

Manitoba Multiculturalism and Literacy

**Annual Report
2013-2014**



Alternate formats of this publication are available upon request from:
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or online at:
<http://www.gov.mb.ca/mal/index.html>

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

Your Honour:

I have the privilege of presenting for the information of Your Honour the Annual Report of Manitoba Multiculturalism and Literacy for the fiscal year ending March 31, 2014.

Respectfully submitted,

Original signed by:

Honourable Flor Marcelino



Honourable Flor Marcelino
Minister of Multiculturalism and Literacy
Room 343, Legislative Building
Winnipeg MB R3C 0V8

Dear Minister:

I am pleased to present the Annual Report of Manitoba Multiculturalism and Literacy (MAL) for the period April 1, 2013 to March 31, 2014.

In 2013/14, total funding of \$422,200 in support of intercultural, interfaith and ethnocultural diversity was delivered through ethnocultural communities across Manitoba under the Ethnocultural Community Support Program (ECSP). A total of 121 applications were approved. On average, programming to over 1,200 youth is supported through this program. Additionally, the department has assisted organizations to hold over 76 events to promote inclusion as well as responded to 37 requests for research and analysis from both internal and external organizations.

Last year, the department partnered with Citizenship and Immigration Canada and the Royal Canadian Mounted Police to host two citizenship ceremonies on behalf of the Minister. It also co-hosted and coordinated the annual Canadian Multiculturalism Day with community organizations and ethnocultural organizations. This event featured opportunities for cultural sharing and exploring the benefits of diversity through displays and interactive demonstrations.

In 2013/14, total funding in support of adult education stood at \$19.8 million. According to the department's most recent data (2012/13), 8,389 learners were registered in high school credit courses at adult learning centres across the province, and 1,425 learners graduated with a Manitoba high school diploma. An additional 4,848 learners completed a total of 12,255 high school credit courses. A further 2,387 adults were enrolled in adult literacy programming to increase their essential literacy and numeracy skills.

During the past year, Adult Learning and Literacy programs were delivered at a total of 140 locations in 63 communities across Manitoba. The department remains committed to providing regional access to opportunities for adult secondary education and learning throughout Manitoba.

These numbers represent our department's significant vision – a province where adult learners and all citizens have opportunities to contribute meaningfully to the social and economic life of the province and benefit from the quality of life in their communities.

Respectfully submitted,

Original signed by:

Terry Goertzen
Deputy Minister
Multiculturalism and Literacy



Madame Flor Marcelino
Ministre des Affaires multiculturelles et de l'Alphabétisation
Palais législatif, bureau 343
Winnipeg (Manitoba) R3C 0V8

Madame la Ministre,

J'ai le plaisir de vous présenter le rapport annuel du ministère des Affaires multiculturelles et de l'Alphabétisation du Manitoba pour l'exercice allant du 1^{er} avril 2013 au 31 mars 2014.

En 2013-2014, un financement total de 422 200 \$ a été fourni à des communautés ethnoculturelles de toute la province par l'intermédiaire du Programme de soutien aux communautés ethnoculturelles, en vue d'appuyer la compréhension interculturelle et interconfessionnelle, ainsi que la diversité ethnoculturelle. Au total, 121 demandes ont été approuvées. Dans ce cadre, des programmes sont offerts à plus de 1 200 jeunes en moyenne. De plus, le ministère a aidé des organismes à organiser plus de 76 événements visant à favoriser l'inclusion et a répondu à 37 demandes de recherche et d'analyses provenant d'organismes internes et externes.

L'année dernière, le ministère a collaboré avec Citoyenneté et Immigration Canada et la Gendarmerie royale du Canada afin d'organiser deux cérémonies de citoyenneté au nom de la ministre. Conjointement avec des organismes communautaires et ethnoculturels, le ministère a également organisé et coordonné la Journée annuelle canadienne du multiculturalisme. Cet événement a donné lieu à des échanges culturels et a permis d'étudier les avantages de la diversité au moyen d'expositions et de présentations interactives.

En 2013-2014, le financement total destiné à l'éducation des adultes s'est élevé à 19,8 millions de dollars. D'après les données les plus récentes recueillies par le ministère (2012-2013), 8 389 apprenants étaient inscrits à des cours menant à des crédits d'études secondaires dans des centres d'apprentissage pour adultes de toute la province, et 1 425 apprenants ont obtenu un diplôme d'études secondaires du Manitoba. 12 255 cours menant à des crédits d'études secondaires ont été terminés par 4 848 apprenants. D'autre part, 2 387 adultes se sont inscrits dans des programmes d'alphabétisation des adultes en vue d'améliorer leurs compétences essentielles en lecture, en écriture et en calcul.

L'année dernière, des programmes d'alphabétisation et d'apprentissage des adultes ont été offerts dans 140 sites au sein de 63 communautés de tout le Manitoba. Le ministère demeure déterminé à fournir des occasions d'apprentissage et d'enseignement secondaire pour les adultes dans toutes les régions du Manitoba.

Ces chiffres reflètent la vision importante de notre ministère, celle d'une province où les apprenants adultes, ainsi que tous les résidents, ont la possibilité de contribuer de manière significative à la vie sociale et économique de la province, tout en bénéficiant d'une bonne qualité de vie dans leurs collectivités.

Le tout respectueusement soumis.

Le sous-ministre des Affaires multiculturelles et de l'Alphabétisation,

Original signé par

Terry Goertzen



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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, 2014. 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

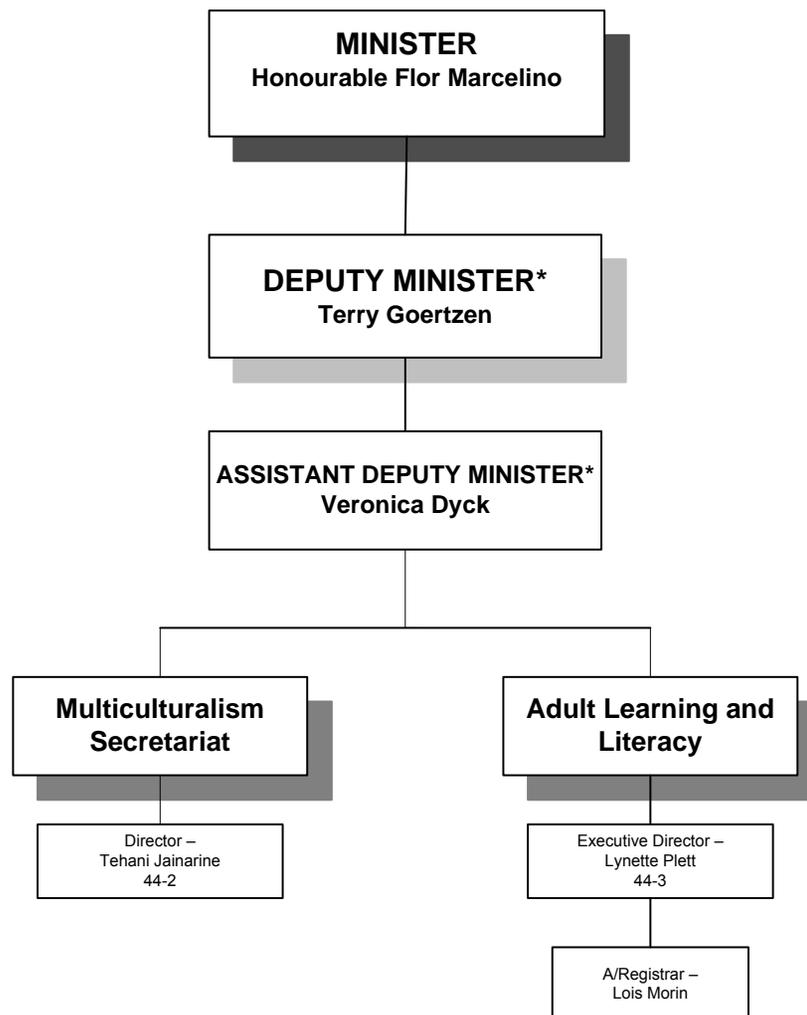
The overall responsibilities of the Minister and the Department include:

- 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.

March 31, 2014

Department of Multiculturalism and Literacy**



*Deputy Minister and Assistant Deputy Minister positions are provided through the Department of Tourism, Culture, Heritage, Sport and Consumer Affairs.

**Administrative support is provided through the Department of Education and Advanced Learning for financial, administrative and system and technology services.

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 2013/14	Estimate 2013/14		Variance Over (Under)	Expl. No.
	\$000	FTE	\$000	\$000	
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 2013/14	Estimate 2013/14		Variance Over (Under)	Expl. No.
	\$000	FTE	\$000	\$000	
Salaries and Employee Benefits	182	3.00	214	(32)	
Other Expenditures	57		43	14	1
Total Sub-Appropriation	239	3.00	257	(18)	

1. Over expenditure mainly reflects greater costs than budgeted for transportation.

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 consulting to 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 250 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 2001, the province's Ethnocultural Community Support Program has provided 1,225 grants totalling \$6.7 million, to more than 219 organizations.

In 2013/14, the Multiculturalism Secretariat provided assistance to 121 ethnocultural community groups/organizations in formalizing structure and preparing provincial grant applications and approved 72 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 and a joint ceremony with the Royal Canadian Mounted Police (RCMP) D Division to recognize Manitoba Day and the contributions of the RCMP.

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: 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 two special events in Manitoba that

promote the elimination of racial discrimination and social inequality and intercultural/interfaith dialogue and awareness.

2 (a-c) Multiculturalism Secretariat

Expenditures by Sub-Appropriation	Actual 2013/14 \$000	Estimate 2013/14 FTE	\$000	Variance Over (Under) \$000	Expl. No.
(a) Salaries and Employee Benefits	236	3.00	214	22	
(b) Other Expenditures	66		99	(33)	1
(c) Assistance	109		109	0	
Total Sub-Appropriation	411	3.00	422	(11)	

- 1. Under expenditure mainly reflects lower general operating and overhead costs as a result of a shared location stemming from the in-year departmental reorganization.*

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 2013/14, ALL provided MALP grants to 36 agencies to provide adult literacy programming. Year-end statistics for 2013/14 are not available until the fall of 2014. However, year-end statistics for 2012/13 indicate that:

- 2,387 individuals participated in adult literacy programming;
- 35% were male and 51% female;

- 17% were in the 19-25 age group, 26% in the 25-34 age group, 21% were in the 35-44 age group, 12% were in the 45-54 age group, 8% were over 55, 2% were under age 18 and 14% were undeclared;
- 38% identified themselves as Aboriginal learners (First Nation, Metis and Other Aboriginal);
- 30% said English was not their first language;
- Upon registration in the adult literacy program, 32% of learners were at Stage level 1, 45% were at Stage level 2, and 23% 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 2013/14 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 2013/14 school year will be available in the fall of 2014. Statistics for the 2012/13 school year indicate that:

- 8,389 learners completed 12,255 courses for high school credit;
- 1,425 ALC learners graduated with a secondary (high school) diploma;
- 562 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.

ALCs have established RPL Advisory and RPL Assessment Services to help adult students receive credits for their formal and informal learning. In 2012/13, ALCs granted 431 credits through RPL, with 151 students graduating with RPL credits.

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 2012/13, adults registered 3,346 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, 2013 and December 31, 2013, 286 individuals wrote the GED tests, with 166 obtaining their GED certificate (in those totals there was one individual who wrote & passed the French exam).

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-e) Adult Learning and Literacy

Expenditures by Sub-Appropriation	Actual 2013/14 \$000	Estimate 2013/14 FTE	\$000	Variance Over (Under) \$000	Expl. No.
(a) Salaries and Employee Benefits	949	12.00	1,043	(94)	
(b) Other Expenditures	203		340	(137)	1
(c) Adult Learning Centres	17,020		17,029	(9)	
(d) Adult Literacy	2,681		2,607	74	
(e) Less: Recoverable from Canada- Manitoba Labour Market Agreement	(412)		(412)	0	
Total Sub-Appropriation	20,441	12.00	20,607	(166)	

Under expenditure mainly reflects savings due to a reduction in advertising activities, lower requirement for professional services and a reduction in the volume of travel and related accommodations requirements.

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 annual 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	2013/14 ESTIMATES
2013/14 Main Estimates	\$707,662
Transfer to: Education and Advanced Learning	(686,952)
Transfer from: Labour and Immigration Mineral Resources Enabling Appropriation	422 60 131
2013/14 Estimate	\$21,323

Manitoba Multiculturalism and Literacy

Expenditure Summary

For the fiscal year ended March 31, 2014, with comparative figures for the previous fiscal year (\$000s)

Estimate 2013/14	Appropriation	Actual 2013/14	Actual 2012/13	Increase (Decrease)	Explanation Number
Multiculturalism and Literacy (44)					
	44-1 Executive				
37	(a) Minister's Salary	37	37	0	
	(b) Executive Support				
214	- Salaries and Employee Benefits	182	185	(3)	
43	- Other Expenditures	57	35	22	1
294	Total 44-1	276	257	19	

Manitoba Multiculturalism and Literacy

Expenditure Summary

For the fiscal year ended March 31, 2014, with comparative figures for the previous fiscal year (\$000s)

Estimate 2013/14	Appropriation		Actual 2013/14	Actual 2012/13	Increase (Decrease)	Explanation Number
	44-2	Multiculturalism Secretariat				
214	(a)	Salaries and Employee Benefits	236	161	75	2
99	(b)	Other Expenditures	66	86	(20)	3
109	(c)	Assistance	109	405	(296)	4
422		Total 44-2	411	652	(241)	

Manitoba Multiculturalism and Literacy

Expenditure Summary

For the fiscal year ended March 31, 2014, with comparative figures for the previous fiscal year (\$000s)

Estimate 2013/14	Appropriation	Actual 2013/14	Actual 2012/13	Increase (Decrease)	Explanation Number
	44-3	Adult Learning and Literacy			
1,043	(a)	949	918	31	Salaries and Employee Benefits
340	(b)	203	214	(11)	Other Expenditures
17,029	(c)	17,020	17,045	(25)	Adult Learning Centres
2,607	(d)	2,681	2,758	(77)	Adult Literacy
(412)	(e)	(412)	(412)	0	Less: Recoverable from Canada-Manitoba Labour Market Agreement
20,607	Total 44-3		20,441	20,523	(82)
21,323	Total - Multiculturalism and Literacy		21,128	21,432	(304)

Manitoba Multiculturalism and Literacy

Expenditure Summary

For the fiscal year ended March 31, 2014 with comparative figures for the previous fiscal year (\$000s)

Explanation Number:

1. Increased expenditure mainly relates to additional cost for general operating as a result of the in-year departmental reorganization.
2. Increased expenditure mainly relates to vacancies in two positions for a portion of 2012/13 which have been filled for the current year.
3. Decreased expenditure mainly reflects a reduction in general operating and overhead costs in 2013/14 as a result of a shared location stemming from the in-year departmental reorganization.
4. Decreased expenditure mainly reflects the discontinuation of the grant payment to Welcoming Communities Manitoba in 2013/14 as a result of the elimination of federal revenues for this program and for reduced payments for the Ethno-cultural Community Support Program in 2013/14.

**Manitoba Multiculturalism and Literacy
Revenue Summary**

For the fiscal year ended March 31, 2014 with comparative figures for the previous fiscal year (\$000s)

Actual 2012/13	Actual 2013/14	Increase (Decrease)	Source	Actual 2013/14	Estimate 2013/14	Variance	Expl. No.
TAXATION							
-	-	-	Total	-	-	-	
OTHER REVENUE							
30	28	(2)	Fees	28	19	9	1
-	-	-	Sundry	-	-	-	
30	28	(2)	Total	28	19	9	
GOVERNMENT OF CANADA							
-	-	-	Canada-Manitoba Immigration Agreement	-	-	-	
-	-	-	Reconciliation (Reorg)	-	-	-	
-	-	-	Total	-	-	-	
30	28	(2)	Total – Multiculturalism and Literacy	28	19	9	

**Manitoba Multiculturalism and Literacy
Revenue Summary**

For the fiscal year ended March 31, 2014 with comparative figures for the previous fiscal year (\$000s)

Explanation Number:

1. **Fees – GED Testing Program:** \$ 9 over 2013/14 Estimate

Increase reflects a higher number of test takers than projected for the program year.

Manitoba Multiculturalism and Literacy
Five Year Expenditure and Staffing Summary by Main Appropriation
For the fiscal years ended March 31, 2010 to March 31, 2014

Main Appropriation	2009/10		2010/11		2011/12		2012/13		2013/14	
	FTE	\$000								
44-1 Executive	4.00	358	4.00	341	4.00	339	4.00	256	4.00	276
44-2 Multiculturalism Secretariat	4.00	754	4.00	736	4.00	669	4.00	652	3.00	411
44-3 Adult Learning and Literacy	12.00	20,704	12.00	20,470	12.00	20,228	12.00	20,523	12.00	20,441
Total - Multiculturalism and Literacy	20.00	21,816	20.00	21,547	20.00	21,236	20.00	21,431	19.00	21,128

* 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 Advanced Education and Literacy for the 2012/13 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 2013/14 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 ¹ : 9,715	2012/13 number of registered learners in Adult Learning Centres: 8,389	Annual increase from 2007/08 to 2010/11. Decrease in 2011/12 and 2012/13.	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 2012/13, 45% of ALC learners self-identified as Aboriginal.
2. Student success in education and adult learning by measuring adult learning centre courses completed/high school diplomas	To fully realize the benefits of education and adult learning, it is important that individuals successfully complete their	2003/04 ALC courses completed: 12,258 Secondary Diploma (High School): 1,254	2012/13 ALC courses completed: 12,255 Secondary Diploma (High School): 1,425	Average number of courses completed per ALC learner has remained stable. The average number of credits taken per ALC learner has also	Some ALC learners take courses without intending to complete a diploma. In 2012/13, 562 ALC graduates self-declared as Aboriginal.

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 2013/14 will be available in fall 2014.

<i>What is being measured and using what indicator? (A)</i>	<i>Why is it important to measure this? (B)</i>	<i>Where are we starting from (baseline measurements)? (C)</i>	<i>What is the 2013/14 result (current year) or most recent available data? (D)</i>	<i>What is the trend over time? (E)</i>	<i>Comments/Recent Actions/Report Links (F)</i>
awarded.	programs. Numbers of learners achieving various education credentials and goals is one way to measure this.			remained stable.	
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.	2012/13 number of learners in adult literacy programs: 2,387 In 2012/13, Adult Literacy programming, 43% of learners were assessed as having achieved a higher level according to the Manitoba Stages Framework.	Fluctuating. Annual decreases from 2003/04 to 2006/07. Increases in 2008//09 and 2009/10. Annual decreases since 2009/10.	Adult Literacy programming addresses the literacy, numeracy and communication skills barriers to further education/training and employment. 38% 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 celebrating the growing diversity of our communities creates strong cultural and social capital in Manitoba.	2011/12 number of ECSP applications: 98	2013/14 number of ECSP applications: 121 and over 1,200 youth served through ECSP programming.	On an annual basis, there continues to be an increase in the number of applications received.	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 2013-2014:

Information Required Annually (per Section 18 of The Act)	Fiscal Year 2013-2014
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