

# Ministry of Immigration and Career Training



## Plan for 2021-22

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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 2021-22.

Government Direction and Budget 2021-22 is focused on protecting Saskatchewan people through the remainder of the pandemic, building the infrastructure that a strong economy needs, and growing Saskatchewan to help ensure a strong economic recovery.

The Ministry of Immigration and Career Training focuses on attracting, training and retaining a skilled workforce to match employer needs and drive economic growth. Investments into programs and services are aligned with the evolving needs of employers and our long-term economic growth.

Despite the outbreak of the global COVID-19 pandemic early in 2020, which impacted our implementation of Saskatchewan's Growth Plan, we took bold steps to secure our economy. We implemented various levels of restrictions to protect public health and reduce the spread of COVID-19. Although our businesses were adversely impacted by the restrictions, they were a critical part in complying with the public health orders to help reduce the spread.

As part of our economic recovery plan, we implemented various programs to provide immediate help to these businesses who had to fully or partially close. One such program was the Re-Open Saskatchewan Training Subsidy, a temporary training subsidy to assist businesses with financial support to train employees as they made adjustments to the impacts of the COVID-19 pandemic. As well, funding was announced to provincial institutions and community-based organizations for skills training programs. These along with other programs helped our labour force access needed training funds, which helped to keep our economy on the path to recovery.

The strategy and key actions outlined in this document reinforces our resilience and commitment to continue to deliver programs and services to enable our clients to succeed and help our economy recover and once again grow. This will in turn allow us to deliver on our goals to ensure Saskatchewan remains a strong economy, supporting the growth of families and our communities.

# Response to Government Direction

Protect. Build. Grow. The Government of Saskatchewan is committed to protecting Saskatchewan people through the rest of the pandemic as life returns to normal and our economy grows. Investing in infrastructure like hospitals, schools, and highways will help build a strong economy and create jobs for strong families, strong communities, and a better quality of life.

## 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 2021-22 annual reports.

# Operational Plan

## Vision Statement

Employers have a diverse, inclusive and talented workforce driving Saskatchewan's growth.

## 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

A labour market system in which employers and business leaders play an integral role.

## Strategy

Promote employers' role in identifying and investing in training needs.

## Key Actions

- Expand outreach activities to employers, funded partners, and training institutions to identify employers' workforce needs and align available supports and investments.
- Increase employer awareness and utilization of provincial and federal training supports, and encourage employer investment in workforce training.

## Strategy

Foster inclusive workplaces.

## Key Actions

- Expand work placements and employment opportunities for job seekers from under-represented groups.

## Performance Measures

### 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 2021-22.



#### **Recruitment time**

Reduce the proportion of job vacancies in Saskatchewan that are deemed difficult-to-fill and hard-to-recruit. The target is to be below the national average of 12.7 per cent.

#### **Saskatchewan job tenure**

Measure Saskatchewan's average job tenure for employees. The target is to maintain a top-two ranking in Canada and exceed the national average of 101.5 months.

### **Government Goals**



**A Strong Economy**



**Strong Communities**



**Strong Families**

### **Ministry Goal**

An agile and integrated education and training system that is responsive to the economic opportunities for businesses and prepares people for careers in Saskatchewan.

### **Strategy**

Increase responsiveness of the education and training system to the needs of employers, industries, workers and students.

#### **Key Actions**

- Improve career planning supports for students to transition to the workforce and for workers to upskill for the jobs of the future.
- Advance micro-credentials recognition to support career development.
- Align education and training programming to the needs of employers' in-demand skills.

### **Strategy**

Develop pathways between education, training and employment.

#### **Key Actions**

- Align labour market supports to sustain a qualified labour pool for growing industries.
- Connect people to the workforce to help them gain work experience and competencies necessary for career growth.

### **Strategy**

Provide training and employment supports for under-represented groups.

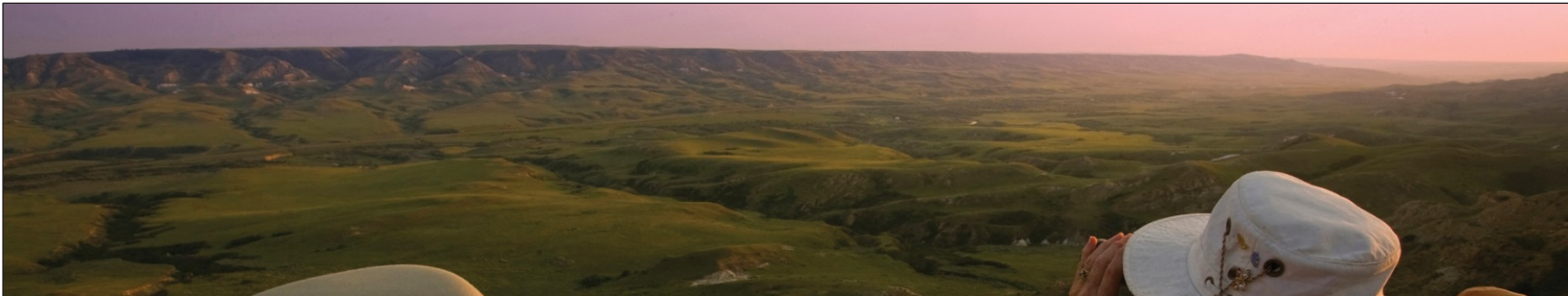
#### **Key Actions**

- Strengthen work-integrated training for under-represented groups to meet future labor force needs.

### **Performance Measures**

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

Measures 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 Canada and exceed the national average of 47.5 per cent.



**Overall labour force participation rates**

Measure workforce participation rates in Saskatchewan. The target is to maintain a top-two ranking in Canada and exceed the national average of 64.1 per cent.

**Labour force participation rates of Indigenous persons**

Measure workforce participation rates of Indigenous persons in Saskatchewan. The target is to maintain a top-four ranking in Canada and exceed the national average of 61.2 per cent.

**Labour force participation rates of persons with disabilities**

Measure workforce participation rates of persons with disabilities in Saskatchewan. The target is to exceed the national average of 64.7 per cent.

**Government Goals**



**A Strong Economy**



**Strong Communities**



**Strong Families**

**Ministry Goal**

People have the skills, experience and pathways to realize their potential and build their careers.

**Strategy**

Remove barriers to working in Saskatchewan.

**Key Actions**

- Improve credential recognition and career pathing for new Canadians and domestic workers.
- Enhance community settlement and orientation supports to position residents for success.

**Strategy**

Attract people with the right skills to Saskatchewan.

**Key Actions**

- Increase the number of skilled new Canadians admitted to Saskatchewan through the Saskatchewan Immigrant Nominee Program.

**Performance Measures**

**Saskatchewan immigrant retention rate**

Measure Saskatchewan’s immigrant retention rate. The target is to achieve a retention rate of 85 per cent for Saskatchewan by 2030.





## Government Goals



**A Strong Economy**



**Strong Communities**



**Strong Families**

## Ministry Goal

Organizational Excellence.

## Strategy

Improve service delivery for clients.

### Key Actions

- Review and modernize the Ministry's legislation, policies, programs and services to meet evolving client needs.
- Adopt digital services that transform Ministry operations to improve outcomes for clients.

## Strategy

Improve evidence-based decision-making to achieve business outcomes.

### Key Actions

- Build an information management framework.
- Lead the outreach with partner ministries to align government programs and services to provincial labour market needs.

## Strategy

Foster the environment to support engaged and high-performing employees.

### Key Actions

- Support employee and leadership professional development.
- Focus on employee engagement and well-being.
- Enhance business processes through better planning, accountability and continuous improvement.
- Develop and implement a Strategic Workforce Plan for the Ministry.

## Performance Measures

### Employee engagement index

Measure the employee engagement of Ministry staff. The target is to improve on the previous baseline of 68 per cent measured in 2018-19. The next employee engagement survey is scheduled for 2021-22.

### Employee psychological safety climate score

Measure the psychological safety climate score of Ministry staff. The target is to maintain or exceed the Government of Saskatchewan baseline of 3.2.



**Employee physical safety climate score**

Measure the physical safety climate score of Ministry staff. The target 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 the actual expenditures. The target is to be equal to or less than 2.0 per cent variance from what is forecasted.

# Highlights

## 2021-22 Budget Highlights:

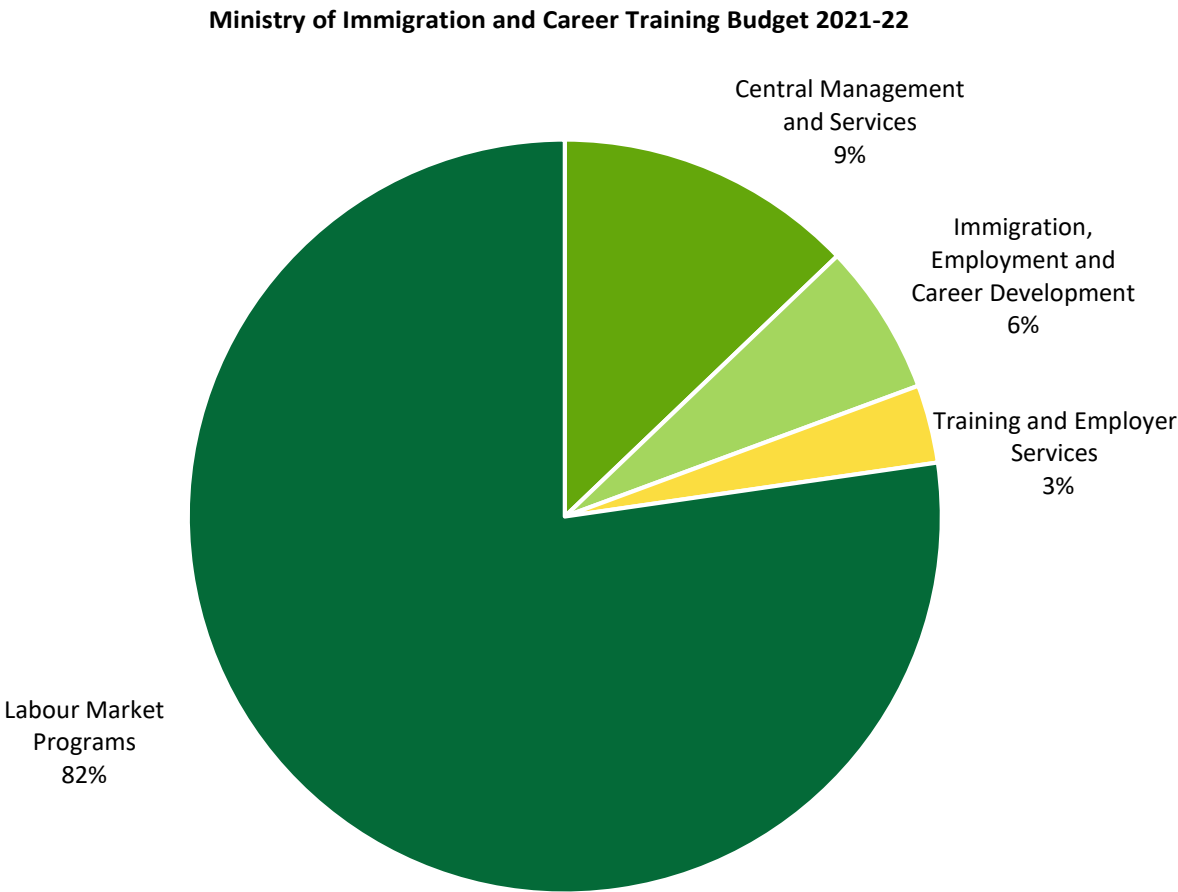
Highlights of the Ministry budget include the following:

- The continued implementation of the Modernization of Agreements, Programs and Services initiative to support improvements in the delivery of Ministry programs and fulfil requirements of newly signed Federal Labour Market Transfer Agreements;
- Saskatchewan employers and workers will benefit from an increase of approximately \$2 million from the federal Labour Market Transfer Agreements;
- Record funding for workforce development of more than \$39 million, including \$17 million in one-time funding from the federal government for additional programs and projects that support recovery efforts in response to COVID-19;
- Record funding of nearly \$18 million for Employability Assistance for People with Disabilities to provide people with disabilities with the supports and skills required for participation in the labour force, remove barriers that people with disabilities face in preparing for, obtaining and maintaining employment, and assist employers who include people with disabilities in their workforce. One-time federal funding of \$8 million is included in this record budget;
- Record funding of \$8.1 million, an increase of \$700,000, for the Canada-Saskatchewan Job Grant (CSJG) to help ensure employers have a skilled workforce with the competencies needed to remain productive and competitive; and
- Continued funding to support employers and individuals as the province recovers from the economic impacts of COVID-19. This includes the Saskatchewan Apprenticeship and Trade Certification Commission, support programs for newcomers, Adult Basic Education and the Provincial Training Allowance.

# Financial Summary

Immigration and Career Training 2021-22 Estimates		(in thousands of dollars)
Central Management and Services		\$18,950
Immigration, Employment and Career Development		\$11,774
Training and Employer Services		\$5,985
Labour Market Programs		\$163,585
<b>Total Appropriation</b>	<b>2021-22 Estimates</b>	<b>200,294</b>
Less: Capital Asset Acquisition		(\$2,621)
Plus: Non-Appropriated Expense Adjustment		\$1,308
<b>Total Expenses</b>	<b>2021-22 Estimates</b>	<b>198,981</b>

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



## For more information:

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