



Post-Secondary Education, Training and Labour

ANNUAL REPORT

2024-2025

Post-Secondary Education, Training and Labour

ANNUAL REPORT 2024-2025

Province of New Brunswick

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TRANSMITTAL LETTERS

From the Minister to the Lieutenant-Governor

Her Honour The Honourable Louise Imbeault

Lieutenant-Governor of New Brunswick

May it please your Honour:

It is my privilege to submit the annual report of the Department of Post-Secondary Education, Training and Labour, Province of New Brunswick, for the fiscal year April 1, 2024, to March 31, 2025.

Respectfully submitted,



Honourable Jean-Claude D'Amours
Minister

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Respectfully submitted,



Honourable Alyson Townsend
Minister

From the Deputy Minister to the Minister

Honourable Jean-Claude D'Amours
Minister of Post-Secondary Education, Training and Labour
Minister of Intergovernmental Affairs
Minister responsible for Immigration
Minister responsible for Military Affairs
Minister responsible for the Research and Productivity Council

Minister:

I am pleased to be able to present the annual report describing operations of the Department of Post-Secondary Education, Training and Labour for the fiscal year April 1, 2024, to March 31, 2025.

Respectfully submitted,



Dan Mills
Deputy Minister

From the Deputy Minister to the Minister

Honourable Alyson Townsend
Minister responsible for Labour

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Dan Mills
Deputy Minister

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MINISTER D'AMOURS' MESSAGE

I am pleased to present the 2024-2025 Annual Report for the Department of Post-Secondary Education, Training and Labour (PETL).

As another year ends, PETL maintains its strong influence on New Brunswick's workforce.

Thousands of New Brunswickers were again assisted by the department in receiving a post-secondary education, developing new skills, and finding meaningful work.

It also supported employers through targeted programs targeted at meeting their demand for workers.

The Immigration division focused on recruiting, settling, and integrating immigrants. It also sought to attract skilled workers who could quickly join the labour market, particularly in education, healthcare, and construction trades.

It has been an absolute privilege to witness the dedication and commitment of this department first-hand.

New Brunswick faced new challenges that impacted its workforce including the tariffs imposed by the United States and the changes to the province's immigration allocations. But the team worked tirelessly to find innovative ways to address these challenges and find solutions.

I am proud to see the department work to not only bring skilled workers to our province, but ensure newcomers have opportunities to gain new skills or connect with employers.

As our population grows, there are several important elements that play a role in making sure the needs of New Brunswickers are being met. Teamwork is crucial to these efforts, and I am always encouraged with the collaboration I see in this department.

Every day the staff find new ways to make a difference for New Brunswickers. Thank you to everyone who has shown such dedication and commitment.



Honourable Jean-Claude D'Amours

Minister of Post-Secondary Education, Training and Labour

Minister of Intergovernmental Affairs

Minister responsible for Immigration

Minister responsible for Military Affairs

Minister responsible for the Research and Productivity Council

MINISTER TOWNSEND'S MESSAGE

I am pleased to help present the 2024-2025 Annual Report for the Department of Post-Secondary Education, Training and Labour (PETL).

Each year, the department provides key supports that help shape the province's labour market while also protecting New Brunswick workers.

The department continually seeks opportunities to promote safer working conditions while also ensuring job protections are adequate and up to date.

As always, the department seeks to promote a balance between the rights of workers and the needs of our employers, and it works very hard to understand and address concerns to help maintain a healthy and vibrant workforce and economy.

Legislative highlights for this year included amendments to the *Worker's Compensation Act* and the *Firefighters' Compensation Act* that increased survivor benefits. Amendments to the *Fair Registration Practices in Regulated Professions Act* aimed at reducing interprovincial barriers by improving labour mobility.

These changes and the other work highlighted in this report was only made possible by the department's hard-working staff.

Thank you to everyone who plays a vital role in making a difference for New Brunswickers every day.



Honourable Alyson Townsend
Minister responsible for Labour

DEPUTY MINISTER'S MESSAGE

On behalf of the Department of Post-Secondary Education, Training and Labour (PETL), I am pleased to present our annual report for the 2024-2025 fiscal year ending March 2025.

Whether it is through the post-secondary sector, Immigration, or helping people find their place in the job market, PETL plays a key role in helping individuals across the province reach their full potential. This report gives us a chance to celebrate our achievements and reflect on the challenges we faced over the past fiscal year.

During the 2024-25 reporting period, we took strategic steps to make a positive difference in the lives of New Brunswickers—both right away and over time.

We have made big strides in making New Brunswick a better place for everyone in this past year. Not only have we moved forward in improving accessibility with the establishment of the *Accessibility Act*, but we have also taken steps to make it easier for fellow Canadians to work in New Brunswick by amending legislation to support interprovincial labour mobility.

We have also been continuing our efforts to support a rapidly growing population and increasing demands for the services the department provides.

None of this would be possible without the dedication of our team, our valued partners, and the continued support of our stakeholders. We look forward to building on this momentum as we step into another year of growth and innovation.

As Deputy Minister, I am proud to work closely with such a committed group of civil servants who go above and beyond every day. I thank you for your continued efforts and dedication to the province and to making a real difference for our fellow New Brunswickers. I cannot wait to see what we can do in the coming year.



Dan Mills
Deputy Minister

GOVERNMENT PRIORITIES

Delivering for New Brunswickers

The priorities the Government of New Brunswick (GNB) has focused on represent the stories and solutions we hear from residents across the province. Our goal is to make a difference and enhance the quality of life for everyone in the province we proudly call home. Together, we are learning, growing, adapting, and discovering new and transformative ways of doing business. GNB is focused on taking the necessary steps to move our priorities forward, and work is being done more efficiently and effectively every day. New Brunswickers are resilient, creative and compassionate people, and by working collaboratively, we can create the brighter future we all deserve. GNB is prioritizing partnerships, and trusting and empowering the people and organizations on the ground working most closely with New Brunswickers to achieve results.

Priorities

GNB is focused on creating a brighter future for all New Brunswickers. To make progress towards this vision, several priorities have been identified within the following areas:

- Health care
- Affordability and housing
- Education
- The economy
- Environment
- Trusted leadership

We invite you to explore the commitments we have made within each priority area, as well as updates on our achievements and the metrics we use to measure success. For more information, visit: gnb.ca/accountability.

HIGHLIGHTS

During the 2024-2025 fiscal year, the Department of Post-Secondary Education, Training and labour focused on these government priorities through:

- Introducing legislative amendments to improve labour mobility and reduce interprovincial barriers.
- Introducing legislative amendments meant to improve benefits for injured workers and their families while ensuring sustainability of the workers' compensation system. Changes will see the amount payable to injured workers increase from 85 to 90 per cent of their regular earnings and increase the upper limit for calculating workers' compensation benefits.
- 12 labour disputes were settled before strike or lockout action.
- Held 131 information sessions on the basics of the *Employment Standards Act*. The groups to whom these sessions were offered include students in public schools and post-secondary institutions, as well as stakeholders (employees/employers), professional associations and newcomers.
- Represented 276 injured workers who were represented at hearings before the Workers' Compensation Appeals Tribunal.
- Presentations to 6,000 high school students in career planning classes, student competitions, and the release of a new Labour Market Information [course module](#) for middle and high school students.
- In June 2024, New Brunswick established the *Accessibility Act* which seeks to make New Brunswick more accessible by identifying, removing and preventing barriers to full and equal participation in society.
- Implemented a new Official Language strategic plan in accordance with the mandate of the Secretariat of Official Languages in promoting and strengthening the department's ability to provide high-quality services in both English and French to all New Brunswickers.
- Study NB, a collaboration between the eight publicly funded institutions and the provincial government, has undertaken the following initiative:
 - Domestic and international collaborative in-market recruitment events, including a joint outreach trip to Morocco.
- Invested \$122.8M in the operations of NBCC, CCNB and NBCCD for community college corporations.

- Supported over 80,000 students from middle school to the end of post-secondary studies in accessing valuable experiential learning opportunities across the province through Future NB / Future Wabanaki. Transferred key labour market information in real time prior to graduation by connecting students to over 3,500 New Brunswick employers.
- Advanced research and innovation in New Brunswick by signing a 10-year agreement with ResearchNB and the New Brunswick Innovation Foundation, providing long-term funding and collaboration opportunities.
- Invested financial support towards nursing initiatives in partnership with UNB and UMoncton.
- NBCCD signed an MOU Degree Pathway Agreement with St. Thomas University for a 2+2 transfer.
- Made significant investments to CFMNB and DMNB for Medical school expansions.
- Approved and supported the delocalization of the Physiotherapy program from Québec to Université de Moncton.
- Processing over 17,500 student aid applications for students to attend studies in the 2024-25 academic year, representing a 10% increase from the same time last year.
- Growing the number of apprentices in New Brunswick, reaching a record high of close to 6,100 in the first week of March 2025.
- This year marks the implementation of Canadian Adult Education Credential (CAEC) as a replacement for General Education Diploma (GED), in New Brunswick and 8 other jurisdictions across Canada. The success rate of CAEC tests is 65%, compared to 44% for GED in its final year.
- Working NB served 15,012 clients under the Labour Market Development Agreement, and 7,496 clients under the Workforce Development Agreement. Among those actively seeking employment, we successfully assisted 9,208 individuals in finding jobs. Additionally, we helped 4,412 active employment insurance claimants return to work, resulting in projected EI savings of \$24 million.
- Invested \$7.7M to support employers to fill 1238 positions which surpassed the targeted number of Student Employment Experience Development (SEED) positions.
- New Brunswick's apprentice pass rates for interprovincial exams of 73% continued to outperform the national average, New Brunswick outpacing by 28% per cent in 2024-25.
- New Brunswick partnered on a credential recognition pilot with Senai in Brazil, marking the first initiative of its kind in the province.

- As of March 31, 2025, there were 115 active indigenous apprentices representing over a 70% increase over the last five years.
- The Immigration Navigation Service fielded more than 30,000 enquiries in 2024.
- The Workforce Development Branch demonstrated strong international presence and strategic outreach through 19 international missions conducted across key markets.
- Supporting the admission of 14,720 immigrants to the province between April 1, 2024, and March 31, 2025.
- Selecting 1,242 French speaking individuals, plus their families, to make New Brunswick their home permanently.

PERFORMANCE OUTCOMES

Labour force growth

The aging of the baby-boom generation, coupled with decades of declining fertility rates, has led to a significant shift in the demographic makeup of New Brunswick's population. This shift has resulted in considerable labour market challenges. Over the past 20 years, retirements have more than doubled, leading to thousands of vacant jobs across New Brunswick businesses, hospitals, and schools. The department's focus continues to be on building a skilled workforce that will enable businesses to effectively establish, operate and grow in our province.

Why is it important?

In order to improve the quality of life of New Brunswickers and continue to provide sustainable, high-quality public services, we must continue to find innovative ways to foster growth in the labour force and economy as a whole.

Overall performance

New Brunswick's labour force grew by 15,100 individuals in 2024 – a trend largely attributable to record immigration levels. Not only did this growth surpass targets, but it also represented the largest year-over-year gain in labour force on record for the province. While recent trends have been encouraging, going forward, a number of factors are expected to limit labour force growth, including:

- The Federal government's cutbacks to international immigration levels
- Increased economic uncertainty driven by tariffs from the United States (expected to result in reduced consumer spending, reduced investment by businesses, etc.)

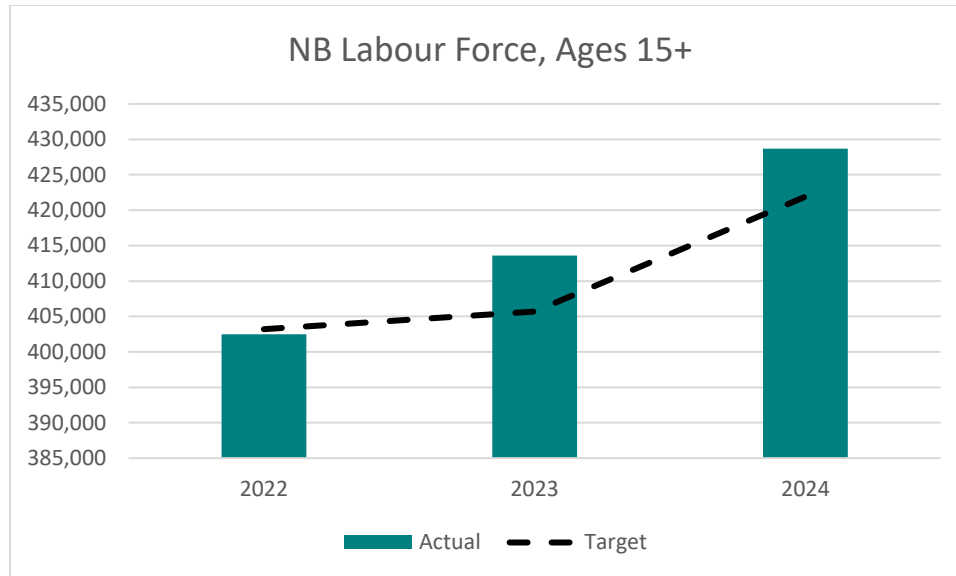
Initiatives or projects undertaken to achieve the outcome

NB nominations for permanent residency contribute to population growth, retention and labour force growth as most provincial programs require permanent employment. NB continues to invest in provincial, national and international recruitment events, in collaboration with partners such as Immigration, Refugees and Citizenship Canada (IRCC) and employers, to meet the demand for skilled workers in priority sectors.

The department has supported newcomers by making available programs in language training, cultural awareness, virtual employment counselling, recruitment and Foreign Qualification Recognition funding.

Memorandums of Understanding have been created with some African countries to prompt and support the development of mutually beneficial partnerships in relation to economy, immigration, labour mobility, education and training as well as culture and tourism.

Additionally, to increase labour market participation within New Brunswick, there have been employment support initiatives focused on under-represented groups such as persons with disabilities.



Skilled trades in residential construction

New Brunswick is facing significant labour shortages in the construction sector due to the aging workforce and an increased demand for housing as the population grows. The department continues to execute its action plan to increase the number of registered apprentices in key residential construction trades by 7% each year. This supports a revised three-year growth target of 35% by October 2024, which was raised after the original 21% target was exceeded in November 2023.

Why is it important?

The province's construction sector is facing labour shortages driven by rapidly increasing demand for residential construction, retirements, and an insufficient supply of workers. Reducing the labour shortage is critical to ensuring employers remain productive and can grow to meet the increased demand for residential construction in New Brunswick.

Overall performance

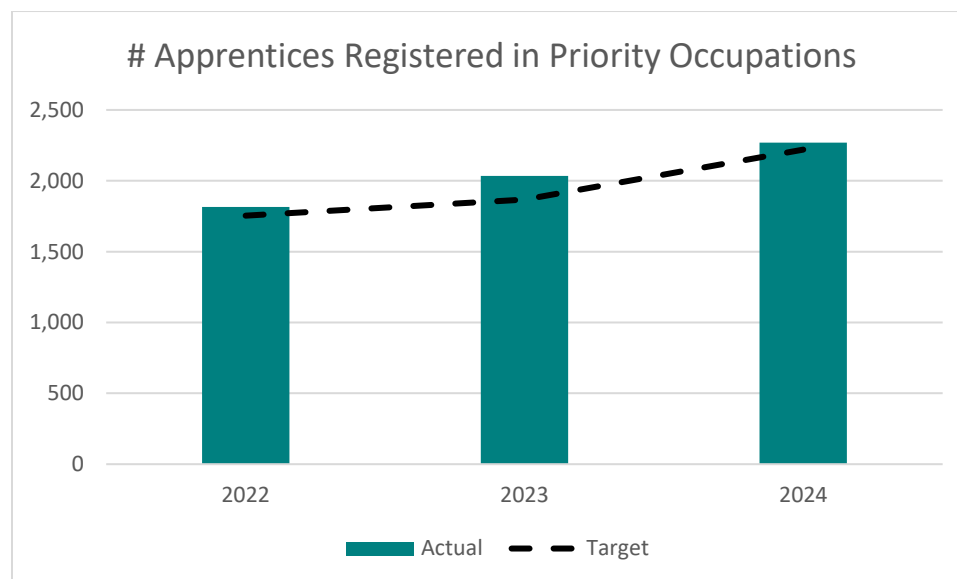
As of October 2024, the number of registered apprentices in the specified priority residential construction trades rose to 38%, exceeding the annual target of 35%.

Initiatives or projects undertaken to achieve the outcome

In 2024-2025, by working in collaboration with industry and partner organizations, the action plan has resulted in:

- the delivery of ten skilled trades exploration programs targeting equity deserving groups (Women, Indigenous, New Canadians, Youth and Persons with Disabilities) which resulted in ninety-nine individuals trained and matched with an employer.
- the ongoing support to the New Brunswick Teen Apprenticeship Program.
- the launch of the second iteration of the NBCC/CCNB two-year carpentry program targeting international students, with twenty-three international and 5 domestic students participating.

- a credential recognition pilot with Senai in Brazil, marking the first initiative of its kind in the province.
- a partnership with Habitat for Humanity to deliver a hands-on, community-focused training program that provided participants with practical experience in the skilled trades while contributing to affordable housing initiatives.
- the launch of the Skilled Trades NB brand. The brand aims to elevate skilled trades, promoting them as a valuable and respected option for four-year post-secondary education, rather than a second choice.
- the delivery of two marketing campaigns, one to raise awareness of the Skilled Trades NB brand, and another to encourage skilled tradespeople who left New Brunswick to return. The campaigns had over six million impressions across digital, cinema, and social media platforms, surpassing engagement goals.
- the establishment of a Skilled Trades Consortium, an industry driven consortium focused on workforce development in the skilled trades.



Public university enrolment

In response to a trend of reduced enrolment overall in public universities since the early 2000s, the department has worked with public institutions to support initiatives aimed at attracting new students. In 2021-2022, PETL created a performance funding incentive to award institutions for achievement of enrolment growth targets. This incentive continued into 2024-2025. As well, to better promote New Brunswick as a learning destination for students in post-secondary education, the eight publicly funded institutions are collaborating with the provincial government to implement Study NB, a new brand and website that was launched last year. The goal is to increase enrolment in the various institutions by raising awareness about them and highlighting the opportunities that are available while living in the province. This collaborative initiative is recruiting students from within the country and internationally through advertising and promotional events.

Why is it important?

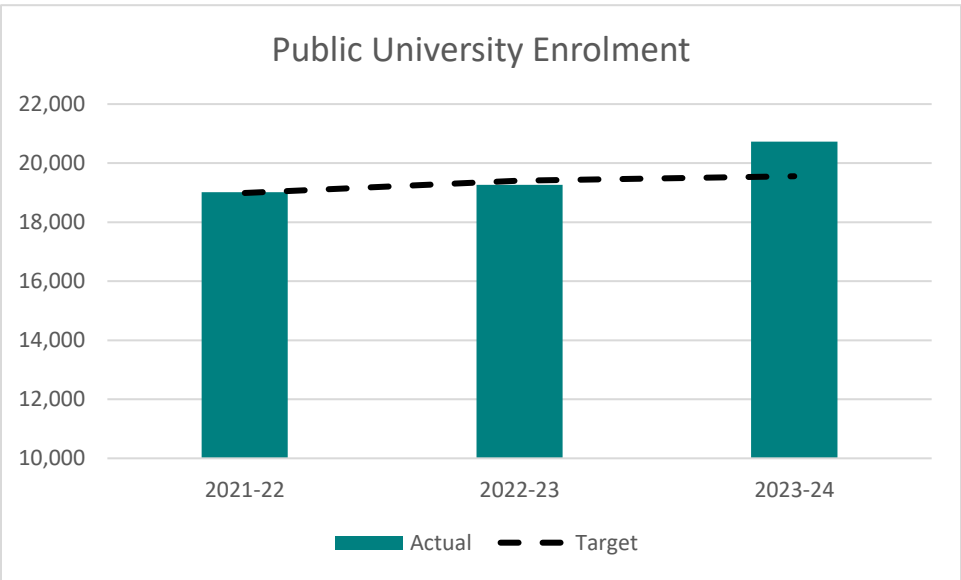
Enrolment growth can boost the economy, grow the population, and support provincial productivity. The lost competitiveness of New Brunswick in university education easily costs the sector over \$100M based on annual student spending alone. The value is greater still when considering the longer-term impacts: boosting the return on investment of our university investment; retaining graduates; upskilling our workers; and filling our immigration pipeline with young, ambitious, and skilled individuals.

Overall Performance

New Brunswick’s public university enrolment grew by 1.30 per cent year-over-year in Fall 2023 due in part to considerable growth in international student enrolment. In Fall 2024, enrolment increased even more significantly, with a 7.6% year-over-year growth, marking the strongest growth among Maritime provinces. This steady, responsible, and ethical enrolment growth is critical to ensure the institutions, and the province can provide the right level of services and supports to the student population.

Initiatives or projects undertaken to achieve the outcome

A revised International Student Policy has been implemented to ensure that the appropriate policies, services, and supports are in place for international students attending New Brunswick post-secondary institutions. This policy positions New Brunswick as a leader in the international student sector. The department funded recruitment and retention activities as part of the implementation of Study NB. Together, with member institutions, Study NB completed domestic and international collaborative in-market recruitment events, including a joint outreach trip to Morocco. The Study NB team also worked to drive traffic to the new Study NB website through digital marketing and promotions. This has resulted in significant traffic from the Study NB website to the public institutions’ websites.

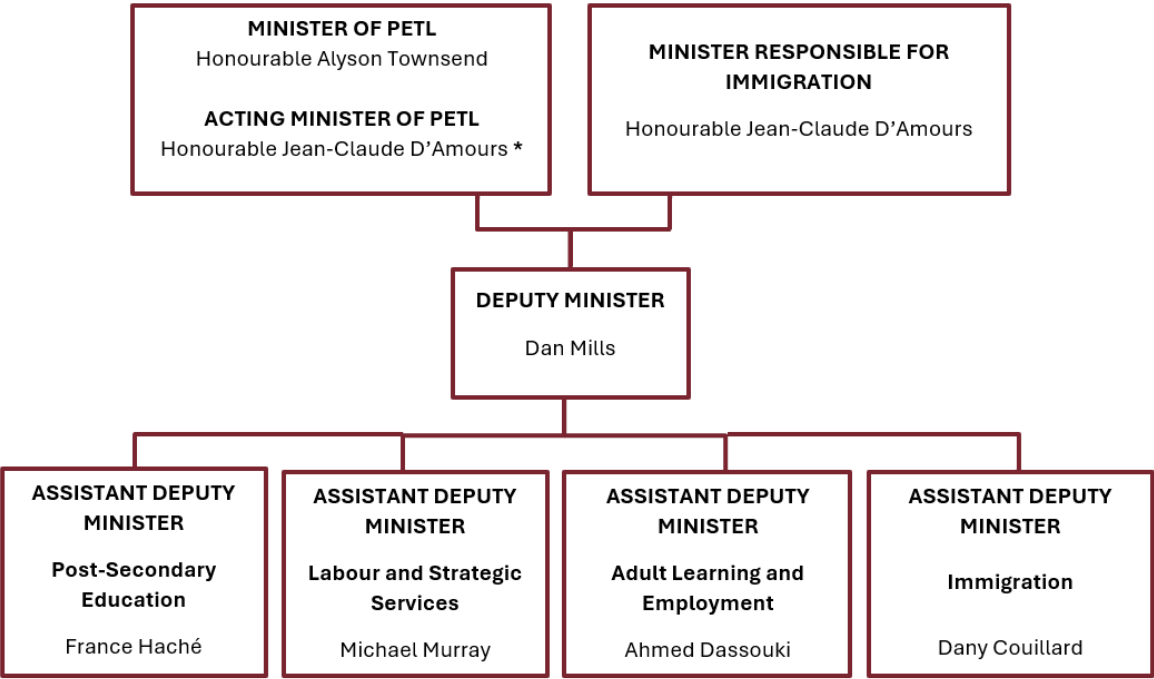


OVERVIEW OF DEPARTMENTAL OPERATIONS

The mission of the Department of Post-Secondary Education, Training and Labour is to empower people with the skills and knowledge to succeed in New Brunswick as a place to live, learn and work in a fair, safe and inclusive environment. The department also aims to cultivate a well-educated, highly skilled and productive workforce and population through innovative programs and services that contribute to a prosperous province.

The vision of the department is a prosperous New Brunswick where post-secondary educational institutions, businesses, communities and government collaborate to encourage innovation, diversity and employment opportunity.

High-Level Organizational Chart



* Minister D'Amours has been Acting Minister of PETL since January 2025.

DIVISION OVERVIEW

POST-SECONDARY EDUCATION DIVISION

The **Post-Secondary Education Division** is responsible for overseeing the post-secondary education system, including public and private universities and colleges, the delivery of student financial assistance programs and the operation of the New Brunswick College of Craft and Design. The division provides funding to public institutions and works closely with them to further prioritize research and student-centered initiatives that broaden access to post-secondary education; develop experiential learning opportunities; ensure successful pathways to graduation; and facilitate credit transfers among public institutions.

The division consists of the **Post-Secondary Relations Branch**, the **Student Financial Services Branch** and the **New Brunswick College of Craft and Design**.

The **Post-Secondary Relations Branch** promotes post-secondary education in the province through collaboration with institutions of higher learning, both publicly funded as well as privately owned. It supports and advises the Minister to fulfill GNB’s responsibilities under the *New Brunswick Community Colleges Act*. It is also responsible for the administration of the *Degree Granting Act* and the *Private Occupational Training Act* (POTA). POTA regulates private career colleges in the province and ensures students are financially protected in the event of a college closure.

The **Student Financial Services Branch** administers and delivers federal and provincial government student financial assistance programs. It encourages access to post-secondary education by providing needs-based student financial assistance to thousands of qualifying New Brunswick residents. The branch is responsible for implementing program and policy changes and continuously enhancing its service offerings to ensure student financial assistance is meeting the needs of the people of New Brunswick. It provides information to stakeholders and partners, including educational institutions, to facilitate the delivery of student financial assistance for students across the province.

Key Performance Indicators

STUDENT FINANCIAL SERVICES DATA^	2024-2025*	2023-2024**
Number of unique clients	14,886	14,107
Average repayable funding per client (loans)	\$11,701	\$11,551
Average non-repayable funding per client (grants and bursaries)	\$4,783	\$4,474

^Student Financial Services data is reported based on academic year (August 1st to July 31st)
*2024-2025 data is as of August 5, 2025
**2023-2024 data is as of August 1, 2024

The **New Brunswick College of Craft and Design** exists to empower learners to forge sustainable creative careers, resting on the values of community, curiosity, and creativity. The combination of craft and design, technical proficiency, and creative career readiness that our learners experience ensures they can make a living, make a life, and make our world. Students have 10 per cent of their programming dedicated to entrepreneurship. Additionally, credit hour for credit hour, NBCCD offers more hands-on material course time than any of its competitors, such as NSCAD, OCAD, Haliburton School of Arts, and Emily Carr University of Art + Design. NBCCD’s outstanding efforts in training learners to be part of the \$58B creative cultural industry in Canada positions New Brunswick as an energetic leader in creative innovation and design.

Key Performance Indicators

NBCCD DATA	2024-2025	2023-2024
Enrolment	261	243
Countries Represented	19	21
Retention	87%	94%
Applications	758	673

LABOUR AND STRATEGIC SERVICES DIVISION

The **Labour and Strategic Services Division** supports the department through policy, ensuring consistency with government priorities and activities; research and analysis, including labour market information and program evaluations; labour market forecasts; environmental scans; and legislative and regulatory services. The division also provides corporate services for the delivery of programs by the operational branches of the department.

The division consists of **Workplace Services** (Industrial Relations and Employment Standards), **Advocates’ Services** (Workers’ Advocates and Employers’ Advocates), **Policy, Research and Labour Market Analysis, Finance and Operations, Information Management and Technology Services, Performance Excellence** and **Human Resources Services**.

The **Workers’ Compensation Appeals Tribunal (WCAT)** is independent from the department, but for administrative purposes it reports to the Minister through the Assistant Deputy Minister of the Labour and Strategic Services Division. The division plays a key role in supporting WCAT, as appropriate, while at the same time recognizing its independence. This includes partnership and dialogue with WorkSafeNB and industry stakeholders pertaining to the development of legislative, regulatory and policy initiatives related to occupational health and safety and workers’ compensation. The tribunal releases an annual report separate from the department.

The **New Brunswick Human Rights Commission (HRC)** reports administratively to the Minister through the Assistant Deputy Minister of the Labour and Strategic Services Division. The HRC is independent from the department but receives administrative supports from the Finance and Operations Branch. The division also plays a key role in supporting appropriate partnership and dialogue with stakeholders pertaining to the development of legislative, regulatory and policy initiatives. The commission releases an annual report separate from the department.

Workplace Services (Industrial Relations) facilitates relations between labour and management in the private and quasi-public sectors by providing neutral, third-party assistance and preventive mediation services. It provides third-party assistance to help parties overcome impasses during negotiations through the appointment of a conciliation officer, mediation officer, conciliation board, arbitration board or a combination thereof. It also provides preventive mediation services to promote healthy labour relations between parties while a collective agreement is in force. The branch administers the *Industrial Relations Act* and its regulations by promoting labour management relations in the unionized private and quasi-public sectors of the province.

Key Performance Indicators

INDUSTRIAL RELATIONS ACTIVITY	2024-2025	2023-2024
Labour disputes assigned with involvement of the branch	18	25
Industrial labour disputes settled before strike or lockout	12	24

Workplace Services (Employment Standards) promotes, oversees and enforces the *Employment Standards Act (Act)* and its regulations. The act, which applies to all provincially regulated employee-employer relationships, specifies the minimum standards of employment, such as minimum wage, overtime rates, hours of work, vacation pay, and paid public holidays. The branch is responsible for representing the director at hearings before the New Brunswick Labour and Employment Board. A significant piece of the mandate is to raise awareness and educate employers, employees and students about their rights and responsibilities. Staff conducts numerous educational sessions throughout the province to encourage better awareness of the act.

Key Performance Indicators

EMPLOYMENT STANDARDS ACTIVITY	2024-2025	2023-2024
Information sessions held	131	117
Inquiries received	10,219	10,657
Formal complaints investigated	1,128	1,137

Advocates Services (Workers' Advocates) is mandated under the *Workers' Compensation Act* to help injured workers and their dependents on matters relating to claims for workers' compensation. Advocates help by providing information, advice, and representation at appeal hearings.

Key Performance Indicators

WORKERS' ADVOCATES DATA	2024-2025	2023-2024
Number of new cases	485	504
Number of hearings	276	392

Advocates Services (Employers' Advocates) helps employers with workers' compensation matters through communication and consultation. The office also provides educational services and offers employers with specialized advice and representation on workers' compensation issues before the Worker's Compensation Appeals Tribunal. It gives advice to employers on all aspects of workers' compensation and its governing legislation.

Key Performance Indicators

EMPLOYERS' ADVOCATES DATA	2024-2025	2023-2024
Number of new cases	133	206
Number of hearings	37	53

The **Policy, Research and Labour Market Analysis Branch** leads the department's work in policy development, research, evaluation, and labour market analysis to support evidence-informed decision-making and align with government priorities. The branch is responsible for the development and dissemination of labour market information, as well as advancing key cross-cutting initiatives including labour mobility and foreign qualification recognition. The branch also provides leadership on two all-of-government mandates: the Accessibility Office, established under the Accessibility Act, which works to remove and prevent barriers for persons with disabilities across New Brunswick; and the Systemic Racism Office, which is guiding whole-of-government efforts to address systemic racism, including the development of a comprehensive provincial plan.

The **Finance and Operations Branch** manages the financial resources of the department, boards and commissions under the Minister and provides audit assurance. It helps all branches achieve their program and service delivery objectives by providing support in such areas as financial management and reporting, facilities management, procurement, departmental information coordination, financial systems and internal audit.

The **Information Management and Technology Services Branch** provides leadership and guidance in the planning, design, development, quality assurance, risk management, implementation and support of information technology solutions and record management solutions with the department's vision and strategic plan. Some of the services are offered internally to the department while others are delivered by Service New Brunswick's business application unit.

The **Performance Excellence Branch** provides leadership within the department by guiding strategic planning and managing the effective use of the Formal Management System. This system is designed to help the department deliver maximum value to taxpayers by supporting goal setting, initiative management, process improvement, performance measurement, and data analysis to enable evidence-based decision-making.

The **Human Resources Services Branch** provides support and services to management and staff to increase organizational effectiveness and maximize performance while supporting the strategies and goals of the department. It is responsible for workforce planning, recruitment, classification, employee and labour relations, performance management, official languages, employee recognition as well as human resources strategy and programs.

ADULT LEARNING AND EMPLOYMENT DIVISION

The **Adult Learning and Employment Division** supports the development of human resources in New Brunswick by supporting the delivery of adult literacy and learning programs and services; recognizing achievement of competencies; developing and providing public library services to help New Brunswickers' informational, educational, recreational and cultural needs; and delivering services that assist unemployed, underemployed and newcomers to acquire the skills and employment experiences necessary to secure full-time employment and assist New Brunswick employers find the right individuals for their jobs.

The division consists of **WorkingNB**, **Skilled Trades NB** and the **New Brunswick Public Library Service**.

The **WorkingNB Branch** strategically responds to the evolving needs of the labour market by providing information, services and supports that are responsive to the needs of individuals (job seekers and adult learners), employers and labour market partners. The branch ensures collaborative, customized, flexible, and strategic interventions are designed to produce positive and measurable outcomes for clients. In addition to employment and training needs, the branch is also responsible for increasing adult literacy and workplace essential skills.

The **Skilled Trades NB Branch** provides quality apprenticeship learning and certification opportunities in designated occupations that are standardized, current and relevant to the needs of industry and its workforce. The branch provides these services to thousands of skilled trade apprentices and trades professionals by ensuring the delivery of apprenticeship training and occupational certification services, the development of occupational and curriculum standards and exams, and working to ensure those performing work in the various sectors have the proper qualifications.

The branch ensures the skilled trades workforce has the skills and knowledge necessary to function effectively in the labour market. It identifies training needs in conjunction with industry, develops programs in the 44 occupations for which apprenticeship training is offered and provides certification services in the 83 designated occupations.

Key Performance Indicators

APPRENTICESHIP DATA	2024-2025	2023-2024
Apprenticeship registrations	1,473	1,469
(increase or decrease from previous year)	(+0.2%)	(+6%)
Certificates issued	1,198	1,541
(increase or decrease from previous year)	(-22%)	(-2%)
Total registered apprentices	6,050	5,714
(increase or decrease from previous year)	(+6%)	(+10%)

The **New Brunswick Public Library Service** (NBPLS) is a network of public libraries that offer services and programs to keep people connected, learning, reading, playing, and creating in today's ever-changing world. NB public libraries are provided through partnerships between the provincial government and participating municipalities and are regulated by the *New Brunswick Public Libraries Act*. The provincial library system is made up of one provincial office, five regional offices, 52 public libraries, 11 public-school libraries, a virtual branch, and a provincial Talking Books Service by Mail. NBPLS maximizes resource sharing and allows public libraries to share a single library card as well as collections, programs, statistics, online services, administration, and an automated library system.

Key Performance Indicators

LIBRARY SERVICES DATA	2024-2025	2023-2024
Library membership cards	382,235	352,656
Library visits	1,780,956	1,654,051
Program participants	221,073	203,087
Circulation - print	2,565,275	2,666,639
Circulation - electronic	600,521	533,230
Total circulation	3,165,796	3,199,869

IMMIGRATION DIVISION

The **Immigration Division** plays a vital role in supporting New Brunswick's economic and social development. It connects employers with international skilled talent to address labour shortages, assists newcomers in navigating the immigration system, and collaborates with immigrant-serving organizations to support integration and improve newcomer retention. The division also ensures the integrity and effectiveness of provincial immigration programs, helps international students establish roots in New Brunswick and encourages them to stay after graduation, and streamlines immigration programs to align with the needs of both employers and the provincial economy.

The division consists of the **Immigration Services, Workforce Development, Strategic Partnerships and Integration** and **Operations, Compliance and Integrity** branches.

The **Immigration Services branch** is responsible for the administration of the New Brunswick Provincial Nominee Program (NBPNP) and the Atlantic Immigration Program (AIP). It oversees the processing and issuance of provincial nominations, and the development of immigration pathways to align with provincial priorities. The branch also works closely with federal and provincial counterparts with respect to policy and operations and provides educational sessions around immigration pathways.

The **Workforce Development Branch** is key in supporting provincial economic priorities by facilitating employer access to international talent. Through targeted international and national recruitment missions, the branch proactively addresses labour market gaps in priority sectors. It also assists employers in navigating immigration pathways that are best aligned with their workforce needs. The approach stands out for its strategic alignment with demographic realities and its focus on employer-centered immigration supports.

The **Strategic Partnerships and Integration branch** focuses on maintaining and building relationships in international markets by developing agreements of shared interest around ethical recruitment; skills and training; and cultural exchanges. It also administers the funding to community-based immigrant settlement organizations to ensure quality services are provided to newcomers and communities. The branch provides support to international students who want to make New Brunswick their permanent home by working with institutions and stakeholders to help them transition into professional life in the province, as well as offering immigration support through information sessions and coordinating the Study and Succeed in NB program.

The **Operations, Compliance and Integrity branch** is responsible for the Immigration Navigation Service, which provides front-line support and information to immigration applicants. It manages and maintains the online provincial immigration application platform. The branch also supports the Immigration Division in the detection and prevention of immigration fraud and related integrity concerns and provides internal divisional administrative support.

Key Performance Indicators*

Provincial Nominations	2024	2023	2022
Provincial Nominee Program (PNP)	3,000	3,167	2,584
Atlantic Immigration Program (AIP)	2,500	2,228	489
Certificates issued to International Graduates	3,425	2,547	1,233
Certificates issued to Francophones	1,243	1,139	992

FINANCIAL INFORMATION

Departmental Gross Revenue

For the fiscal period ending March 31, 2025 (000's)

	2024-2025			
	BUDGET	ACTUAL	VARIANCE OVER/(UNDER)	NOTES
Return on Investment	\$12,939.0	\$11,650.0	\$(1,289.0)	1
Licenses and Permits	\$537.0	\$1,806.9	\$1,269.9	2
Sale of Goods and Services	\$4,654.0	\$4,352.5	\$(301.5)	
Miscellaneous Revenue	\$5,240.0	\$18,543.9	\$13,303.9	3
Conditional Grants – Canada	\$114,291.0	\$114,461.9	\$170.9	
Total – Ordinary Revenue	\$137,661.0	\$150,815.2	\$13,154.2	

Explanations for variances greater than \$1M are found as *Financial Information 2024-2025 Notes*.

Special Purpose Revenue

For the fiscal period ending March 31, 2025 (000's)

	2024-2025			
	BUDGET	ACTUAL	VARIANCE OVER/ (UNDER)	NOTES
Canada Student Grant for Services and Equipment for Students with Permanent Disabilities	\$2,700.0	\$277.1	\$(2,422.9)	4
Library Trust Fund	\$300.0	\$468.1	\$168.1	
Recoverable Projects	\$2,116.0	\$699.7	\$(1,416.3)	5
Total – Special Purpose Revenue	\$5,116.0	\$1,444.9	\$(3,671.1)	

Explanations for variances greater than \$1M are found as *Financial Information 2024-2025 Notes*.

Departmental Gross Expenditures

For the fiscal period ending March 31, 2025 (000's)

	2024-2025			
	BUDGET	ACTUAL	VARIANCE OVER/ (UNDER)	NOTES
Post-Secondary Education Division				
Post-Secondary Education	\$549,583.8	\$523,091.3	\$(26,492.5)	6
Labour and Strategic Services Division				
Labour and Strategic Services	\$15,230.7	\$14,405.0	\$(825.7)	
Adult Learning and Employment				
NB Public Libraries	\$19,529.5	\$20,021.4	\$491.9	
Skilled Trades NB	\$17,790.8	\$16,475.5	\$(1,315.3)	7
Working NB	\$151,848.4	\$164,256.0	\$12,407.6	8
Immigration Division				
Immigration	\$14,107.8	\$12,023.7	\$(2,084.1)	9
Total – Ordinary Expenditures	\$768,091.0	\$750,272.9	\$(17,818.1)	

Explanations for variances greater than \$1M are found as *Financial Information 2024-2025 Notes*.

Capital Expenditures

For the fiscal period ending March 31, 2025 (000's)

	2024-2025			
	BUDGET	ACTUAL	VARIANCE OVER/ (UNDER)	NOTES
Deferred Maintenance Program	\$2,200.0	\$2,173.5	\$(26.5)	
Total – Capital Expenditures	\$2,200.0	\$2,173.5	\$(26.5)	

Explanations for variances greater than \$1M are found as *Financial Information 2024-2025 Notes*.

Special Purpose Expenditures

For the fiscal period ending March 31, 2025 (000's)

	2024-2025			
	BUDGET	ACTUAL	VARIANCE OVER/ (UNDER)	NOTES
Canada Student Grant for Services and Equipment for Students with Permanent Disabilities	\$2,700.0	\$0.5	\$(2,699.5)	10
Library Trust Fund	\$300.0	\$485.4	\$185.4	
Recoverable Projects	\$2,116.0	\$711.0	\$(1,405.0)	11
Total – Special Purpose Expenditures	\$5,116.0	\$1,196.9	\$(3,919.1)	

Explanations for variances greater than \$1M are found as *Financial Information 2024-2025 Notes*.

Student Loans: Advances and Recoveries

For the fiscal period ending March 31, 2025 (000's)

	2024-2025			
	BUDGET	ACTUAL	VARIANCE OVER/ (UNDER)	NOTES
Student Loans Advances	\$90,500.0	\$83,350.9	\$(7,149.1)	12
Student Loans Recoveries	\$45,000.0	\$49,967.6	\$4,967.6	13

Explanations for variances greater than \$1M are found as *Financial Information 2024-2025 Notes*.

Student Loans Portfolio

For the fiscal period ending March 31, 2025 (000's)

	MARCH 31, 2025	MARCH 31, 2024
Loans in Good Standing	\$537,090.0	\$503,282.6
Defaulted Loans	\$176,351.3	\$177,513.9
Total – Portfolio	\$713,441.3	\$680,796.5
Allowance for Doubtful Accounts	\$211,165.8	\$210,662.0

New Brunswick College of Craft and Design Special Operating Agency

For the fiscal period ending March 31, 2025 (000's)

	2024-2025			
	BUDGET	ACTUAL	VARIANCE OVER/(UNDER)	NOTES
Opening Balance	\$1,266.0	\$1,477.5	\$(365.5)	
Revenue				
Return on Investment	\$1.0	\$1.2	\$0.2	
Sales of Goods and Services	\$1,515.0	\$1,232.0	\$(283.0)	
Miscellaneous Revenues	\$0.0	\$2.5	\$2.5	
Transfer from Department	\$3,439.0	\$3,970.3	\$531.3	
Total – Revenue	\$4,955.0	\$5,206.0	\$251.0	
Expenditures	\$5,197.0	\$5,085.7	\$(111.3)	
Surplus (Deficit) for the year	\$(242.0)	\$120.3	\$362.3	
Closing Balance	\$1,024.0	\$1,597.8	\$(3.2)	

Explanations for variances greater than \$1M are found as *Financial Information 2024-2025 Notes*.

NOTE: The annual report was prepared prior to the publication of Public Accounts Volume 2: Supplementary Information. Consequently, the financial information reported herein may not reflect the final figures as reported in Public Accounts.

Financial Information 2024-2025 Notes

Note 1: Return on Investment

The variance is mainly due to interest rate fluctuation.

Note 2: Licenses and Permits

The variance is mainly due to planned tuition change delay.

Note 3: Miscellaneous Revenue

The variance is due to higher than budgeted defaulted deposits under the Immigrant Entrepreneur Program.

Note 4: Canada Student Grant for Services and Equipment for Students with Permanent Disabilities

The variance is due to the program returning to Federal administration.

Note 5: Recoverable Projects

The variance is mainly due to timing of Virtual Learning Strategist (VLS) projects.

Note 6: Post-Secondary Education

The variance is due to savings from federal funding to students and unspent housing funding.

Note 7: Skilled Trades NB

The variance is due to delay in projects, and timing of Virtual Learning Strategist (VLS) projects, which are offset by federal funding.

Note 8: Working NB

The variance is due to reduced federal funding.

Note 9: Immigration

The variance is due to language training expense recorded under Working NB.

Note 10: Canada Student Grant for Services and Equipment for Students with Permanent Disabilities

The variance is due to the program returning to Federal administration.

Note 11: Recoverable Projects

The variance is mainly due to timing of Virtual Learning Strategist (VLS) projects.

Note 12: Student Loan Advances

The variance is due to less loan advances than budgeted.

Note 13: Student Loan Recoveries

The variance is mainly due to greater recoveries than anticipated.

Summary of Expenditures – Employment, Literacy and Workplace Essential Skills Programs

For the fiscal period ending March 31, 2025 (000's)

EMPLOYMENT PROGRAMS	CANADA-NB WORKFORCE DEVELOPMENT AGREEMENT	EMPLOYMENT DEVELOPMENT	CANADA-NB LABOUR MARKET DEVELOPME	TOTAL
Workforce Expansion	\$15.8	\$306.9	\$4,668.1	\$4,990.8
Workplace Connections	\$2,444.3	\$2,589.3	\$2,294.2	\$7,327.8
Training and Skills Development	\$7,174.6	\$14.6	\$35,610.6	\$42,799.8
Student Employment Experience Development		\$7,691.1		\$7,691.1
Employment Services	\$4,710.6	\$13,312.3	\$53,055.7	\$71,078.6
Workplace Essential Skills	\$2,884.2			\$2,884.2
CALNET Academic	\$3,615.9	\$107.3	\$1,802.1	\$5,525.3
Subtotal Programs	\$20,845.4	\$24,021.5	\$97,430.7	\$142,297.6
Administration	\$689.5	\$3,108.3	\$18,132.4	\$21,930.2
Total Employment Programs Expenditures	\$21,534.9	\$27,129.8	\$115,563.1	\$164,227.8
2024-2025 Budget	\$15,003.5	\$45,071.5	\$91,773.4	\$151,848.4
Variance over/(under)	\$6,531.4	\$(17,941.7)	\$23,789.7	\$12,379.4

Summary of Expenditures – Operating Assistance to Public Universities and the Maritime College of Forest Technology (MCFT)

For the fiscal period ending March 31, 2025 (000's)

OPERATING ASSISTANCE	MOUNT ALLISON UNIVERSITY	ST. THOMAS UNIVERSITY	UNIVERSITÉ DE MONCTON	UNIVERSITY OF NEW BRUNSWICK	MARITIME COLLEGE OF FOREST TECHNOLOGY	TOTAL
Unrestricted Operating Grants	\$23,574.8	\$13,865.9	\$73,972.1	\$130,553.7	\$2,355.5	\$244,322.0
Restricted Operating Grants	\$1,122.1	\$481.1	\$2,988.1	\$5,322.7	\$110.8	\$10,024.8
Total Operating Assistance	\$24,696.9	\$14,347.0	\$76,960.2	\$135,876.4	\$2,466.3	\$254,346.8

NOTE: Information on how this funding was used by the public universities and MCFT can be found at the following links:

- Mount Allison University: <https://mta.ca/about/leadership-and-governance/reports-and-accountability>
- St. Thomas University: <https://www.stu.ca/about/administrative-offices/vice-president-academic-and-research/policies-and-reports/>
- University of New Brunswick: <https://www.unb.ca/finance/reports-publications/cfs.html>
- Université de Moncton: <https://www.umoncton.ca/acces-information/information-financiere>
- MCFT: <https://www.mcft.ca/publications-2/>

SUMMARY OF STAFFING ACTIVITY

Pursuant to section 4 of the *Civil Service Act*, the Secretary to Treasury Board delegates staffing to each Deputy Head for his or her respective department(s). Please find below a summary of the staffing activity for 2024-2025 for the Department of Post-Secondary Education, Training and Labour.

NUMBER OF PERMANENT AND TEMPORARY EMPLOYEES AS OF DEC. 31 OF EACH YEAR		
EMPLOYEE TYPE	2024	2023
Permanent	783	711
Temporary	96	102
TOTAL	879	813

The department advertised 10 competitions, including 9 open (public) competitions and 1 closed (internal) competition.

Pursuant to sections 15 and 16 of the *Civil Service Act*, the department made the following appointments using processes to establish merit other than the competitive process:

APPOINTMENT TYPE	APPOINTMENT DESCRIPTION	SECTION OF THE CIVIL SERVICE ACT	NUMBER
Merit Principal	An appointment designed to establish the merit of candidates, and which is in the best interest of the Civil Service.	6(1)	26
Specialized Professional, Scientific or Technical	An appointment may be made without competition when a position requires: - a high degree of expertise and training - a high degree of technical skill - recognized experts in their field	15(1)	0
Equal Employment Opportunity Program	Provides Aboriginals, persons with disabilities and members of a visible minority group with equal access to employment, training and advancement opportunities.	16(1)(a)	2
Department Talent Management Program	Permanent employees identified in corporate and departmental talent pools, who meet the four-point criteria for assessing talent, namely	16(1)(b)	32

APPOINTMENT TYPE	APPOINTMENT DESCRIPTION	SECTION OF THE CIVIL SERVICE ACT	NUMBER
	performance, readiness, willingness and criticalness.		
Lateral transfer	The GNB transfer process facilitates the transfer of employees from within Part 1, 2 (school districts) and 3 (hospital authorities) of the Public Service.	16(1) or 16(1)(c)	14
Regular appointment of casual/temporary	An individual hired on a casual or temporary basis under section 17 may be appointed without competition to a regular properly classified position within the Civil Service.	16(1)(d)(i)	53
Regular appointment of students/ apprentices	Summer students, university or community college co-op students or apprentices may be appointed without competition to an entry level position within the Civil Service.	16(1)(d)(ii)	0

Pursuant to section 33 of the *Civil Service Act*, zero complaints alleging favouritism were made to the Deputy Head of Post-Secondary Education, Training and Labour and zero complaints were submitted to the Ombud.

SUMMARY OF LEGISLATION AND LEGISLATIVE ACTIVITY

BILL #	NAME OF LEGISLATION	DATE OF ROYAL ASSENT	SUMMARY OF CHANGES
Bill 24, Third Session, 60 th Legislature	<i>An Act Respecting Occupational Health and Safety</i> Chap-5.pdf	Royal Assent June 7, 2024, came into force immediately	This Bill aligned the definition of “occupational disease” with the definition under the <i>Worker’s Compensation Act</i> and changed language around investigations and record keeping of meeting minutes.
Bill 41, Third Session, 60 th Legislature	<i>An Act to Amend the Private Occupational Training Act</i> Chap-23.fm	Royal Assent June 7, 2024, came into force immediately.	This Bill established the minimum requirements for the registration of private occupational training organizations.
Bill 45, Third Session, 60 th Legislature	<i>An Act Respecting Firefighters’ Compensation Act and the Workers’ Compensation Act</i> Bill 45	Royal Assent June 7, 2024, came into force on July 1, 2024.	This Bill implemented an increase to the loss of benefits earnings payable to injured workers and firefighters from 85% to 90%; It also increased the multiplication factor for the calculation of maximum assessable earnings from 1.5 to 1.6 of the New Brunswick Industrial Aggregate Earnings.
Bill 47, Third Session, 60 th Legislature	<i>Accessibility Act</i> 2024, c.27 - Accessibility Act	Royal Assent June 7, 2024, came into force upon proclamation on August 30, 2024.	The purpose of this Bill is to benefit all persons, especially persons with disabilities, to achieve greater accessibility in New Brunswick through the identification, removal and prevention of barriers to full and effective participation in society by 2040.

Bill 8, First Session, 61 st Legislature	<i>An Act Respecting the Degree Granting Act</i> Chap-4.pdf	Royal Assent June 6, 2025, came into force immediately.	This Bill gives discretion to the Minister to allow the existing degree granting institutions to advertise programs leading to a degree prior to approval, approve programs, specify terms and conditions and suspend or revoke programs subject to the Maritime Provinces Higher Education Commission (MPHEC)'s review in certain circumstances.
Bill 13, First Session, 61 st Legislature	<i>An Act Respecting the Firefighters' Compensation Act and the Workers' Compensation Act</i> Chap-9.pdf	Royal Assent June 6, 2025, most changes came into force immediately, the changes to Enhanced Impairment & Survivor Benefits came into force July 1, 2025.	This Bill amends the Survivor's Benefits, replaces the age limit for projecting workers' earnings with criteria of age and learning status, increases the annuity amount in a lump sum from \$7,200 to 60% of NBIAE - \$29,928 for 2023, replaces the outdated (1970s) Permanent Physical Impairment Rating Schedule with American Medical Association Guidelines, provides WorkSafeNB with the authority to collect overpayments, provides Cost Relief in case of employer negligence, includes terminology to allow for adjustments to deal with Prior Year Funding, and Modernizes & Clarifies the language in the Act.
Bill 14, First Session, 61 st Legislature	<i>An Act to Amend the Fair Registration Practices in Regulated Professions Act</i> Chap-10.pdf	Royal Assent June 6, 2025, this bill is not yet in force, awaiting proclamation	The purpose of this Bill is to reduce barriers and ensure that skilled workers in regulated professions can enter the workforce in NB without unnecessary challenges. Additionally, the

			amendments provide the establishment of prescribed timelines, through regulation, for regulatory bodies to process labour mobility applications.
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The acts for which the department was responsible in 2024-2025 may be found at:
<https://laws.gnb.ca/en/bycategory/cs?categoryId=departmentId&itemId=postsecondary>

SUMMARY OF OFFICIAL LANGUAGES ACTIVITIES

Introduction

In 2024-2025, the Department of Post-Secondary Education, Training and Labour continued to ensure its obligations under the *Official Languages Act* were met. The Department provided input to the Secretariat of Official Languages in its development of the *Implementation plan 2024-2031*.

Strategic Objective 1

Ensure high quality, equal bilingual services to all New Brunswickers:

- Ongoing consultation and discussions between human resources consultants and managers to best meet linguistic profile requirements and needs. The percentage of linguistic profile completion for 2024-2025 was 91.6 per cent.

Strategic Objective 2

Provincial government employees are able to work and pursue a career in the official language of their choice:

- Second-language training requests approved for all employees determined to be Priority 1. 18 employees received second-language training in 2024-2025.
- The department's onboarding program requires new employees to familiarize themselves with the *Official Languages Act* by completing the mandatory eLearning modules.
- The yearly Performance Management process required review of the *Official Languages Act* by all employees. Furthermore, performance reviews are conducted in the language of the employee's choice.

Strategic Objective 3

New Brunswickers understand the socio-economic benefits of bilingualism through improved and effective communication and better support:

- Yearly communication is sent to all employees as a reminder of their obligations and service requirements in relations to the *Official Languages Act*. This includes links to the Toolkit, Policies as well as the GNB Knowledge Centre online courses on Official Languages.
- An employee-led initiative was introduced, consisting of one-hour oral French practice offered twice a week targeted for those at the basic level, as well as those who have previously taken second language training.

Strategic Objective 4

Positive measures are implemented to promote the development of both official linguistic communities:

- The department participated in Career Fairs at both English and French post-secondary institutes.
- The department's Official Languages Coordinator attended meetings established through Finance and Treasury Board to remain knowledgeable and proactive on all activities regarding Official Languages.

Conclusion

The results achieved by various initiatives stemming from the action plan had positive effects in raising awareness and acceptance of Official Languages within the department.

SUMMARY OF RECOMMENDATIONS FROM THE OFFICE OF THE AUDITOR GENERAL

Section 1 – Includes the current reporting year and the previous year.

NAME AND YEAR OF AUDIT AREA WITH LINK TO ONLINE DOCUMENT	RECOMMENDATIONS
	TOTAL
None	0

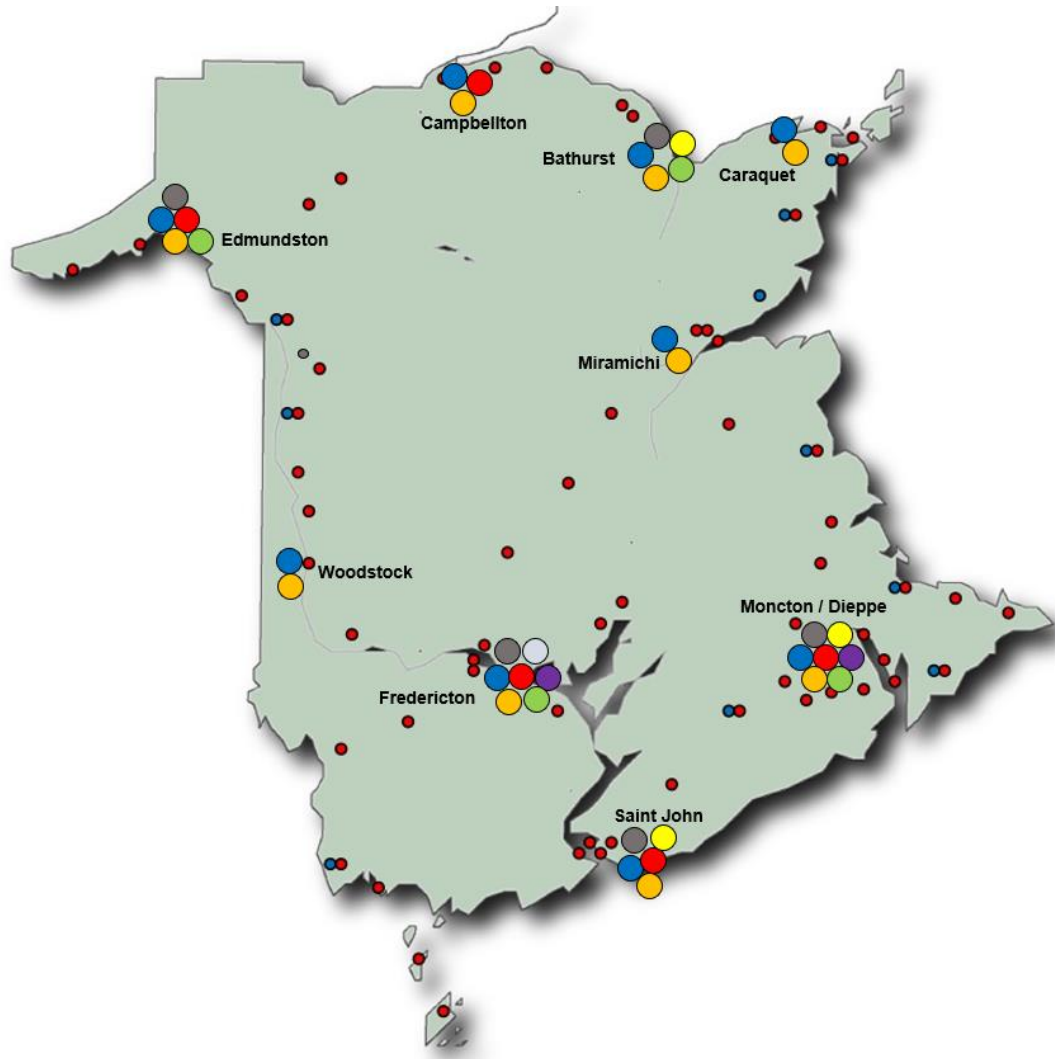
Section 2 – Includes the reporting periods for years three, four and five.

NAME AND YEAR OF AUDIT AREA WITH LINK TO ONLINE DOCUMENT	RECOMMENDATIONS	
	TOTAL	IMPLEMENTED
2021 V1 Chapter 3: Department of Post-Secondary Education, Training and Labour – Covid-19 Funding – New Brunswick Workers' Emergency Income Benefit https://www.agnb-vgnb.ca/uploads/volume_section_translations/247/file/Chap3e.pdf	14	14

REPORT ON THE *PUBLIC INTEREST DISCLOSURE ACT*

As provided under section 18(1) of the *Public Interest Disclosure Act*, the chief executive shall prepare a report of any disclosures of wrongdoing that have been made to a supervisor or designated officer of the portion of the public service for which the chief executive officer is responsible. The Department of Post-Secondary Education, Training and Labour received zero disclosure(s) of wrongdoing in the 2024-2025 fiscal year.

APPENDIX A: SERVICES AND OFFICE LOCATIONS



- WorkingNB – Satellite offices*
- Skilled Trades NB
- Workers' Advocate
- Employers' Advocate
- Employment Standards**
- Library region headquarters – Public libraries ***
- New Brunswick Human Rights
- Commission New Brunswick College of Craft and Design

* WorkingNB has satellite offices in Shippagan, Tracadie, Neguac, Grand Falls, Perth-Andover, Sussex, St. Stephen, Richibucto, Sackville and Shediac.

** Employment Standards has a satellite office in Grand Falls.

*** In addition to five library regions, New Brunswick has 63 public libraries as follows: 12 in Chaleur Region, 14 in York Region, 10 in Haut-Saint-Jean Region, 16 in Albert-Westmorland-Kent Region and 11 in Fundy Region.