

# Ministry of Immigration and Career Training



Plan for 2020-21

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# Statement from the Minister



*The Honourable  
Jeremy Harrison  
Minister of  
Immigration and  
Career Training*

I am pleased to present the Ministry of Immigration and Career Training Operational Plan for 2020-21.

Government Direction and Budget 2020-21 is focused on growth for a better quality of life – fostering a strong economy, creating strong communities and strong families – and Building a Strong Saskatchewan.

The Ministry of Immigration and Career Training is focused on creating the labour market conditions for individuals, families and businesses to thrive. Labour market investments are aligned with the needs of employers and the evolving needs of our economy, while actively promoting meaningful careers and supporting long-term business success.

Saskatchewan's new Growth Plan identifies 30 goals for 2030, including robust targets for population growth, job creation and economic expansion. The Ministry of Immigration and Career Training will have a significant role to play in developing, attracting and retaining skilled workers to support this.

Saskatchewan's greatest resource has always been its people. Our history and future is tied to the character, diversity, grit and determination of those who make Saskatchewan their home. As we enter a new decade of growth in this province, our government wants to ensure that all Saskatchewan people continue to benefit. By targeting training to economic opportunities, promoting recruitment and retention of young people and supporting participation of those currently under-represented in the workforce, we will continue growing an engaged and inclusive workforce in the year ahead and beyond.

Our ministry is committed to building on our strengths and being innovative in delivering citizen-centered services and programs that set clients up for success and supports them in realizing their full potential. The strategies and key actions outlined in the pages that follow will allow us to deliver on these commitments and contribute to our government's goal of ensuring Saskatchewan remains home to a strong economy, strong communities and strong families.

# Response to Government Direction

The Government of Saskatchewan is committed to *Building a Strong Saskatchewan*. Investing in strong communities and strong families creates opportunities for a better quality of life for the people of our province. Maintaining a strong economy will enable us to build upon the past decade of growth and continue to provide the services, jobs and infrastructure that meets Saskatchewan’s needs.

Saskatchewan’s Vision

*“... to be the best place in Canada – to live, to work, to start a business, to get an education, to raise a family and to build a life.”*

A Strong Economy

Strong Communities

Strong Families

Saskatchewan’s vision and three goals provide the strategic direction for organizations to align their programs and services to build a strong Saskatchewan.

All organizations will report on progress in their 2020-21 annual reports.

# Operational Plan

## Mandate Statement

The Ministry of Immigration and Career Training helps individuals prepare for, obtain and maintain employment, and leads activities required to assist employers with the development, recruitment and retention of workers. The ministry's key tasks involve delivering services and programs that address labour demand and undertaking activities to fully engage Saskatchewan's labour supply.

## Mission Statement

To develop, attract and retain a skilled workforce that supports investment and economic growth in Saskatchewan and helps citizens realize their full potential.

## Government Goals



**A Strong Economy**



**Strong Communities**



**Strong Families**

## Ministry Goal

Employers have workers with the right skills, at the right time.

## Strategy

Align labour market investments with the evolving needs of the economy to advance Saskatchewan's competitiveness and grow the number of people working in the province.

## Key Actions

- Work with employers to identify workforce needs now and into the future.
- Collaborate and partner with the training sector to deliver programs that match workforce supply with demand.
- Invest in skills training opportunities that are responsive to the needs of employers and that enable workers to build a future in Saskatchewan.
- Subsidize training for employed workers to upskill in their current jobs in order to support their career growth, increase productivity and improve employee retention.

## Performance Measures

### Saskatchewan alignment between skills required and skills held by workers in Saskatchewan

Alignment between the educational level of workers and the educational requirements of the occupations in which they are working. The target is to maintain a top three ranking in the country.

### Saskatchewan employer uptake of the Canada-Saskatchewan Job Grant

Measure the employer uptake of the Canada-Saskatchewan Job Grant each year. The target is to exceed 900 participants in 2020-21.

### Saskatchewan job tenure

Measure Saskatchewan's average job tenure for employees. The target is to maintain a top-two ranking in the country.



## Government Goals

**A Strong Economy**

**Strong Communities**

**Strong Families**

## Ministry Goal

Saskatchewan is an attractive place for its residents to build their careers and for interprovincial and international migration.

## Strategy

Develop, attract and retain workers from diverse backgrounds to advance Saskatchewan's competitiveness and grow the provincial population.

## Key Actions

- Work with human services ministries and other partners to ease pathways between education, training and employment.
- Attract skilled workers to Saskatchewan for in-demand occupations through targeted recruitment activities.
- Invest in employment and settlement programs and services, that improve labour market retention rates.
- Invest in programs and services to prepare entrepreneurs and workers to succeed in the Saskatchewan economy.
- Work with employers and community partners to improve the employment rate of groups who are under-represented in the workforce, including youth, visible minorities, persons with disabilities and First Nations and Métis persons.

## Performance Measures

### Overall labour force participation rates

Measure workforce participation rates in Saskatchewan relative to the national average. The target is to maintain a top two ranking in Canada.

### Labour force participation rates of Indigenous people

Measure workforce participation rates of First Nations and Métis persons in Saskatchewan relative to the national average. The target is to maintain and improve on a top four ranking in Canada.

### Saskatchewan immigrant retention rate

Measure Saskatchewan's immigrant retention rate. The target is to maintain and improve a top four ranking in the country and to achieve a minimum retention rate of 85 per cent for Saskatchewan by 2030.



## Government Goals



**A Strong Economy**



**Strong Communities**



**Strong Families**

## Ministry Goal

Organizational Excellence

## Strategy

Strong public services and results through employee engagement, professional development, collaboration, innovation and leadership at all levels.

### Key Actions

- Ensure a safe, healthy and inclusive work environment for ministry employees.
- Build a diverse, inclusive, qualified, engaged and resilient workforce to deliver on ministry priorities.
- Develop an integrated high-performing labour market system that aligns workforce supply and demand needs for the province now and into the future.

## Strategy

Effective stewardship of resources through accountability, transparency and a focus on outcomes.

### Key Actions

- Develop a framework and service standards to improve the service experience and outcomes for clients.
- Implement a business transformation initiative to streamline processes for clients, government, and its partners.
- Pursue amendments to regulations that modernize the ministry's regulatory framework.
- Preparing the ministry for use of advanced data analytics to improve reporting and support evidence-based decision-making.
- Improve financial reporting and accountability for the ministry.

## Performance Measures

### Employee engagement index

This measures the employee engagement of ministry staff. The target is to improve on the previous baseline of 68 per cent measured in 2018-19. The survey is held every two years and the next employee engagement survey is scheduled for 2020-21.

### Employee psychological safety climate score

This measures the psychological safety climate score of ministry staff. The objective is to maintain or exceed the Government of Saskatchewan baseline of 3.2.

### Employee physical safety climate score

This measures the physical safety climate score of ministry staff. The objective is to maintain or exceed the Government of Saskatchewan baseline of 3.2.

### Forecast variance as a percentage

This measures the variance between what is forecasted and actual expenditures. The target will be established and reported on in 2020-21.

# Highlights

## 2020-21 Budget Highlights:

Highlights of the ministry budget include the following:

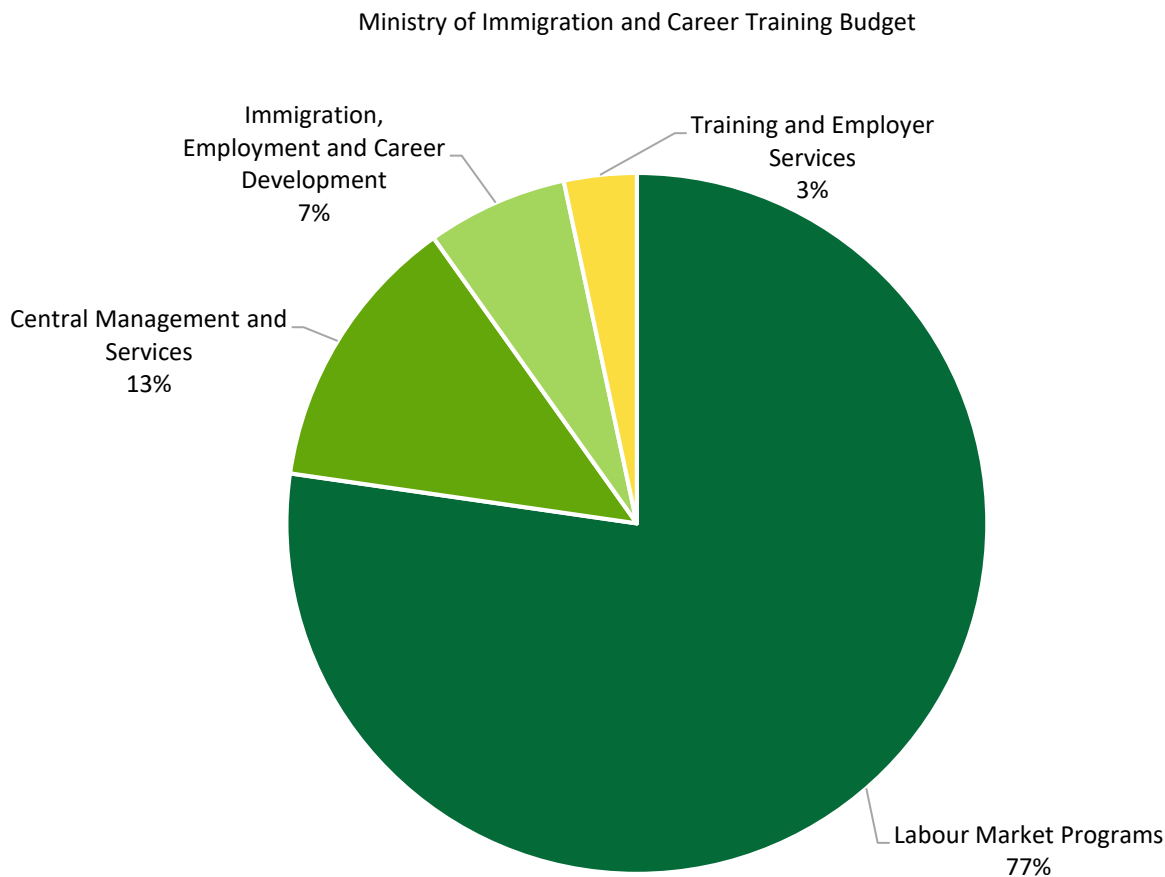
- Saskatchewan employers and workers will benefit from approximately \$80 million in funding from the federal Labour Market Transfer Agreements, an increase of \$2.6 million from 2019-20;
- Realignment of funding to the Workforce Development program to meet emerging demands for programs and services that meet the needs of a changing labour market;
- \$578,000 for Foreign Qualification Recognition, an increase of \$325,000 or 128.5 per cent, for the delivery of a workplace integration support project to assist 60 provisionally or fully licensed internationally trained professionals in select occupations to obtain three months of work experience in Saskatchewan. This increase will be offset by federal funding; and,
- The continued implementation of the Modernization of Agreements, Programs and Services initiative, a business transformation initiative that will modernize agreements, programs and service delivery and will strengthen outcomes for clients, delivery partners, staff and decision makers.



# Financial Summary

Ministry of Immigration and Career Training 2020-21 Estimates		(in thousands of dollars)
Central Management and Services		\$ 22,594
Immigration, Employment and Career Development		\$ 11,415
Training and Employer Services		\$ 5,878
Labour Market Programs		\$ 135,641
<b>Total Appropriation</b>		<b>\$ 175,528</b>
Less: Capital Asset Acquisition		(\$ 6,480)
Plus: Non-Appropriate Expense Adjustment		\$ 1,155
<b>Total Expense</b>		<b>\$ 170,203</b>

For more information, see the Budget Estimates at: <http://www.saskatchewan.ca/budget>



## For More Information

Please visit the Ministry's website at <http://www.saskatchewan.ca/government/government-structure/immigration-and-career-training>