

Manitoba Multiculturalism and Literacy

**Annual Report
2015-2016**



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**MINISTER OF TOURISM, CULTURE, HERITAGE, SPORT AND
CONSUMER PROTECTION**

Room 118
Legislative Building
Winnipeg, Manitoba R3C 0V8
CANADA

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

Your Honour:

I have the privilege of presenting for the information of Your Honour the Annual Report of the Department of Manitoba Multiculturalism and Literacy for the fiscal year ending March 31, 2016.

Respectfully submitted,

Original signed by

Rochelle Squires
Minister of Sport, Culture, and Heritage





Sport, Culture and Heritage

Deputy Minister's Office
Room 112 Legislative Building
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Honourable Rochelle Squires
Minister of Sport, Culture and Heritage
Room 118, Legislative Building
Winnipeg MB R3C 0V8

Dear Minister:

I am pleased to present the Annual Report of Manitoba Multiculturalism and Literacy for the period April 1, 2015 to March 31, 2016.

Respectfully submitted,

Original signed by

Mala Sachdeva
Deputy Minister
Sport, Culture and Heritage



Table of Contents

TITLE	PAGE
Preface	
Report Structure	1
Mandate	1
Mission	1
Responsibilities	1
2015/16 Highlights	2
Préface	
<i>Structure du rapport</i>	3
<i>Mandat</i>	3
<i>Mission</i>	3
<i>Responsabilités</i>	3
<i>Points saillants en 2015-2016</i>	4
Organization Chart	5
PART A – OPERATING EXPENSES	
Executive	
Minister’s Salary	9
Executive Support	9
Multicultural Secretariat	11
Adult Learning and Literacy	13
Financial Information	
Reconciliation Statement.....	19
Expenditure Summary	21
Revenue Summary	24
Five Year Expenditure and Staffing Summary	26
Performance Reporting	28
The Public Interest Disclosure (Whistleblower Protection) Act	33

Preface

Report Structure

This report meets the annual reporting requirements for the Manitoba government and contains the Department's financial information for the fiscal year ending March 31, 2016. It includes expenditure and revenue variance explanations, and a five-year adjusted historical table of staffing and expenditures.

Mandate

Manitoba Multiculturalism and Literacy (MAL) works to enhance access to educational and economic opportunities while supporting successful social integration and celebrating cultural diversity. In partnership with ethnocultural communities, other levels of government and various partners, the Department works to create opportunities to promote awareness of our province's rich cultural diversity and build capacity within ethnocultural communities in support of community development and social integration.

Together with relevant stakeholders, the Department provides Manitobans with high quality, relevant, affordable and accessible learning opportunities; supports seamless and coherent links across the learning systems; supports increased adult literacy skills in the Province and provides leadership and facilitates the contribution of the adult learning system to Manitoba's economic and social goals.

MAL is responsible for the overall legislative and regulatory structure for adult education. It also provides policy direction under these acts:

- *The Adult Learning Centres Act*
- *The Adult Literacy Act*
- *The Manitoba Multiculturalism Act*

Mission

Together with our partners and stakeholders, Multiculturalism and Literacy contributes to a vibrant and prosperous Manitoba by:

- nurturing the unique contributions that cultural diversity can make to the well-being of Manitobans;
- providing relevant, affordable, accessible and high quality learning opportunities for adults in Manitoba; and
- providing leadership to the adult learning system to facilitate its contribution to Manitoba's economic and social goals.

Responsibilities

The overall responsibilities of the Minister and the Department include:

- Promoting multiculturalism and the integration of diverse groups and individuals into the rich fabric of Manitoba
- Fostering partnerships between government and ethnocultural communities in order to facilitate the social and economic integration of newcomers.

- Supporting the operation of adult learning centres to deliver provincial curriculum to adult students enabling them to obtain a high school diploma, improve their employment prospects and qualify for post-secondary enrolment.
- Supporting agencies that provide literacy programming for adults seeking to improve their literacy skills in order to enhance their employment, education, training and personal literacy-related goals.
- Implementing an adult literacy strategy to address the need for higher adult literacy levels in Manitoba.
- Participating in corporate and cross-departmental initiatives that contribute to Manitoba's economic and social goals including the Aboriginal Education and Employment Action Plan, the Career Development Initiative, the Adult Literacy Strategy, the ALL Aboard poverty reduction and social inclusion strategy, and the *Growing Through Immigration* strategy.

2015/16 Highlights

In 2015/16, the Ethnocultural Community Support program provided 73 grants to ethnocultural community groups/organizations to support cultural and linguistic programming, intercultural programs for bridging the cultural divide, and efforts towards anti-racism and successful integration. Since 2012/13, 343 grants totaling \$2.1 million have been awarded.

The Minister of Multiculturalism and Literacy hosted two ceremonies where 70 new citizens took their oath of allegiance. In 2015/16, the Multiculturalism Secretariat partnered with Citizenship and Immigration Canada to coordinate ceremonies at the Manitoba Legislative Building and at the Canadian Museum for Human Rights. These important events were planned to coincide with Multiculturalism Day in Canada and the anniversary of the United Nations Declaration of Human Rights.

Adult Literacy programming provided opportunities for Manitobans to overcome barriers to further education/training and employment by improving their reading, writing, numeracy and communication skills. Adult Learning and Literacy (ALL) provided Manitoba Adult Literacy Program grants to 33 agencies in 2015/16. The most recent year-end statistics available indicate that participant rates remain stable for these important programs.

In the 2015/16 program year, ALL registered and funded 39 Adult Learning Centres (ALCs) that assisted learners to complete high school credits or get their high school diploma. There were three additional ALCs registered creating further access to high school credit completion opportunities. According to the most recent statistics available, the number of learners completing courses for high school credit increased slightly (approximately 3%) and the number of learners graduating with a high school diploma remained stable.

Préface

Structure du rapport

Ce rapport répond aux exigences relatives aux rapports annuels du gouvernement du Manitoba et contient les renseignements financiers du ministère pour l'exercice se terminant le 31 mars 2016. Il comprend des explications sur les écarts dans les dépenses et les recettes ainsi qu'un tableau chronologique quinquennal redressé illustrant les dépenses et les effectifs du ministère.

Mandat

Le travail du ministère des Affaires multiculturelles et de l'Alphabétisation consiste à améliorer l'accès aux possibilités dans les domaines de l'éducation et de l'économie, tout en appuyant l'intégration sociale et en célébrant la diversité culturelle. En partenariat avec les communautés ethnoculturelles, d'autres ordres de gouvernement et divers partenaires, le ministère s'efforce de créer des possibilités visant à faire découvrir la riche diversité culturelle de notre province et de construire la capacité de ces communautés ethnoculturelles afin d'appuyer le développement communautaire et l'intégration sociale.

Avec les parties prenantes pertinentes, le ministère offre à la population manitobaine des possibilités d'apprentissage de grande qualité, abordables, pertinentes et accessibles, il appuie la création de liens cohérents et harmonieux entre les systèmes d'apprentissage ainsi que l'amélioration des compétences en alphabétisation des adultes dans la province, il joue un rôle de chef de file dans le système d'apprentissage destiné aux adultes et facilite la contribution de ce système aux objectifs économiques et sociaux du Manitoba.

Le ministère est responsable de l'ensemble des lois et règlements régissant l'éducation des adultes. Il est aussi chargé d'établir une orientation politique en vertu de ces lois :

- Loi sur les centres d'apprentissage pour adultes
- Loi sur l'alphabétisation des adultes
- Loi sur le multiculturalisme au Manitoba

Mission

Avec ses partenaires et les intervenants du secteur, le ministère des Affaires multiculturelles et de l'Alphabétisation contribue au dynamisme et à la prospérité du Manitoba de la manière suivante :

- Il stimule les bienfaits de la diversité culturelle, une contribution unique en son genre qui profite au bien-être des habitants de la province.
- Il offre des possibilités d'apprentissage de grande qualité, abordables, pertinentes et accessibles aux adultes du Manitoba.
- Il joue un rôle de chef de file dans le système d'apprentissage destiné aux adultes afin que ce dernier contribue aux objectifs économiques et sociaux du Manitoba.

Responsabilités

Les responsabilités globales de la ministre et du ministère sont les suivantes :

- la promotion du multiculturalisme et de l'intégration de divers groupes et de diverses personnes dans le riche tissu social du Manitoba;

- l'encouragement des partenariats entre le gouvernement et les collectivités ethnoculturelles afin de faciliter l'intégration économique et sociale des nouveaux arrivants;
- le soutien opérationnel des centres d'apprentissage pour adultes afin que ces derniers aient accès au programme d'études provincial et puissent obtenir leur diplôme d'études secondaires, améliorer leurs perspectives d'emploi et s'inscrire dans des établissements postsecondaires;
- le soutien des organismes qui offrent des programmes d'alphabétisation aux adultes souhaitant améliorer leur niveau de littératie pour atteindre des objectifs en matière d'éducation, d'emploi, de formation ou d'ordre personnel;
- la mise en œuvre d'une stratégie visant l'alphabétisation des adultes afin de répondre au besoin d'accroître le niveau d'alphabétisation des adultes dans la province;
- la participation à des initiatives gouvernementales et interministérielles qui contribuent aux objectifs socio-économiques du Manitoba, notamment au Plan d'action sur l'éducation et l'emploi chez les Autochtones, à l'Initiative de développement de carrière, à la stratégie visant l'alphabétisation des adultes, à Tout le monde à bord : Stratégie manitobaine de réduction de la pauvreté et d'inclusion sociale et à la Stratégie de croissance grâce à l'immigration.

Points saillants en 2015-2016

En 2015-2016, le Programme de soutien aux communautés ethnoculturelles a fourni 343 subventions à des groupes ou à des organismes communautaires ethnoculturels afin de soutenir des programmes culturels et linguistiques, des programmes interculturels visant à rapprocher les cultures et des efforts de lutte contre le racisme ainsi que d'autres en faveur de l'intégration. Depuis 2012-2013, 343 subventions ont été accordées, pour un total de 2,1 millions de dollars.

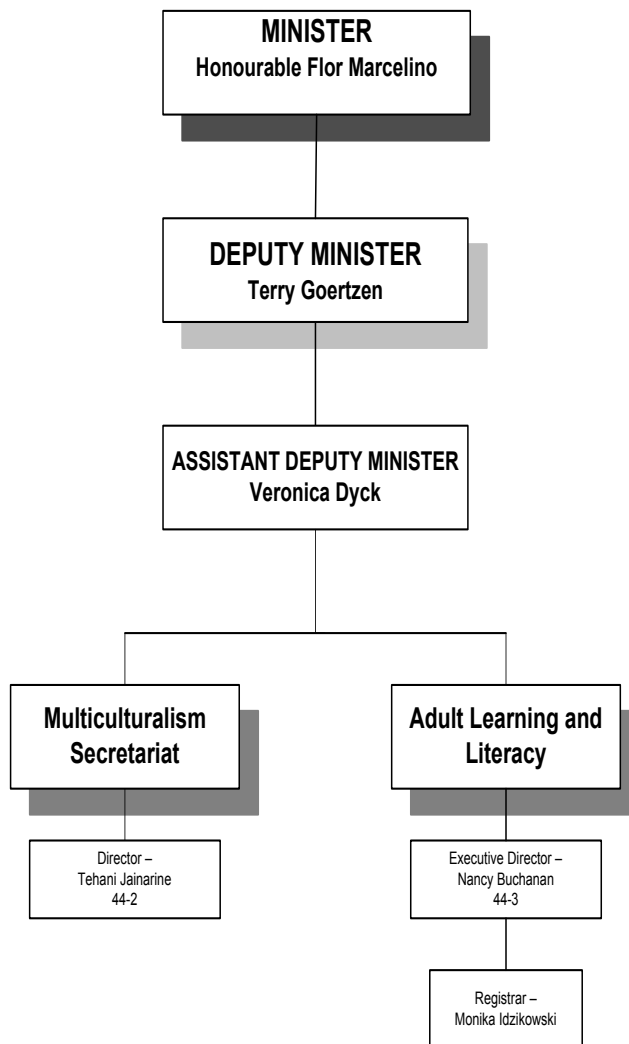
La ministre des Affaires multiculturelles et de l'Alphabétisation a organisé deux cérémonies durant lesquelles 70 nouveaux citoyens ont prêté leur serment d'allégeance. En 2015-2016, le Secrétariat des affaires multiculturelles a travaillé en partenariat avec Citoyenneté et Immigration Canada afin de coordonner la tenue de cérémonies au Palais législatif du Manitoba et au Musée canadien des droits de la personne. Ces événements importants ont été planifiés afin de coïncider avec la journée canadienne du multiculturalisme et l'anniversaire de la Déclaration universelle des droits de l'homme des Nations Unies.

Les programmes d'alphabétisation des adultes permettent aux Manitobains et Manitobaines de surmonter les barrières qui les empêchent de poursuivre leur éducation ou leur formation en leur offrant la possibilité d'améliorer leurs compétences en lecture, en écriture, en calcul et en communication. En 2015-2016, la Direction de l'apprentissage et de l'alphabétisation des adultes a versé des subventions du Programme d'alphabétisation des adultes du Manitoba à 33 organismes. Les plus récentes statistiques de fin d'année dont nous disposons indiquent que les taux de participation restent stables pour ces importants programmes.

Lors de l'année de programme 2015-2016, la Direction a enregistré et financé 39 centres d'apprentissage pour adultes qui ont aidé des apprenants à terminer des crédits d'études secondaires ou à obtenir leur diplôme d'études secondaires. Trois autres centres d'apprentissage pour adultes ont été inscrits, ce qui a créé davantage de possibilités de terminer des crédits d'études secondaires. Selon les plus récentes statistiques disponibles, le nombre d'apprenants terminant des cours en vue d'obtenir des crédits d'études secondaires a augmenté légèrement (une hausse d'environ 3 %) et le nombre d'apprenants obtenant leur diplôme d'études secondaires est resté stable.

March 31, 2016

Department of Multiculturalism and Literacy



PART A – OPERATING EXPENSES

Executive

The Executive Division provides for the executive planning and management of departmental policies and programs. The Deputy Minister and Assistant Deputy Minister services are provided by the Department of Tourism, Culture, Heritage, Sport and Consumer Protection. Administrative support is provided through Manitoba Education and Advanced Learning in the areas of financial and administrative services and systems and technology services.

Executive Support

The Minister's and Deputy Minister's office provide leadership, policy direction and operational coordination to support the department. The Minister's office provides administrative support to the Minister in the exercise of her executive policy role and service to the constituency. The Deputy Minister advises the Minister and gives direction to the department on the overall management and development of its policies and programs.

The Assistant Deputy Minister provides managerial leadership to the two key areas of the department, the Multiculturalism Secretariat and the Adult Learning and Literacy Branch. Managerial leadership is provided related to policy development, information coordination and strategic planning, as well as fiscal, program and human resource management in support of the department's clients and mandate.

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

1 (a) Minister's Salary

Expenditures by Sub-Appropriation	Actual 2015/16 \$000	Estimate 2015/16 FTE	Estimate 2015/16 \$000	Variance Over (Under) \$000	Expl. No.
Salaries and Employee Benefits	37	1.00	37	0	
Total Sub-Appropriation	37	1.00	37	0	

1 (b) Executive Support

Expenditures by Sub-Appropriation	Actual 2015/16 \$000	Estimate 2015/16 FTE	Estimate 2015/16 \$000	Variance Over (Under) \$000	Expl. No.
Salaries and Employee Benefits	207	3.00	199	8	
Other Expenditures	35		43	(8)	
Total Sub-Appropriation	242	3.00	242	0	

Multiculturalism Secretariat

Objectives

The objectives of the Multiculturalism Secretariat are to:

- demonstrate the benefits of diversity;
- promote equality of opportunity for all in our community;
- increase partnerships among communities as well as within government and non-government agencies.

The Multiculturalism Secretariat is committed to the development of multiculturalism and positive intercultural relationships that strengthen civic, economic and social participation by all Manitobans. The secretariat's activities include the facilitation of community and government and non-government planning partnerships, administration of the Multiculturalism Act, management of the Ethnocultural Community Support Program, consultation with other Manitoba government departments and agencies, and coordination of the department's participation in multiculturalism-related events and activities. The secretariat also provides expertise and specialized research and analysis in consultation with internal and external stakeholders.

The Multiculturalism Secretariat is a steward in supporting accessible, high-quality programming and research and analysis that contributes to the province's overall policy priorities. In Manitoba, presently there are approximately 220 active ethnocultural organizations, 148 different languages spoken and 150 different countries represented. The work of the secretariat provides support to approximately 48% of these organizations for programming that contributes to intercultural relationship building, promotion of Canadian values and social, civic and economic integration of citizens.

Summary of Performance

Since 2012/13, the province's Ethnocultural Community Support Program has provided 343 grants totalling \$2.1 million, to support cultural and linguistic programming; intercultural programs bridging the cultural divide; and efforts towards anti-racism and successful integration.

In 2015/16, the Multiculturalism Secretariat provided assistance to 131 ethnocultural community groups/organizations in formalizing structure and preparing provincial grant applications and approved 73 grants to Manitoba ethnocultural community organizations under the Ethnocultural Community Support Program (ECSP).

The secretariat coordinated two citizenship ceremonies on behalf of the Minister, including one at the Legislative Building as part of the celebrations for Multiculturalism Day in Canada and a joint ceremony with the Canadian Museum for Human Rights on December 10th which coincided with the anniversary of the United Nations Declaration of Human Rights.

The secretariat also continued key departmental collaborations with federal, provincial and territorial agencies through continued participation on the Federal/Provincial/Territorial Multicultural Officials Working Group in developing programs and policies related to promoting multiculturalism and the benefits of diversity.

Other key activities include: Administrative and research support to the Manitoba Advisory Council on Citizenship, Immigration and Multiculturalism; contribution to provincial efforts to develop a comprehensive, multi-pronged strategy to resettle refugees affected by the crisis in Syria; engagement of the ethnocultural community to assist with settlement and integration efforts;

coordination of Manitoba's annual Canadian Multiculturalism Day event, which featured opportunities for cultural sharing and exploring the benefits of diversity through displays and interactive demonstrations; and partnering with the Manitoba Association for Rights and Liberties (March 21st Human Rights Film Festival) to coordinate an event that promoted the elimination of racial discrimination and social inequality and intercultural/interfaith dialogue and awareness.

2 (a-c) Multiculturalism Secretariat

Expenditures by Sub-Appropriation	Actual 2015/16 \$000	Estimate 2015/16 FTE	\$000	Variance Over (Under) \$000	Expl. No.
(a) Salaries and Employee Benefits	222	3.00	222	0	
(b) Other Expenditures	39		70	(31)	
(c) Assistance	111		109	2	
Total Sub-Appropriation	372	3.00	401	(29)	

Adult Learning and Literacy

The objectives of Adult Learning and Literacy (ALL) are to:

- support adult programming and initiatives that allow Manitobans to improve their ability to understand and use printed information in daily activities at work, at home and in the community
- obtain high school credits that lead to high school diploma, post-secondary education and/or employment opportunities

A main objective is to develop the capacity within the province to respond to the needs of the non-sequential adult learner with flexible, effective and efficient programming. Three programs are available in Manitoba to meet these objectives:

- Adult Learning Centres (ALCs) Program
- Manitoba Adult Literacy Program (MALP)
- GED Testing Service

ALL strives to improve the transition of adult learners from adult literacy programs (ALPs) to ALCs, and from ALCs to post-secondary education. ALL staff provide service to the entire province.

The Adult Literacy Strategy

On January 1, 2009, *The Adult Literacy Act* came into force. The *Act*, which is the first in Canada, commits the government to develop a provincial Adult Literacy Strategy and formalizes the Manitoba Adult Literacy Program (MALP) as a component of the Strategy.

ALL is leading its development and implementation in collaboration with other ministries and government agencies, literacy practitioners, immigrant organizations, Aboriginal organizations and communities and other non-government organizations. The Strategy will contribute to these global objectives:

- to provide Manitobans with literacy skills to achieve their economic, educational and personal literacy-related goals
- to create and sustain a skilled and adaptable workforce
- to increase civic participation
- to enhance health and social well-being

The Strategy framework focuses on five key areas:

- The Manitoba Adult Literacy Program
- Adult Learning Centres
- Workforce development and employment
- Adult learning and literacy supports for English as an Additional language and Immigrant learners
- Aboriginal education

Manitoba Adult Literacy Program (MALP)

In 2015/16, ALL provided MALP grants to 33 agencies to provide adult literacy programming. Year-end statistics for 2015/16 are not available until the fall of 2016. However, year-end statistics for 2014/15 indicate that:

- 2,228 individuals participated in adult literacy programming;
- 40% were male and 59% female (1% were undeclared);
- 19% were in the 19-24 age group, 30% in the 25-34 age group, 25% were in the 35-44 age group, 15% were in the 45-54 age group, 8% were over 55 and 3% were under age 19.

- 44% identified themselves as Aboriginal learners (First Nation, Métis and Other Aboriginal);
- 27% said English was not their first language;
- Upon registration in the adult literacy program, 35% of learners were at Stage level 1, 45% were at Stage level 2, and 20% were at Stage level 3.

Adult Learning Centres (ALCs) Program

The Adult Learning Centres Act legislates a registration and governance process for ALCs and provides them with a framework for educational and fiscal accountability.

In the 2015/16 program year, 42 ALCs were registered, with 39 receiving funding from Adult Learning and Literacy (ALL). Three ALCs were registered by MAL and funded from other sources. These are: Brokenhead Adult Learning Centre, Peguis Adult Education Learning Centre, and Waywayseecappo Adult Learning Centre.

Year-end statistics for the 2015/16 school year will be available in the fall of 2016. Statistics for the 2014/15 school year indicate that:

- 8,153 learners completed 10,949 courses for high school credit;
- 1,328 ALC learners graduated with a secondary (high school) diploma;
- 636 graduates self-declared as Aboriginal (First Nation, Métis and Other Aboriginal).

Recognition of Prior Learning (RPL) is a significant service to learners at ALCs. The majority of ALC programs have at least one staff member who has completed the RPL Foundation training offered by ALL or through an equivalent post-secondary course or program.

ALCs have established RPL Advisory and RPL Assessment Services to help adult students receive credits for their formal and informal learning. In 2014/15, ALCs granted 559 full or partial credits through RPL, with 148 students graduating with credits earned through the RPL process.

High school graduates may take up to four credit courses tuition-free at ALCs. These courses are taken as preparation for post-secondary education, training or employment. In 2014/15, adults completed 1,824 post-diploma credits. ALL is also responsible for registering dual-credit courses (post-secondary and high school) for use in ALCs.

GED Testing Service

ALL administers the GED Testing Service in Manitoba. GED operations are located in ALL's Brandon office. Between January 1, 2015 and December 31, 2015, 229 individuals wrote the GED tests, with 143 obtaining their GED certificate.

Support Activities

ALL staff provide professional development workshops and networking opportunities for ALC and ALP educators and other adult education stakeholders. They also help develop and obtain materials appropriate for adult learners.

Staff assisted the Premier with the Council of the Federation (COF) Literacy Award (Manitoba). ALL also helped community organizations, ALPs, ALCs, the Adult Secondary Education Council and Literacy Partners of Manitoba raise awareness of adult learning and literacy.

3 (a-d) Adult Learning and Literacy

Expenditures by Sub-Appropriation	Actual 2015/16 \$000	Estimate 2015/16 FTE	\$000	Variance Over (Under) \$000	Expl. No.
(a) Salaries and Employee Benefits	899	12.00	1,050	(151)	
(b) Other Expenditures	155		260	(105)	
(c) Adult Learning Centres	16,870		16,903	(33)	
(d) Adult Literacy	2,781		2,686	95	
Total Sub-Appropriation	20,705	12.00	20,899	(194)	

Sustainable Development

The *Sustainable Development Act* sets out principles for departments to follow in integrating considerations for the environment, human health, and social well-being into their daily operations, and departments report annually on progress in meeting sustainable development strategies.

Key activities for Multiculturalism and Literacy overall include efforts to minimize paper use, through buying only recycled paper, recycling all non-confidential documents, encouraging staff to avoid printing hard copies of documents and increasing the use of electronic data storage and file management.

The Multiculturalism Secretariat's internal operations and external communications to the public and stakeholders are primarily paperless processes. Online tool and electronic delivery methods such as e-forms and electronic funds transfer have been implemented and utilized.

The department's goal is to integrate sustainable development principles and guidelines into its regular activities on a continuous basis so they become an integral part of departmental activities. Therefore, efforts to further streamline practices and processes to integrate sustainable development principles are routinely examined.

Financial Information

Department of Multiculturalism and Literacy

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

DETAILS	2014/15 ESTIMATES
2015/16 Main Estimates	\$21,572
Transfer from: Enabling Appropriation	7
2015/16 Estimate	\$21,579

Manitoba Multiculturalism and Literacy

Expenditure Summary

For the fiscal year ended March 31, 2016, with comparative figures for the previous fiscal year (\$000s)

Estimate 2015/16	Appropriation	Actual 2015/16	Actual 2014/15	Increase (Decrease)	Explanation Number
Multiculturalism and Literacy (44)					
	44-1 Executive				
37	(a) Minister's Salary	37	37	0	
	(b) Executive Support				
199	- Salaries and Employee Benefits	207	187	20	
43	- Other Expenditures	35	43	(8)	
279	Total 44-1	279	267	12	

Manitoba Multiculturalism and Literacy

Expenditure Summary

For the fiscal year ended March 31, 2016, with comparative figures for the previous fiscal year (\$000s)

Estimate 2015/16	Appropriation		Actual 2015/16	Actual 2014/15	Increase (Decrease)	Explanation Number
	44-2	Multiculturalism Secretariat				
222	(a)	Salaries and Employee Benefits	222	216	6	
70	(b)	Other Expenditures	39	31	8	
109	(c)	Assistance	111	109	2	
401		Total 44-2	372	356	16	

Manitoba Multiculturalism and Literacy

Expenditure Summary

For the fiscal year ended March 31, 2016, with comparative figures for the previous fiscal year (\$000s)

Estimate 2015/16	Appropriation		Actual 2015/16	Actual 2014/15	Increase (Decrease)	Explanation Number
	44-3	Adult Learning and Literacy				
1,050	(a)	Salaries and Employee Benefits	899	875	24	
260	(b)	Other Expenditures	155	166	(11)	
16,903	(c)	Adult Learning Centres	16,870	16,615	255	
2,686	(d)	Adult Literacy	2,781	2,754	27	
20,899		Total 44-3	20,705	20,410	295	
21,579		Total - Multiculturalism and Literacy	21,356	21,033	323	

**Manitoba Multiculturalism and Literacy
Revenue Summary**

For the fiscal year ended March 31, 2016 with comparative figures for the previous fiscal year (\$000s)

Actual 2014/15	Actual 2015/16	Increase (Decrease)	Source	Actual 2015/16	Estimate 2015/16	Variance	Expl. No.
TAXATION							
-	-	-	Total	-	-	-	
OTHER REVENUE							
25	20	(5)	Fees	20	19	1	
30	-	(30)	Sundry	-	-	-	1
55	20	(35)	Total	20	19	1	
GOVERNMENT OF CANADA							
-	-	-	Total	-	-	-	
55	20	(35)	Total – Multiculturalism and Literacy	20	19	1	

**Manitoba Multiculturalism and Literacy
Revenue Summary**

For the fiscal year ended March 31, 2016 with comparative figures for the previous fiscal year (\$000s)

Explanation Number:

1. **Sundry – Miscellaneous:** \$30 under 2014/15 Actual

Decrease mainly reflects the repayment in 2014/15 of grant funding erroneously provided to a school division rather than the adult learning centre.

Manitoba Multiculturalism and Literacy
Five Year Expenditure and Staffing Summary by Main Appropriation
For the fiscal years ended March 31, 2012 to March 31, 2016

Main Appropriation	2011/12		2012/13		2013/14		2014/15		2015/16	
	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000
44-1 Executive	4.00	339	4.00	256	4.00	276	4.00	267	4.00	279
44-2 Multiculturalism Secretariat	4.00	720	4.00	653	4.00	636	3.00	356	3.00	372
44-3 Adult Learning and Literacy	12.00	20,176	12.00	20,471	12.00	20,389	12.00	20,410	12.00	20,705
Total - Multiculturalism and Literacy	20.00	21,235	20.00	21,380	20.00	21,301	19.00	21,033	19.00	21,356

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

Performance Reporting

Performance Reporting Table

The following section provides information on key performance measures for Manitoba Multiculturalism and Literacy for the 2014/15 reporting year. This is the seventh year in which all Government of Manitoba departments have included a Performance Measurement section (in a standardized format) in their Annual Reports.

Performance indicators are intended to complement 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. Please send comments or questions to mbperformance@gov.mb.ca.

What is being measured and using what indicator? (A)	Why is it important to measure this? (B)	Where are we starting from (baseline measurements)? (C)	What is the 2014/15¹ result (current year) or most recent available data? (D)	What is the trend over time? (E)	Comments/Recent Actions/Report Links (F)
1. Access to education and adult learning by measuring the number of registered learners in adult learning centres.	Participation in adult learning centre programming is one key measure of access to learning opportunities.	2003/04 number of registered learners in Adult Learning Centres: 9,715	2014/15 number of registered learners in Adult Learning Centres: 8,153	Annual increase from 2007/08 to 2010/11. Decrease in 2011/12 and 2012/13. Stable in 2013/14. Decrease in 2014/15.	Data on Aboriginal enrollment is based on self-identification and likely under-reports the actual proportion of Aboriginal learners. ALCs are important for access to education, particularly for Aboriginal Manitobans. In 2014/15, approximately 47% of ALC learners (3,831) self-identified as Aboriginal.
2. Student success in education and adult learning by measuring adult learning centre courses	To fully realize the benefits of education and adult learning, it is important that individuals	2003/04 ALC courses completed: 12,258 Secondary Diploma (High School): 1,254	2014/15 ALC courses completed: 10,949 Secondary Diploma (High School): 1,328	Average number of courses completed per ALC learner has remained stable with a slight decline in 2014/15.	In 2014/15, 636 ALC graduates self-declared as Aboriginal. Some ALC learners take courses in order to achieve

¹ This is the earliest year for which data is available, as data is collected for the school year (July to June). Year end statistics for 2015/16 will be available in Fall 2016.

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completed/high school diplomas awarded.	successfully complete their programs. Numbers of learners achieving various education credentials and goals is one way to measure this.			The average number of credits taken per ALC learner (2.4) has also remained stable.	employment or training goals, and do not intend to complete a diploma.
3. Access to education and adult learning by measuring the number of enrolled learners in adult literacy programming.	Participation in adult literacy programming is one key measure of access to learning opportunities.	2003/04 number of learners in adult literacy programs: 2,443 In 2008/09, 25% of adult literacy learners were assessed as having achieved a higher level according to the Manitoba Stages Framework.	2014/15 number of learners in adult literacy programs: 2,228 In 2014/15, Adult Literacy programming, 37% of learners progressed a stage level while most of the learners made progress within a stage level according to the Manitoba Stages Framework.	Annual increase from 2007-08 to 2009/10. Decrease from 2010/11 to 2014/15.	Adult Literacy programming provides opportunities for Manitobans to overcome barriers to further education/training and employment by improving their reading, writing, numeracy and communication skills. 44% of adult literacy learners self-identified as Aboriginal.
4. Capacity within ethnocultural communities to participate and contribute to Manitoba's economic, social and civic development by measuring the number of applications to the Ethnocultural Community Support Program (ECSP).	Integration and celebration of the growing diversity of our communities creates strong cultural and social capital in Manitoba.	2011/12 number of ECSP applications: 98	2015/16 number of ECSP applications: 73. Over 200 ethnocultural organizations served and supported and over 1,600 youth served through ECSP programming.	The total number of grant requests fluctuates from year to year.	Applications received related to youth, heritage retention, cultural celebrations, cross-cultural and intercultural awareness and rural activities.

The Public Interest Disclosure (Whistleblower Protection) Act

The Public Interest Disclosure (Whistleblower Protection) Act

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

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

A disclosure made by an employee in good faith, in accordance with the Act, and with a reasonable belief that wrongdoing has been or is about to be committed is considered to be a disclosure under the Act, whether or not the subject matter constitutes wrongdoing. All disclosures receive careful and thorough review to determine 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 Multiculturalism and Literacy for fiscal year 2015/16:

Information Required Annually (per Section 18 of The Act)	Fiscal Year 2015/16
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