U.S. and other international destinations. The Branch also supported advocacy meetings with numerous U.S. governors and congressional delegates, Ambassadors, and senior representatives from the U.S. Administration and the Canadian Government.

Advice and support were provided on a number of key policy initiatives such as U.S. Country-of-Origin- Labelling and "Buy America" provisions, trans-boundary water issues; as well as supporting efforts to address climate change and to encourage the development of renewable energy sources.

The Branch forged or maintained relationships with officials in other jurisdictions through organizations such as the Western Governors' Association, the Midwestern Governors' Association, the Midwestern Legislators' Conference, the South East U.S. States/Canadian Provinces Alliance, the National Governors Association, and through Manitoba's participation at the United Nations Climate Change Conference in Copenhagen. Manitoba also hosted legislators from Minnesota, North Dakota and South Dakota at the Legislators' Forum meeting that took place in Gimli in June 2009. Canada, U.S. and International Relations also continued to support existing francophone relations such as Manitoba's relationships with the Department Conseil General du Bas Rhin. Additionally, the Branch provided ongoing cooperation and coordination between departments involved in international relations, including the review of five new international agreements.

The Branch also supported Manitoba's participation in international development projects and international aid through continuing the partnership with the Philippines Department of the Interior and Local Government (Local Government Academy), the North West Province of South Africa, the Dnipropetrovsk Regional State Administration in Ukraine, and the Yamal-Nenets region of the Russian Federation.

The Branch also continues to support Manitoba companies' access to international development work by participating in the World Bank's Private Sector Liaison Officer Network and acting as the point of contact between the Manitoba Government, Manitoba businesses and the World Bank.

Protocol Office

The Protocol Office coordinates government supported events and ceremonies and plays a key role in organizing all incoming diplomatic activities. In addition, the office serves as a secretariat to the Order of Manitoba. Protocol also provides consulting and advisory service for Government departments and agencies and the general public on international protocol practices and orders of precedence.

Principal Activities in 2009/2010

In 2009/2010 the main activities of the Protocol Office were:

- Maintain a strong organizational and planning role with respect to incoming diplomatic missions, visits by heads of state and potential visits by the members of The Royal Family and the Governor General;
- Plan and conduct official ceremonies surrounding such events as the Order of Manitoba, the Order of the Buffalo Hunt, swearing-in of new Cabinet Ministers, military change of command, the opening of the Legislative Assembly, and Remembrance Day;
- Serve as Secretary for the Order of Manitoba;
- Play a key role with regard to the structure and function of the Manitoba Consular Corps;
- Coordinate all provincial government responses to half-masting of flags and establishing books of condolence including on-line messages of sympathy.

Highlights in 2009/2010

The Protocol Office supported a Council of Federation joint trade mission with Quebec to Brussels, Belgium in June 2009 and a mission to Chicago, Wisconsin and Minneapolis, Minnesota in October 2009.

In addition, the Protocol Office provided key organizational support roles with respect to:

- Diplomatic visits to Manitoba by the President of the Azores as well as visits by High Commissioners, Ambassadors and Consul Generals representing the nations of Brazil, Iceland, India, France, Austria, Japan, Israel, Belgium, Germany, Bangladesh, Kenya, Greece, Afghanistan, The Netherlands and Poland;

In 2009/2010, the Protocol Office supported several events such as:

- The Order of Manitoba;
- Presentations for the Order of the Buffalo Hunt;
- Economic Forum;
- DFAIT Northern Tour (20 Ambassadors to Churchill);
- I Believe Reception;
- Legislators Forum;
- Swearing in of a new Lieutenant Governor;
- Reserved Forces Day;
- Royal Visit Advances;
- Council of the Federal Advance;
- Swearing in a new Premier of Manitoba;
- Poppy Day at the Legislature;
- Olympic Torch Relay; and
- 2010 Olympics in Vancouver.

10-5(a) International Relations

Expenditures by Sub-Appropriation	Actual 2009/10 \$	Estimate 2009/10 FTE	\$	Variance Over (Under)	Expl. No.
Total Salaries & Employee Benefits	803	9.00	791	12	
Total Other Expenditures	575		604	(29)	
Total Expenditures	1,378	9.00	1,395	(17)	

MANITOBA TRADE

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

In 2009, Manitoba's foreign exports totalled \$10.5 billion, a decline of 19.0% over 2008 foreign exports. However, in 2009, Manitoba had the third strongest export performance of all provinces. The United States continues to be Manitoba's largest export market, accounting for 67.2% of foreign exports. Non-U.S. destined exports accounted for 32.8% of foreign exports, up from 31.3% in 2008. Leading non-U.S. destinations for Manitoba foreign exports were the People's Republic of China, Japan, Mexico and Hong Kong.

For the 5-year period, 2005-2009, Manitoba's non-U.S. exports were up 48.2% compared to Canada's non-U.S. exports which increased by 28.0% during the same period.

Principal Activities in 2009/10

Manitoba Trade and Investment provides a variety of trade-related services, summarized in the following chart.

General Information	Skills Development	Export Counselling	Market Entry Support	In-market Assistance
Toll-free export information service	Export preparation	Export-readiness assessment	Market information and informational sessions	Market prospects
Website	Export skills training	Market readiness assessment	Trade fairs/shows	Key contacts search
General seminars	Preparation for U.S. market	Export plan development	Trade missions	Visit information
	Preparation for other markets	Export plan implementation	Partner identification	Direct contacts
			Market intelligence	Local company information
			Advocacy	Troubleshooting
			Reverse trade shows, incoming missions	Government and business liaison
			Trade show/promotional material/website support (TAP)	

Highlights in 2009/10

Manitoba Trade and Investment continues to profile the importance of exporting in order to assist Manitoba companies sustain and grow their businesses. With both a geographic and sector focus, Manitoba Trade and Investment is able to provide opportunity identification and market intelligence to companies identified as export interested/ready or active in export markets. In 2009/10, Manitoba Trade and Investment worked with over 400 Manitoba companies to explore and enter new markets and expand within existing markets with consulting and assistance in participation in trade shows and trade missions.

In 2009/10 Manitoba Trade partnered with several industry organizations to assist in activities related to the export development of their membership. This partnership enhanced the ability of Manitoba companies to successfully export. Manitoba Trade and its public/private sector partners, coordinate the delivery of trade services and programs to ensure they are effectively targeted to the business communities in Winnipeg and rural Manitoba. Outreach activities outline the importance of exporting as well as facilitate the access the information/support needed to become export-ready or to diversify markets. In addition, companies with an interest and capability to consider exporting, are identified and a process of company-specific consulting and export counselling is initiated.

In 2009/10 there were 164 applications approved for the Trade Assistance Program (TAP) – of these applications; 77 were to attend recognized trade shows; 40 to develop new marketing material; and 47 for the development of websites.

Agriculture Marketing

The agriculture and food sectors are very important to Manitoba's economy, representing over \$4.4 billion of Manitoba's total exports in 2009. Agriculture Marketing delivers comprehensive export and market-development services to Manitoba exporters as well as advancement and coordination of Manitoba's trade development interests through participation in federal-provincial agri-trade committees, Federal-Provincial Market Development Council and others.

Highlights for 2009/10 included the following activities:

- April 2009 – Manitoba Trade participated with several Manitoba companies in the CICILS/IPTIC International Pulse Importers and Exporters Conference in Turkey;
- June 2009 – Joint effort participation with Saskatchewan Trade and Export Partnership in a joint booth at the Institute of Food Technologists in Anaheim;
- February 2010 – Led missions to Gulfood in Dubai and BioFach in Germany;
- Organization and participation in numerous incoming missions;
- Growing and sustained partnership on both incoming and outgoing initiatives with other provincial governments, especially Saskatchewan and Alberta.

Asia

Manitoba exports to the Pacific Rim region totalled \$1.7 billion in 2009. Also, in 2009, China became Manitoba's second-largest export market with \$646.8 million. Japan was Manitoba's third-largest export market with \$505.1 million.

The ASEAN (Association of Southeast Asian Nations) markets constituted 8.9% of Manitoba's exports to the Pacific Rim region. Manitoba exports to ASEAN amounted to \$150.0 million in 2009.

Highlights for 2009/10 included the following activities:

- October 2009 – Manitoba Trade partnered with Science, Technology, Energy & Mines in a trade show and mission to Ausbiotech in Melbourne, Australia. Participation in this event assisted Manitoba bio-tech companies to enter the Australian market.
- December 2009 – Manitoba Trade attended and exhibited at the SME Expo and Federation of Hong Kong Trade Associations annual meeting and trade show in Hong Kong.

Europe

Manitoba exports to Western Europe totalled \$312.9 million in 2009 (\$416.8 million in 2008). In 2008, Manitoba's top 5 export markets in Europe were the United Kingdom; France; Belgium; Germany; and Italy.

Highlights for 2009/10 included the following activities:

- October 2009 – Participated in Sial, International Food and Beverage Show in Cologne, Germany. Several Manitoba firms exhibited. This event provided companies with access to more than 163,000 trade visitors from 174 countries.
- November 2009 – Organized a group exhibit in Agritechnica in Hanover, Germany. The event focused on Manitoba's agricultural-related manufacturing and grain-based technologies and included 32 manufacturers (25 from Manitoba) and 150 participants from Canada (100 from Manitoba).
- January 2010 – In cooperation with Manitoba Music, participated in a mission to MIDEM in Cannes, France. MIDEM is the world's largest trade event for the music and audio recording industry. Twelve participants, nine from companies and organizations attended.

Mexico, Latin America and Emerging Markets

Mexico

Mexico continues to be a key trading partner for Manitoba, ranking as our 4th largest export market. We continue to work closely with the states of Jalisco and Nuevo Leon to identify opportunities for partnerships between our jurisdictions. In 2009, exports to Mexico were down by 18.4% which was due to decreased agricultural commodity shipments.

Latin America

Latin America represents a region of growing interest for Manitoba's exporting community. South America –particularly Brazil, Colombia and Chile– provides opportunities for a number of export capable sectors in Manitoba.

Emerging Markets – Brazil, India, Russia and the Middle East

Several of the emerging markets have recovered from the economic recession quicker than expected with countries like Brazil and Russia considered key markets for Manitoba's agriculture equipment sector. Exports to these markets continue to be strong.

Brazil is a market of strong interest with specific focus on the agricultural equipment and grain handling/storage sectors. Two Manitoba companies have formed joint ventures with Brazilian partners to better access the Brazilian and Mercosur markets.

India is the fourth largest economy in the world by Purchasing Power Parity and 11th largest measured by GDP. This South Asian region continues to demonstrate robust growth, albeit slowed to 6.1% during the 2009 recession, and is predicted to be among the leading economies of the world by 2020. In the last four years, Manitoba exports to India have increased fourfold to \$41.6 million. Products shipped are of increasing value-added, including bio-tech materials, machinery, equipment and plastics, as well as minerals, vegetables and pulses.

In the Middle East, Manitoba has focused its efforts on Dubai, UAE, which is considered to be the gateway to the Middle East. Specifically the Big Five Construction and Builders Show which is the largest construction/building products trade show in the Middle East and an excellent venue to showcase Manitoba's interests.

Highlights for 2009/10 included the following activities:

India

- Organization of five trade missions to increase business and investment
- Facilitated six Manitoba companies' programs and business meetings in India
- Organization and participation in numerous business and investment incoming missions
- Held seminar "The Art and Science of Doing Business with India" for Manitoba companies
- Conducted seven seminar presentations throughout India
- Facilitated and supported in-India missions of other government departments, including identifying potential partners, arranging meetings, providing contacts and organizing logistics.

South America, Mexico, India and Emerging Markets

- Manitoba Trade hosted six incoming missions from Colombia, Chile, Paraguay, South Africa, Brazil and the Philippines
- In September 2009, six Manitoba companies participated in Expolnter in Porto alegre, Brazil
- In July 2009, Manitoba Trade led a mission of several Manitoba companies to participate in ExpoAgro in Bogota, Brazil.

United States

The U.S. continued to be Manitoba's largest international export market at \$7.1 billion. Manitoba exports to the USA accounted for 67.2% of total Manitoba exports. Total imports for the USA in 2009 were \$10.5 billion or 81.4% of the total imports into Manitoba.

Priority sectors included original equipment manufacturers (OEM) and agricultural equipment, agriculture, food products and beverage processing, life sciences, building products, knowledge-based industries, apparel and services.

In 2009/10 Manitoba Trade and Investment participated in over 11 incoming and outgoing trade missions and group shows involving the U.S. market. During 2009/10 Manitoba prioritized subsectors within priority sectors in the U.S. For example, group exhibits of and participation by Manitoba food and beverage companies were organized for three trade shows in the U.S. focusing on the organic and natural food sector.

The U.S. was the primary target market to assist new and small Manitoba companies become active in exporting. The U.S. was the market of choice for 37 applicants (48% of total applicants) approved under TAP – Trade Show component. In addition, there were 21 applicants (27% of the total applicants) approved for participation in trade shows held in Canada.

Highlights for 2009/10 included the following activities:

Manitoba Trade organized the following events:

- April, 2009 – Manitoba Trade partnered with Manitoba Music in a trade show and mission to MUSEXPO in Los Angeles, CA, to promote Manitoba's music and audio recording capabilities. The target market was music labels, video game publishers and television music supervisors. Participating were six organizations and members of two bands.
- June, 2009 – Participation by five Manitoba companies in the All Things Organic (ATO) trade show in Chicago, IL.

- September, 2009 – Group exhibit in the Natural Products East Expo in Boston, MA. Six Manitoba companies participated in this event which is focused on the natural /organic food products industry.
- September, 2009 – Group exhibit in the Farm Progress Show, Decatur, IL. This event targets agricultural /industrial companies.
- November, 2009 – Group exhibit in the Private Label Manufacturers Association Show in Chicago, IL. The largest event for the private label market annually held in North America.
- January, 2010 – Participated in the CentrePort Canada-led mission to Guanajuato, Mexico, Dallas, TX, Memphis, TN and Chicago, IL. Mission participants included representatives from the business community and three levels of government and the program provided an opportunity to market CentrePort and evaluate business models of other inland ports.
- February, 2010 – Participated in Heli-Expo 2010 in Houston, TX. This event targets the Manitoba aerospace industry.
- March, 2010 – Organized a group exhibit in the Natural Products West Show in Anaheim, CA. This is the largest annual event focused on the natural products/organic sector in the United States.
- March, 2010 – Partnered in a trade show and mission to GDC (Game Developers Conference), 2010, San Francisco, CA to promote Manitoba's interactive digital media and video gaming industries. The mission comprised 23 participants from 14 companies and institutions.

Canada-Manitoba Memorandum of Understanding (MOU) on International Business Development

Economic development is a cooperative effort. Manitoba Trade and Investment encourages and facilitates cooperation with other provincial, federal and civic economic development agencies. The province and federal government are currently operating under the last year of a 5-year term of the MOU which will support Manitoba companies and communities to take advantage of global commercial opportunities.

Foreign Trade Representatives

In 2009/10, Manitoba Trade and Investment retained four contracted foreign trade representatives in priority markets. The representatives, located in China, Europe, India and Mexico, were responsible for identifying trade opportunities for Manitoba companies in their respective markets and providing in-market support to Manitoba firms. In the past year, these representatives worked with over 120 company requests by providing consulting services, market reports and direct in-market support. The representatives assisted Manitoba companies with new and ongoing sales of over \$12.5 million and potential sales of an additional \$14.0 million in their markets.

10-5(b) Manitoba Trade

Expenditures by Sub-Appropriation	Actual 2009/10 \$	Estimate 2009/10 FTE	\$	Variance Over (Under)	Expl. No.
Total Salaries & Employee Benefits	1,737	22.00	1,805	(68)	
Total Other Expenditures	1,459		1,504	(45)	
Total Grants	263		270	(7)	
Less: Recoverable from Urban Development Initiatives	(1,000)		(1,000)	-	
Total Expenditures	2,459	22.00	2,579	(120)	

MANITOBA OFFICE IN OTTAWA

The overall objective of the Ottawa Office was to assist the Manitoba government and its agencies, Manitoba firms, communities, organizations and individuals in dealing with the federal authorities and in developing business.

While the Ottawa Office has performed a vital function in the past, circumstances dictate that other more cost effective options be explored. As such, the office was closed effective March 31, 2010.

10-5(c) Manitoba Office in Ottawa

Expenditures by Sub-Appropriation	Actual 2009/10 \$	Estimate 2009/10 FTE	\$	Variance Over (Under)	Expl. No.
Total Salaries & Employee Benefits	229	2.00	148	81	1
Total Other Expenditures	65		65	-	
Total Expenditures	294	2.00	213	81	

1. The increase is due to vacation payout and severance due to the closing of the Office in Ottawa effective March 31, 2010.

AMORTIZATION AND OTHER COSTS RELATED TO CAPITAL ASSETS

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

10-6(a) Amortization and Other Costs Related to Capital Assets - Desktop Services

Expenditures by Sub-Appropriation	Actual 2009/10 \$	Estimate 2009/10 FTE	Variance Over (Under)	Expl. No.
Enterprise Software Licenses	138	137	1	
Total Expenditures	138	137	1	

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

Expenditures by Sub-Appropriation	Actual 2009/10 \$	Estimate 2009/10 FTE	Variance Over (Under)	Expl. No.
Amortization Expense	809	859	(50)	
Total Expenditures	809	859	(50)	

10-6(c) Amortization and Other Costs Related to Capital Assets - Interest Expense

Expenditures by Sub-Appropriation	Actual 2009/10 \$	Estimate 2009/10 FTE	Variance Over (Under)	Expl. No.
Interest Expense	334	287	47	
Total Expenditures	334	287	47	

ENTREPRENEURSHIP, TRAINING AND TRADE

Reconciliation Statement

EXPENDITURE DETAILS	
2009/10 MAIN ESTIMATES	149,663
Transfer of functions from: <ul style="list-style-type: none">• Enabling Appropriations	5,698
Transfer of functions to: Advanced Education and Literacy	(349)
2009/10 ESTIMATE	155,012

**Entrepreneurship, Training and Trade
Expenditure Summary
For Fiscal Year Ended March 31, 2010 (with comparative figures for the previous year)**

Estimate 2009/10 \$	Appropriation		Actual 2009/10 \$	Actual 2008/09 \$	Increase (Decrease) \$	Expl. No.
	10-1	Administration and Finance				
46	(a)	Minister's Salary	42	45	(3)	
	(b)	Executive Support				
562		(1) Salaries and Employee Benefits	609	530	79	
73		(2) Other	71	74	(3)	
	(c)	Financial and Administrative Services				
1,643		(1) Salaries and Employee Benefits	1,622	1,609	13	
405		(2) Other	342	384	(42)	
(150)		(3) Less: Recoverable from other appropriations	(150)	(150)	-	
	(d)	Policy, Planning and Coordination				
844		(1) Salaries and Employee Benefits	825	754	71	
237		(2) Other	210	214	(4)	
	(e)	Manitoba Bureau of Statistics				
818		(1) Salaries and Employee Benefits	805	781	24	
389		(2) Other	385	205	180	1
(60)		(3) Less: Recoverable from other appropriations	(53)	(57)	4	
4,807		Total 10-1	4,708	4,389	319	
	10-2	Business Services				
	(a)	Industry Development-Financial Services				
1,137		(1) Salaries and Employee Benefits	1,042	1,052	(10)	
328		(2) Other	262	294	(32)	
		(3) Industry Development-Program Delivery				
11,444		(a) Manitoba Industrial Opportunities Program	9,131	11,089	(1,958)	2
-		(b) Vision Capital	-	570	(570)	3
1,173		(c) Manitoba Business Development Fund	1,629	1,317	312	
2,563		(d) Third Party Managed Capital Funds	3,041	1,582	1,459	4
(8,210)		(e) Less: Interest Recovery	(4,201)	(2,742)	(1,459)	5
	(b)	Industry Consulting and Marketing Support				
845		(1) Salaries and Employee Benefits	725	754	(29)	
327		(2) Other	297	337	(40)	

Estimate 2009/10 \$		Appropriation	Actual 2009/10 \$	Actual 2008/09 \$	Increase (Decrease) \$	Expl. No.
	(c)	Small Business Development				
1,261		(1) Salaries and Employee Benefits	1,249	1,208	41	
648		(2) Other	647	683	(36)	
60		(3) Grants	60	60	-	
	(d)	Business Immigration and Investment				
318		(1) Salaries and Employee Benefits	329	429	(100)	
64		(2) Other	53	107	(54)	6
	(e)	Competitiveness Initiatives				
348		(1) Salaries and Employee Benefits	282	302	(20)	
97		(2) Other	94	96	(2)	
5,415	(f)	Economic Partnership Agreement	7,977	5,837	2,140	7
17,818		Total 10-2	22,617	22,975	(358)	
	10-3	Labour Market Skills				
	(a)	Industry and Workforce Development				
280		(1) Salaries and Employee Benefits	281	319	(38)	
263		(2) Other	242	285	(43)	
	(b)	Hydro Northern Training Initiative				
244		(1) Salaries and Employee Benefits	258	331	(73)	
47		(2) Other	61	89	(28)	
1,000		(3) Training Support	1,000	939	61	
	(c)	Industry Training Partnerships				
701		(1) Salaries and Employee Benefits	690	613	77	
127		(2) Other	126	200	(74)	
2,047		(3) Training Support	1,794	1,251	543	8
	(d)	Apprenticeship				
4,108		(1) Salaries and Employee Benefits	4,157	3,689	468	
2,017		(2) Other	2,100	1,954	146	
7,794		(3) Training Support	7,760	5,727	2,033	9

Estimate 2009/10 \$	Appropriation	Actual 2009/10 \$	Actual 2008/09 \$	Increase (Decrease) \$	Expl. No.
	(e) Employment Manitoba				
5,915	(1) Salaries and Employee Benefits	4,686	4,857	(171)	
2,429	(2) Other	2,353	2,318	35	
7,865	(3) Training Support	7,673	6,291	1,382	10
(300)	(4) Less: Recoverable from Family Services and Housing	-	(201)	201	11
	(5) Less: Recoverable from Canada-Manitoba Labour Market Agreement	-	-	-	
(2,619)					
	(f) Canada-Manitoba Labour Market Development Agreement				
7,233	(1) Salaries and Employee Benefits	7,154	6,668	486	
989	(2) Other	1,089	1,016	73	
57,400	(3) Training Support	55,831	45,916	9,915	12
2,600	(g) Industry and Labour Force Investment Fund	2,099	5,226	(3,127)	13
	(h) Canada-Manitoba Labour Market Agreement				
893	(1) Salaries and Employee Benefits	356	-	356	14
543	(2) Other	509	-	509	15
22,383	(3) Training Support	19,658	9,805	9,853	16
123,959	Total 10-3	119,877	97,293	22,584	
	10-4 Community and Economic Development				
	(a) Community and Economic Development Committee Secretariat				
1,469	(1) Salaries and Employee Benefits	1,342	1,278	64	
324	(2) Other	292	314	(22)	
	(b) Premier's Economic Advisory Council				
194	(1) Salaries and Employee Benefits	163	157	6	
971	(2) Other	934	152	782	17
2,958	Total 10-4	2,731	1,901	830	

Estimate 2009/10 \$		Appropriation	Actual 2009/10 \$	Actual 2008/09 \$	Increase (Decrease) \$	Expl. No.
	10-5	International Relations and Trade				
	(a)	International Relations				
791		(1) Salaries and Employee Benefits	803	714	89	
604		(2) Other	575	510	65	
	(b)	Manitoba Trade				
1,805		(1) Salaries and Employee Benefits	1,737	1,864	(127)	
1,504		(2) Other	1,459	1,410	49	
270		(3) Grants	263	260	3	
(1,000)		(4) Less: Recoverable from Urban Development Initiatives	(1,000)	(1,000)	-	
	(c)	Manitoba Office in Ottawa				
148		(1) Salaries and Employee Benefits	229	146	83	18
65		(2) Other	65	47	18	
4,187		Total 10-5	4,131	3,951	180	
	10-6	Amortization and Other Costs Related to Capital Assets				
	(a)	Desktop Services				
137		Enterprise Software Licenses	138	138	-	
859	(b)	Amortization Expense	809	663	146	
287	(c)	Interest Expense	334	185	149	19
1,283		Total 10-6	1,281	986	295	
TOTAL ENTREPRENEURSHIP, TRAINING AND TRADE			155,345	131,495	23,850	

Explanations:

- 1 *Variance due to costs related to immigration projects*
- 2 *Variance due to lower interest expense*
- 3 *Variance due to no loan related expenditures*
- 4 *Variance due to increase in loan provision*
- 5 *Variance due to increase in interest recovery*
- 6 *Variance due to reduced expenditure authority*
- 7 *Variance due to expenditures under renewed EPA agreement*
- 8 *Variance due to implementation of Northern Essential Skills Training Initiative*
- 9 *Variance due to increase program spending*
- 10 *Variance due to increase in Labour Market Agreement (LMA) activity*
- 11 *Variance due to Wage Subsidy directly charged to LMA in 2009/10*
- 12 *Variance due to increased program spending*
- 13 *Variance due to decrease in spending related to one time funding in 2008/09*
- 14 *Variance due to delay in filling position in 2008/09*
- 15 *Variance due to delay in delivery of programming in 2008/09*
- 16 *Variance due to delay in delivery of programming in 2008/09*
- 17 *Variance due to one time grant assistance in 2009/10*
- 18 *Variance due to vacation payout and severance*
- 19 *Variance due to new capital project in 2009/10 (MBESO)*

**Entrepreneurship, Training and Trade
Revenue Summary by Source**

For Fiscal Year Ended March 31, 2010 (with comparative figures for the previous year)

Actual 2008/09 \$	Actual 2009/10 \$	Increase Decrease) \$	Source	Actual 2009/10 \$	Estimate 2009/10 \$	Variance \$	Expl. No.
Current Operating Programs:							
Government of Canada							
1,339	(17)	(1,356)	Canadian Agricultural Skills Science	(17)	2,595	(2,612)	1
52,278	63,508	11,230	Labour Market Development	63,508	63,479	29	2
9,806	20,523	10,717	Labour Market Agreement	20,523	23,819	(3,296)	3
63,423	84,014	20,591	Sub-Total	84,014	89,893	(5,879)	
Other Revenue							
22	24	2	Cost Recovery from New Brunswick	24	23	1	
453	476	23	Fees	476	440	36	
4,266	4,903	637	Sundry	4,903	5,446	(543)	4
4,741	5,403	662	Sub-Total	5,403	5,909	(506)	
68,164	89,417	21,253	TOTAL REVENUE	89,417	95,802	(6,385)	

Explanations:

Comparison to Previous Year:

- 1 Elimination of CASS program in 2009/10
- 2 Variance due to LMDA program spending
- 3 Variance due to LMA program spending
- 4 Variance due to MB Hydro Job Vacancy Matching program new in 2009/10

Comparison to Estimate:

- 1 Elimination of CASS program in 2009/10
- 3 Variance due to deferral of LMA revenue to future years
- 4 Variance due to revenue for immigration projects and MB Hydro Job Vacancy Matching program lower than projected

FIVE YEAR HISTORY
Entrepreneurship, Training and Trade
Five-Year Expenditure and Staffing Summary by Appropriation (\$000s)
For Five Years Ended March 31, 2010

Appropriation	Actual/*Adjusted Expenditures									
	2005-2006		2006-2007		2007-2008		2008-2009		2009-2010	
	FTE	\$	FTE	\$	FTE	\$	FTE	\$	FTE	\$
Administration and Finance	47.00	3,893	47.00	4,036	47.00	4,063	47.00	4,389	47.00	4,708
Business Services	56.50	17,742	56.50	13,167	59.50	18,254	59.50	22,975	59.50	22,617
Training and Continuing Education	257.80	71,978	262.80	75,870	267.80	80,877	272.80	97,293	286.30	119,877
Community and Economic	15.00	1,771	14.00	1,874	14.00	1,797	14.00	1,901	17.00	2,731
International Relations and Trade	35.30	3,253	34.60	3,333	33.00	3,385	33.00	3,951	33.00	4,131
Amortization of Capital Assets		708		919		963		986		1,281
TOTAL OPERATING	411.60	99,345	414.90	99,199		109,339		131,495	442.80	155,345
Expenditures Related to Capital		84		310		1,848		2,053		601
TOTAL	411.60	99,429	414.90	99,509	421.30	111,187	426.30	133,548	442.80	155,946

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

ENTREPRENEURSHIP, TRAINING & TRADE

Performance Measures

The following section provides information on key performance measures for the department for the 2009-10 reporting year. All Government of Manitoba departments include performance measures in their Annual Reports to complement the financial results and provide Manitobans with meaningful and useful information about government activities and their impact on the province and its citizens.

For more information on performance reporting and the Manitoba government, visit www.manitoba.ca/performance

Your comments on performance measures are valuable to us. You can send comments or questions to mbperformance@gov.mb.ca

Business Development Indicators

<i>What is being measured and how?</i>	<i>Why is it important to measure this?</i>	<i>Where are we starting from? (baseline measurement)</i>	<i>What is the most recent available value for this indicator?</i>	<i>What is the trend over time for this indicator?</i>	<i>Comments/recent actions/report links</i>
<p>1. <i>Venture Capital Available to Manitoba – by measuring Venture Capital investments in Manitoba</i></p> <p>The aggregate amount of outstanding committed capital available to Venture Capital Partnerships is the measure and this information is collected by the department for those partnerships in which the Province of Manitoba is a stakeholder.</p>	<p>Access to venture capital in Manitoba is directly related to the competitiveness of Manitoba in attracting, developing and maintaining businesses in Manitoba. The availability of venture capital impacts job creation and growth and the attraction of professional and knowledge based workers to Manitoba. Supply of venture capital is linked to the improvement of performance of small and medium businesses.</p>	<p>As of March 31, 2000, there was \$19.6 million outstanding committed capital available to Venture Capital Partnerships</p> <p>The amount of outstanding committed capital is dependent upon a number of factors including:</p> <ol style="list-style-type: none"> i. The creation of new Venture Capital Partnerships; ii. The amount of capital invested in any one year; iii. The number of managers of Venture Capital Partnerships 	<p>As of March 31, 2010 there was in aggregate \$116.5 million of outstanding committed capital available from the six Venture Capital Partnerships.</p>	<p>In 2008/09 there was \$123.2 million outstanding committed capital (\$158.2 million in 2007/08) available to Venture Capital Partnerships</p> <p>The amount of capital available for new investments has been declining as no new venture funds have commenced operations.</p> <p>From 1996/97 to 2009/10, approximately \$166.5 million has been invested into 77 business entities by the six Venture Capital Partnerships.</p>	<p>This measurement is limited to publicly available information; it does not track privately orchestrated venture capital financing which makes up a significant segment of this market.</p> <p>The Small Business Venture Capital Tax Credit Program (formerly the Community Enterprise Investment Tax Credit Program) was established in 2008 to encourage investors to partner with growing businesses in need of equity capital.</p>

<i>What is being measured and how?</i>	<i>Why is it important to measure this?</i>	<i>Where are we starting from? (baseline measurement)</i>	<i>What is the most recent available value for this indicator?</i>	<i>What is the trend over time for this indicator?</i>	<i>Comments/recent actions/report links</i>
<p>A Venture Capital Partnership is a pool of capital where the capital will be invested in small and medium sized businesses.</p> <p>The Province has established a third-party program, which in turn, co-invests with the private sector in these Venture Capital Partnerships</p>	<p>Adequate supply of venture capital is a major contributor to economic growth and job creation in Manitoba.</p> <p>Access to venture capital is featured as a priority in Manitoba's Action Strategy for Economic Growth, Raising and Retaining Investment.</p>				<p>In 2009 the Province approved an allocation of \$10.0 million in tax credits, which will facilitate \$33.0 million in new equity to be raised. During 2009, 13 companies received in aggregate \$3,077,812 million of equity from 65 Manitoba investors.</p>

<i>What is being measured and how?</i>	<i>Why is it important to measure this?</i>	<i>Where are we starting from? (baseline measurement)</i>	<i>What is the most recent available value for this indicator?</i>	<i>What is the trend over time for this indicator?</i>	<i>Comments/recent actions/report links</i>
<p><i>2. Capital Investment (Funded), by measuring new dollars invested in the Manitoba Industrial Opportunities Program, and total investment funding to entrepreneurs provided through the Business Start Program</i></p> <p>Under the Manitoba Industrial Opportunities Program (MIOP), the government provides term loans to assist businesses to expand in Manitoba. The loans are reserved for opportunities that create significant strategic economic benefit.</p>	<p>Access to capital promotes the retention and expansion of industry in Manitoba, strengthening the Manitoba economy. MIOP provides financing to industry that may not be available through traditional financial institutions. MIOP emphasizes job maintenance and creation as well as increasing technologically valuable industries in Manitoba. Investment in capital is featured as a priority in Manitoba's Action Strategy for Economic Growth, Raising and Retaining Investment.</p>	<p>As of March 31, 2000:</p> <ul style="list-style-type: none"> - New MIOP dollars invested in the 1999/2000 fiscal year was \$10.4 million. - Capital investment generated by MIOP projects which includes dollars invested in capital assets, commercialization, and product development. In 1999/2000 \$21.1 million was invested in project capital. 	<p>Indicators include:</p> <ul style="list-style-type: none"> - As at March 31, 2010 the program has 20 active loans totaling \$92.5 million under management with \$32.3 million of new loans approved in 2009/10. - The new loans levered \$121.3 million in additional capital, for a total Manitoba investment of \$153.6 million. 	<p>These trends are cyclical and can vary dramatically from year to year. They are dependent on the nature of the applications in any given year and economic cycles.</p> <p>The MIOP Program financing has leveraged \$786.0 million worth of private sector investment since March 31, 2000.</p>	<p>The global economic recession has resulted in reduced program uptake in 2009/10.</p>

<i>What is being measured and how?</i>	<i>Why is it important to measure this?</i>	<i>Where are we starting from? (baseline measurement)</i>	<i>What is the most recent available value for this indicator?</i>	<i>What is the trend over time for this indicator?</i>	<i>Comments/recent actions/report links</i>
<p>The measures include the total dollars invested in active loans and the additional capital investment levered.</p> <p>Under the Business Start Program, the measure is the total investment provided to entrepreneurs starting a new business. This includes both the value of the loan provided and any additional equity leveraged.</p>	<p>The Branch's target client groups are the 101,000 small businesses in Manitoba that make up over 97% of all businesses in Manitoba. Support to this key segment of the economy is critical to investment and job growth.</p>	<p>In 1999/00, \$677,522 was invested in the start-up businesses.</p>	<p>Business Start Program investment for 2009/10 was \$1,525,120.</p> <p>Business Start Program investment for 2008/09 was \$1,146,587.</p>	<p>Program enhancements since 2006 have resulted in an increased number and amount of Business Start Loans.</p>	

<i>What is being measured and how?</i>	<i>Why is it important to measure this?</i>	<i>Where are we starting from? (baseline measurement)</i>	<i>What is the most recent available value for this indicator?</i>	<i>What is the trend over time for this indicator?</i>	<i>Comments/recent actions/report links</i>
<p>3. <i>Jobs Created & Retained</i> Under the Manitoba Industrial Opportunities Program, the government provides term loans to assist businesses to expand in Manitoba. The loans are reserved for opportunities that create significant strategic economic benefit</p>	<p>The creation and retention of jobs is important to the Manitoba economy and vital to attracting and maintaining Manitoba citizens.</p>	<p>As of March 31, 2000: The MIOP Program levered approximately 673 jobs in 1999/2000.</p>	<p>Approximately 117 jobs were supported by the MIOP Program in 2009/10.</p> <p>As at March 31, 2010 the program has 20 active loans under management, with 4,677 Manitoba full time equivalent jobs required per the loan agreements and 5,385 Manitoba full time equivalent jobs maintained by active MIOP loan clients.</p>	<p>The year to year trends are cyclical and can vary dramatically from year to year.</p> <p>Since March 31, 2000 the MIOP Program has levered approximately 8,809 jobs</p>	<p>The program has shifted focus from job creation which was important in the 1990's when Manitoba had high unemployment rates to its current focus on increasing production capacity, plant competitiveness, and job retention, now that Manitoba has strong employment rates.</p>
<p>Under the Business Start Program, jobs are created through self-employment and subsidiary job creation by new entrepreneurs.</p>		<p>The Business Start Loan Guarantee Program tracks job creation for the start-up businesses that borrow under the Program.</p> <p>In 1999/00, 72 new jobs were created.</p>	<p>Under the Business Start Program, 84 jobs were created in 2009/10 (55 full-time plus 29 part-time). This represents a 17% increase above 1999/00.</p> <p>Under the Business Start Program, 84 jobs were created in 2008/09 (55 full-time plus 29 part-time). This represents a 17% increase above 1999/00.</p>	<p>The trend in this indicator has been variable since the baseline year 1999/00.</p> <p>The number of new jobs created in a business start-up is more a function of the type of businesses receiving loans rather than the number of Business Start loans advanced.</p>	

Labour Market Indicators

<i>What is being measured and how?</i>	<i>Why is it important to measure this?</i>	<i>Where are we starting from? (baseline measurement)</i>	<i>What is the most recent available value for this indicator?</i>	<i>What is the trend over time for this indicator?</i>	<i>Comments/recent actions/report links</i>
4. Our contribution to meeting the evolving skills requirements of the labour market is measured by employment outcomes and participation in key training initiatives to meet labour market demand.	Skills training programs/activities are key elements in response to the increasing demand for skilled workers and continued growth of the economy. Some of the programs/activities are formal, while others are non-formal (e.g. workplace training).	<p><u>Participation in key training initiatives</u> -</p> <p>1999/00 - 3,704 active apprentices as at April 1, 1999</p> <p>1999/00 – 1,296 new apprenticeship applications registered</p>	<p><u>Participation in key training initiatives</u> -</p> <p>2009/10 - 7,682 active apprentices</p> <p>2009/10 - 1,912 new apprenticeship applications registered</p>	<p>Increase.</p> <ul style="list-style-type: none"> The number of active apprentices increased at the end of fiscal year 2009/10 by 107% since the beginning of the 1999/00 fiscal year Increase from 2008/09 with a total of 7,462 active apprentices in the 2008/09 fiscal year. <p>Increase.</p> <ul style="list-style-type: none"> The number of new apprenticeship applications registered increased by 47.5% between 1999/00 and 2009/10 fiscal years. <p>Increase.</p> <ul style="list-style-type: none"> The number of certified Journeypersons increased by 111% between 1999/00 and 2009/10. 	<p>The Apprenticeship program coordinates the training system that delivers workplace-based skills and technical training to apprentices, leading to journeyperson certification in skilled trades.</p> <p>Aboriginal apprentices now constitute 15% of all active apprentices in Manitoba.</p>

<i>What is being measured and how?</i>	<i>Why is it important to measure this?</i>	<i>Where are we starting from? (baseline measurement)</i>	<i>What is the most recent available value for this indicator?</i>	<i>What is the trend over time for this indicator?</i>	<i>Comments/recent actions/report links</i>
		1999/00 Journeyperson Certification: Apprenticeship 476 Trades Qualification <u>125</u> Total 601	2000/10 Journeyperson Certification Apprenticeship 1,004 Trades Qualification 264 Total: 1,268	Increase. ■ The number of certified Journeypersons increased by 111% between 1999/00 and 2009/10.	
		Between April 1, 2001 and March 31, 2002, 74 individuals participated in training activities through the Hydro Northern Training and Employment Initiative.	Between April 1, 2001 and December 31, 2009, 2,498 individuals participated in 6,273 training interventions through the Hydro Northern Training and Employment Initiative.	Since 2001/02 there have been 3,420 successful interventions from 2,498 individual trainees participating in 6,273 training interventions (as at December 31, 2009).	The Hydro Northern Training and Employment Initiative (HNTEI) was a multi-year, training and employment strategy to enable northern Aboriginal residents to prepare for jobs on the proposed northern hydroelectric projects. The project ended March 31, 2010.

<i>What is being measured and how?</i>	<i>Why is it important to measure this?</i>	<i>Where are we starting from? (baseline measurement)</i>	<i>What is the most recent available value for this indicator?</i>	<i>What is the trend over time for this indicator?</i>	<i>Comments/recent actions/report links</i>
		2001/02 Employment Manitoba - Skills Development Program 1 Individuals supported: 3,733 participants.	2009/10 Employment Manitoba - supported 5,601 participants in Skills Development Programming	<p>Increase over long term.</p> <p>The number of individuals supported has increased by 50% between 2001/02 and 2009/10.</p> <p>Between 2008/09 and 2009/10 the number of individuals supported increased by 37% (4,085 participants in 2008/09).</p>	Employment Manitoba Skills Development program provides financial and other supports to individuals (unemployed EI and non-EI insured individuals and low skilled employed workers) to participate in existing education and training opportunities at universities, colleges, private vocational institutions and other education/training providers.

1 Number of individuals beginning a skills development service (LMDA, LMA, or ETS appropriation) with Employment Manitoba (excluding apprentices) between April 1, 2009 and March 31, 2010 as at June 29, 2010. This includes participants beginning the second year of a two year program.

<i>What is being measured and how?</i>	<i>Why is it important to measure this?</i>	<i>Where are we starting from? (baseline measurement)</i>	<i>What is the most recent available value for this indicator?</i>	<i>What is the trend over time for this indicator?</i>	<i>Comments/recent actions/report links</i>
		1999/00 Industry Training Partnerships 7,310 participants	2009/10 Industry Training Partnerships 18,500 participants	Increase Number of participants increased by 153% between 1999/00 and 2009/10. 13.3% increase from 2008/09 to 2009/10. Industry Training Partnerships had 16,330 participants in 2008/09.	Industry Training Partnerships (operating as Industry Workforce Development) provides support to industry for human resource development and workplace training through partnerships with Sector Councils, business and industry associations. The numbers of workplace training participants have increased annually from 1999/2000.

<i>What is being measured and how?</i>	<i>Why is it important to measure this?</i>	<i>Where are we starting from? (baseline measurement)</i>	<i>What is the most recent available value for this indicator?</i>	<i>What is the trend over time for this indicator?</i>	<i>Comments/recent actions/report links</i>
<p>5. Our contribution to meeting the evolving skills requirements of the labour market is measured by the number of individuals receiving employment services and the number of job orders posted on the Job Bank, which brings job seekers and employers together.</p>	<p>Assisting unemployed individuals to prepare for, find and keep employment is important for the economy, for the well-being of individuals and for the communities they reside in.</p> <p>Many people make the transition from unemployment to employment without assistance. Use of employment services is a measure of how governments are helping those that do need assistance.</p>	<p>2001/02 Job Bank Total number of job orders posted: 18,105</p>	<p>2009/10 Job Bank Total number of job orders posted: 28,534</p>	<p>Longer term trend of increase</p> <p>Between 2001/02 and 2009/10 the number of job orders posted increased by 58%.</p> <p>In 2009/10, for the first time in several years there was a reduction (-30%) in the number of jobs posted (28,534), compared to 2008/09 where 40,671 jobs were posted.</p>	<p>As part of the Labour Market Development Agreement, the Department delivers the National Employment Services. The Job Bank, through which current job vacancies are posted on the Internet, is one of these services.</p> <p>The year over year decrease in number of job orders posted can be attributed in part to the effects of the economic downturn on Manitoban employers.</p>

<i>What is being measured and how?</i>	<i>Why is it important to measure this?</i>	<i>Where are we starting from? (baseline measurement)</i>	<i>What is the most recent available value for this indicator?</i>	<i>What is the trend over time for this indicator?</i>	<i>Comments/recent actions/report links</i>
Employment services for individuals include employment needs assessment, employment/ career counseling, access to labour market and other information, job search assistance, access to computers, and other employment services.		2001/02 Employment Manitoba - Employment Services for Individuals 2 Total Clients Served: 36,333	2009/10 Employment Manitoba - Employment Services for Individuals Total Clients Served: 36,029	Longer term trend had been decrease; however this is changing. Client volumes have increased in the last three years – a 27.2% increase since 2007/08 where 28,316 clients were served. Year over year increase of 14.3% (31,522 total clients served in 2008/09).	Employment Manitoba is seeing an increase in the number of clients. The increase is likely due to increased employment challenges as a result of the economic downturn as well as increased capacity to work with a broader range of clients through the Labour Market Agreement (LMA).

2All Employment Manitoba clients receive employment counselling and may receive other employment services. Number of individuals beginning an employment service with Employment Manitoba between April 1, 2009 and March 31, 2010, at as June 29, 2010. This includes participants beginning the second year of a two year program.

Trade Indicators

<i>What is being measured and how?</i>	<i>Why is it important to measure this?</i>	<i>Where are we starting from? (baseline measurement)</i>	<i>What is the most recent available value for this indicator?</i>	<i>What is the trend over time for this indicator?</i>	<i>Comments/recent actions/report links</i>
We are measuring the export readiness of Manitoba companies by tracking the number of companies assisted to explore new markets and / or expand within existing markets through participation in tradeshow and missions.	A key for Manitoba companies to remain competitive in a competitive global market and to grow is the ability to access new markets. In order to access new markets companies must understand business cultures within those markets and develop in-market contacts/clients.	In the 2005/06 fiscal year, 100 companies reported either first time exports or exports to new markets.	In 2009/10, Manitoba Trade and Investment supported 131 Manitoba companies to explore new markets and expand within existing markets through participation in trade shows and trade missions.	The trend over time indicates that Manitoba companies continue to be aware of the importance of exporting and are exploring new export opportunities. 2009/10 saw a decrease in the number of companies assisted, down from 153 in 2008/09, possibly due to the negative global economy.	Manitoba Trade's 2009/2010 company database lists 2,018 companies who are active and/or interested in exporting out of a total listing of 4,863 companies.

The Public Interest Disclosure (Whistleblower Protection) Act

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

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

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

The following is a summary of disclosures received by Manitoba Entrepreneurship, Training and Trade for fiscal year 2009 – 2010:

Information Required Annually (per Section 18 of The Act)	Fiscal Year 2009 – 2010
The number of disclosures received, and the number acted on and not acted on. <i>Subsection 18(2)(a)</i>	NIL
The number of investigations commenced as a result of a disclosure. <i>Subsection 18(2)(b)</i>	NIL
In the case of an investigation that results in a finding of wrongdoing, a description of the wrongdoing and any recommendations or corrective actions taken in relation to the wrongdoing, or the reasons why no corrective action was taken. <i>Subsection 18(2)(c)</i>	NIL

PART B - CAPITAL INVESTMENT

Capital Investment is provided in the Estimates of Expenditures under Part B. For the year ended March 31, 2010, the department's capital authority provided for the acquisition, development and enhancement of information technology systems to support business processes, communication, training and international relations.

Part B - Capital Investment

Expenditures by Sub-Appropriation	Actual 2009/10 \$	Estimate 2009/10 FTE \$	Variance Over (Under)	Expl. No.
B.10(a) MBESO*	601	789	(188)	
Total Capital	601	789	(188)	

*Manitoba for Business and Employment Services Online

APPENDIX A

ASSOCIATED AGENCIES, BOARDS, COMMISSIONS and COUNCILS

THE ADVISORY COUNCIL ON WORKFORCE DEVELOPMENT

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

THE APPRENTICESHIP AND TRADES QUALIFICATIONS BOARD

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

THE MANITOBA DESIGN INSTITUTE

The Manitoba Design Institute was established by an Act of the Legislative Assembly in 1963. The Institute had no operating budget or staff in 2009/10.

THE MANITOBA DEVELOPMENT CORPORATION

The Manitoba Development Corporation (MDC) provides loans and loan guarantees under Part 2, The Development Corporation Act. MDC tables its annual financial statements under separate cover with the Manitoba Legislature.

THE MANITOBA TRADE AND INVESTMENT CORPORATION

The Manitoba Trade and Investment Corporation (MTIC) is a provincial agency of Manitoba Competitiveness, Training and Trade. As an administrative mechanism, the Corporation supports the economic priority of building the Manitoba economy through increased exports and industry investment. The Corporation facilitates cost-sharing partnerships for specific projects and provides administrative support for missions by collecting revenues and paying related expenditures. The Corporation tables an annual report under separate cover with the Manitoba legislature.

THE PROVINCIAL TRADE ADVISORY COMMITTEES (PTACs)

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

APPENDIX B

FINANCIAL INFORMATION

Entrepreneurship, Training and Trade
Summary of Business Assistance
2009-2010 Fiscal Year

FEASIBILITY STUDIES/PROJECTS	258,775
NEW BUSINESS ASSISTANCE - TECHNOLOGY COMMERCIALIZATION	1,132,958
GRANT ASSISTANCE – SMALL BUSINESS DEVELOPMENT	60,000
SPECIAL ASSISTANCE	191,166
GRANT ASSISTANCE – MANITOBA TRADE	<u>262,820</u>
	<u>\$ 1,905,719</u>

APPENDIX C

FINANCIAL INFORMATION

Entrepreneurship, Training and Trade

Listing of Business Assistance

2009-2010 Fiscal Year

FEASIBILITY PROJECTS/STUDIES

Antex Western Ltd.	25,000
Berry Wild Ricers	4,125
Country Meat & Sausage	21,000
Daher Manufacturing Inc.	8,175
E-Mission Free Inc.	21,000
Farm Genesis Group	15,000
Laser Edge Earthworks	22,500
MALCM Inc.	21,900
Mondo Foods	9,638
Norima Consulting	14,918
Palumbo Bakery	450
Prairie Green Bio Fuels	17,194
RANA Respiratory Care	25,000
Wedge Farms Nutrition Ltd.	24,000
Westland Fasteners	6,375
Wrigglers Wranch	22,500
	<hr/>
	\$ 258,775

NEW BUSINESS ASSISTANCE - TECHNOLOGY COMMERCIALIZATION

Achieve IP	23,530
Acyrlon	100,000
Ameba	89,080
Element Life Science	99,818
Emerge Knowledge Design	52,000
Fresh Hemp Foods – Manitoba Harvest	25,563
Global Wind Group	6,776
Grind-All Supply	3,360
Info Magnetics Technologies Corporation	97,500
Invenia Technical	28,034
J.H. Hare	96,277
MicroPilot	70,088
Oi Furniture #2	19,251
Quantum Dental Studio	100,000
R. A. Oades Agencies	9,572
SMT Research	11,473
SMT Research #2	20,859
Superieor Finishes	10,803
Solara	60,613
Shockknife – Stress Vest	75,000
Triple Three Biotech Development	18,517
Vista Medical	33,870
YRT Ltd.	80,974
	<hr/>
	\$ 1,132,958

SMALL BUSINESS DEVELOPMENT

Bizcoach Manitoba Inc.	30,000
Manitoba Marketing Network Inc	30,000
	<u>\$ 60,000</u>

SPECIAL ASSISTANCE

First Nations Health Access Centre	21,750
St. Leon Interpretive Centre	20,000
Uniquely Manitoba Giftshow	10,000
West-Test	100,000
St. Joseph Wind Farm	39,416
	<u>\$ 191,166</u>

MANITOBA TRADE

Access Designs	510
Achieve IP Inc.	1,970
Acushot Inc.	3,000
Advanced Composite Structures	3,000
Aerial Insight Inc.	3,000
Alitra Inc.	4,925
Ambutech	1,225
Appleman's Hosistic Services	321
Aquaventronics	3,000
Avriel International	816
Baardman Consulting	2,250
Balanced Records Inc.	400
Bambino & Sprout	2,000
Beardsell Guitars	1,140
Best Cooking Pulses Inc.	5,459
Botanical Paperworks	968
Boutique Unique	642
Cadorath Group	3,000
Canadian Mennonite University	338
Canadian Propeller Ltd.	1,500
Cantherm Distributors Ltd.	750
Channel Systems	2,750
Clearline Technologies Ltd.	2,900
CM Classen Farm	670
Cogmation Robotics Inc.	3,250
Complex Games Inc.	6,250
Concierge One	750
Cool Curling	3,000
CTC Brewt Corp	1,500
Daemon Defense Systems Inc.	581
Daher Manufacturing Inc.	4,888
DConstruct	1,545
Deloresart	3,661
Di Santo Foods Ltd.	4,713
Dimension Publications Inc.	3,204
Drinkme Beverage Co.	2,145
DXB Project Management	3,250
Eco Float Dock & Pontoon Systems	475

Ecolicious Equestrian Inc.	2,500
Editions Des Plaines Inc.	4,353
Emerge Knowledge Design Inc.	1,964
Farm Genesis Group	3,000
Funky Fleece	2,499
G J's Aircraft Belts Inc.	750
G P & S Distributors	975
Geez Press Inc.	870
Global Wind Group Inc.	3,440
Grupo Canada Ltd.	3,000
Gurumama Inc.	750
Hartwig Aircraft Fuel Cell Repair	2,252
Heartland Interntional English	3,000
Herd North America Inc.	750
Hiqual Engineering Structures Ltd.	2,512
Holistic Directions	2,470
Hon-Oat Corp	750
J H Hare & Associates Ltd.	2,188
Jubilee Baby Products	713
Julie Pedersen Clothing & Design	2,128
K9 Pro Wear	3,000
Kate and Birdie Paper Company	1,050
Lady of Bath	1,530
Lemonfree.com Inc.	3,000
Les Kletke Comm Inc.	500
Librestream Technologies	3,750
Lifearth Prosthetics Inc.	750
Manrex Ltd.	4,971
McRae Food Processing Equipment Ltd.	500
Mid-Continental Dental Supply Co.	2,500
Movada Media Inc.	3,000
Northscaping Inc.	819
OMT Technologies Inc.	3,000
Outwords Inc.	2,150
Ozz Media Corp	1,125
Patient Puppets	1,250
Piccola Cucina Inc.	950
Pine Falls Clothing	250
Pipestar International Inc.	3,000
Precision Metalcraft Inc.	3,200
Private Ear Recording	750
Procast Technologies Inc.	2,475
Project Whitecard Inc.	1,711
Pulp & Circumstance Inc.	3,000
Quality Aircraft Interiors	750
Radonmatters	750
Ram Air Gear Dryer	2,538
Red River Press Inc.	3,000
Scootaround Inc.	1,890
Score Advertising Inc.	5,328
Selkirk Painting Company Inc.	750
Shape Foods Inc.	375
Shockknife Inc.	3,250

Siltex Ltd.	3,000
SMT Research Ltd.	3,000
Solanyl Biopolymers Inc.	3,000
Solar Solutions Inc.	2,667
Southern Comfort Mechanical Inc.	619
Standard Manufacturers Services Ltd.	2,787
Stellar Designs	1,890
Stoneline Orchard Nursery	750
Strategymakers Consulting	750
Sunpeak Food Inc.	3,750
Sunshine Group	1,000
Tektite Manufacturing Inc.	750
Terracor Business Solutions	1,800
The Hush.Tree	3,000
Totally Organic Beverages Inc.	3,000
Trackitback	2,445
Trailer-Trax	992
Tuff Built Products Inc.	3,000
Ultimate Music Theory Ltd.	3,440
Urban Reducations Inc.	925
Uske International	750
Vandaele Seeds Ltd.	3,560
Velvet Plume	1,050
Vista Medical Ltd.	3,000
Wanda June	2,500
Western Steel & Tube Ltd.	2,500
Wild Rose Pottery	1,300
Wildlander Research and Writing	1,821
Winnipeg Plastics & Tool Ltd.	2,164
Wolf Trax Inc.	2,500
Wood Anchor Inc.	3,000
Xports International	2,638
	\$ 262,820