

1 Q. Provide an explanation for the increase in training costs from \$554,000 to
2 \$800,000 over the period 2005 to 2007. (NP-14 NLH)

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5 A. There are a number of new initiatives that will affect the training budget
6 expenditures for the coming years. The first initiative is the Corporate
7 Leadership program that is commencing in the fall of 2006. It is a supervisory
8 and leadership development model with the first component to be completed
9 in April of 2007. The annual commitment to these initiatives will be \$200,000.
10 The second initiative is the Corporate Succession Planning Program.
11 Training will be provided to support employee opportunities arising from the
12 expected retirement of approximately 25% of the corporate work force over
13 the next 5 years. The budget to support other initiatives is \$100,000. Lastly,
14 the corporation has been enhancing its learning needs identification process
15 to support the creation of a safer, more efficient workplace. The result will be
16 a larger demand for learning programs of various types to support this
17 renewed focus.