

Ministry of Immigration and Career Training

Annual Report for 2020-21

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Saskatchewan! 

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Letters of Transmittal



The Honourable
Jeremy Harrison,
Minister of Immigration
and Career Training

Office of the Lieutenant Governor of Saskatchewan

I respectfully submit the Annual Report for the Ministry of Immigration and Career Training for the fiscal year ending March 31, 2021.



Jeremy Harrison
Minister of Immigration and Career Training



Clint Repski
Deputy Minister of
Immigration and Career
Training

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

Dear Minister:

I have the honour of submitting the Annual Report for the Ministry of Immigration and Career Training for the fiscal year ending March 31, 2021.



Clint Repski
Deputy Minister of Immigration and Career Training

Ministry Overview

Vision

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

Mandate

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

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

The Ministry of Immigration and Career Training is organized into three lines of business:

- The **Immigration, Employment and Career Development Division** supports employment and career growth for Saskatchewan residents, as well as the attraction and settlement of newcomers into the social and economic life of the province. The division helps individuals launch and build careers in Saskatchewan.
- The **Training and Employer Services Division** develops training and other workforce solutions to develop, recruit and retain a skilled and diverse workforce. The division helps Saskatchewan employers navigate their labour market options, and provides strategic direction, oversight and investment to align the provincial training system with labour market needs.
- The **Corporate Services Division** provides executive direction and centrally-managed services in the areas of finance, information technology, information management, privacy and program administration. It is also responsible for funding other services including marketing, head office and program-based accommodations and capital improvements required for the delivery of the ministry's mandate. It also provides funding for various central services that are delivered through the shared service agreement with the Ministry of Energy and Resources and the Ministry of Trade and Export Development.

Ministry employees work from three office locations in Regina and regional offices across the province. In 2020-21, full-time equivalent (FTE) utilization was 267.9.

Legislation

The Ministry is responsible for the following legislation:

- *The Apprenticeship and Trade Certification Act, 2019*, including:
 - *The Apprenticeship and Trade Certification Commission Regulations, 2020*
 - *The Apprenticeship and Trade Certification Regulations, 2020*
- *The Economic and Co-operative Development Act*, but only with respect to:
 - Clause 8(a) which is jointly assigned to the Minister of Immigration and Career Training, the Minister of Agriculture, the Minister of Environment, the Minister of Parks, Culture and Sport, the Minister of Trade and Export Development and the Minister Responsible for Tourism Saskatchewan;
 - Clause 16(a) which is jointly assigned to the Minister of Immigration & Career Training and the Minister of Trade and Export Development; and
 - *The Saskatchewan Immigrant Nominee Program Regulations*
- *The Education Act, 1995*, but only with respect to:
 - Subsection 3(1) which is jointly assigned to the Minister of Immigration and Career Training, the Minister of Advanced Education, and the Minister of Education
- *The Human Resources, Labour and Employment Act*, but only with respect to:
 - Subsection 4(2) and section 4.01
- *The Indian and Native Affairs Act*, but only with respect to:
 - Clause 7(b) which is jointly assigned to the Minister of Immigration and Career Training and the Minister Responsible for First Nations, Métis and Northern Affairs
- *The Multiculturalism Act*, but only with respect to:
 - Clauses 4(g) and (h) which are jointly assigned to the Minister of Immigration and Career Training and the Minister of Parks, Culture and Sport
- *The Northern Saskatchewan Economic Development Act*
- *The Post-Secondary Education and Skills Training Act*, which is jointly assigned to the Minister of Immigration and Career Training, and the Minister of Advanced Education, except section 5, clauses 15(2)(a), (c), (d), (e), (i) and (j) and section 17 which are jointly assigned to the Minister of Immigration and Career Training, the Minister of Advanced Education, and the Minister of Education
 - *The Training Program Regulations* which are jointly assigned to the Minister of Immigration and Career Training, and the Minister of Education, except the regulations related to literacy program, which are with the Minister of Education.
- *The Research Council Act*
- Regulations under *The Executive Government Administration Act*, including:
 - *The Employment Program Regulations, 2021*
 - *The Skills Training Benefit Regulations* which are jointly assigned to the Minister of Immigration and Career Training and the Minister of Advanced Education.

Report on 2020-21 Public Plan

The Ministry of Immigration and Career Training 2020-21 Public Plan can be found here:

<http://www.saskatchewan.ca/government/government-structure/ministries/immigration-and-career-training>

COVID-19 Response Highlights

Overview

The COVID-19 pandemic challenged government operations during the 2020-21 fiscal year. The expected operations of programs and services may have significantly changed as the Government of Saskatchewan worked quickly to support citizens and businesses. Annual Reports for the 2020-21 fiscal year provide information on the impacts of COVID-19 and recognize the work of the Government of Saskatchewan in responding to the pandemic.

Organization COVID-19 Response Highlights

- As an initial response to the impact of the pandemic on Saskatchewan's labour market, the Ministry of Immigration and Career Training shifted its focus to help businesses in multiple sectors avoid or mitigate the impact of layoffs.
- The Ministry initiated outreach and hosted webinars with Chambers of Commerce and industry associations to ensure employers were aware of provincial and federal support programs. More than 1,000 individuals from over 80 organizations participated in these events.
- New programs were introduced and enhanced supports were provided during the pandemic, including the Re-Open Saskatchewan Training Subsidy, Business Response Team services, improvements to the Saskatchewan Immigrant Nominee Program, flexibilities in the Provincial Training Allowance, online client service, and increased employer outreach.
- The Re-Open Saskatchewan Training Subsidy is a temporary training subsidy designed to help employers adjust to the impacts of the pandemic and safely align business activities with the re-opening phases of Saskatchewan's economy.
- The Business Response Team transitioned from the Ministry of Trade and Export Development to the Ministry of Immigration and Career Training in July 2020, and a suite of tools were developed to reference Public Health guidelines for accelerated service-delivery to businesses, professional associations and other organizations. As of March 31, 2021, the Business Response Team provided information on public health orders and re-open guidelines to more than 28,000 clients.
- The Saskatchewan Immigrant Nominee Program implemented temporary policy measures to mitigate impacts of COVID-19 on foreign workers and launched a new temporary pathway for international students.
- Flexibilities in the Provincial Training Allowance were also provided, including additional emergency benefits and a temporary deferral on the collection of overpayments.
- As in-person career and employment services were temporarily suspended from March to September 2020, Ministry staff transitioned to online service delivery, meeting the demand from individuals and businesses.
- Saskatchewan also negotiated a top-up to the Labour Market Transfer Agreement with the federal government to support the delivery of incremental labour market programs. In 2020-21, \$17.0 million out of a possible \$42.0 million was allocated to Labour Market Programs as well as new projects, including expanded programming for Indigenous persons, persons with disabilities and newcomers; expanded use of virtual reality; digital literacy for job seekers; and supports for workers in transition.
- As a result of these initiatives and measures, Saskatchewan's labour market recovered quickly from the initial shock of the pandemic and as of March 2021, was operating at 96 per cent of pre-pandemic levels (baseline of February 2020).

Progress in 2020-21

Ministry Goal 1

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.
 - The Ministry worked with employers in multiple sectors including agriculture, technology, logistics, manufacturing, mining, oil and gas, health and others to determine workforce needs as the province implemented the re-open plan and worked towards economic recovery.
 - To mitigate the impact of layoffs, the Ministry deployed Rapid Response teams with companies anticipating slowdowns or considering layoffs to make them aware of provincial and federal programs and services available to support them and their workforce. 42 rapid response initiatives were deployed with 39 companies representing over 2,400 individuals.
- Collaborate and partner with the training sector to deliver programs that match workforce supply with demand.
 - Joint planning sessions between the Ministry and training delivery partners focused on alignment of training programs with provincial labour market demand in key economic sectors, particularly those impacted by COVID-19. These resulted in:
 - Development of an inventory of Labour Market Information resources that post-secondary institutions can use to inform program planning; and
 - Creation of a long-term labour demand outlook for Saskatchewan in 10 key sectors in which institutions offer programs.
- Invest in skills training opportunities that are responsive to the needs of employers and that enable workers to build a future in Saskatchewan.
 - More than \$60 million invested and 12,500 people trained in programs ranging from essential skills to apprenticeship.
- Subsidize training for employed workers to upskill in their current jobs in order to support their career growth, increase productivity and improve employee retention.

- The Canada-Saskatchewan Job Grant is an employer-driven program that helps businesses and non-profit organizations train new or existing employees for available jobs and provides opportunities for unemployed and underemployed workers to receive training. Through this program, 792 employers received over \$7.3 million in financial support to train more than 1,600 employees.
- The Ministry also launched the Re-Open Saskatchewan Training Subsidy on June 18, 2020 to help employers adjust to the impacts of the pandemic and safely align business activities with the re-opening phases of Saskatchewan's economy. Through this program, 677 employers received \$3.3 million to train more than 1000 employees.

Performance Measure Results

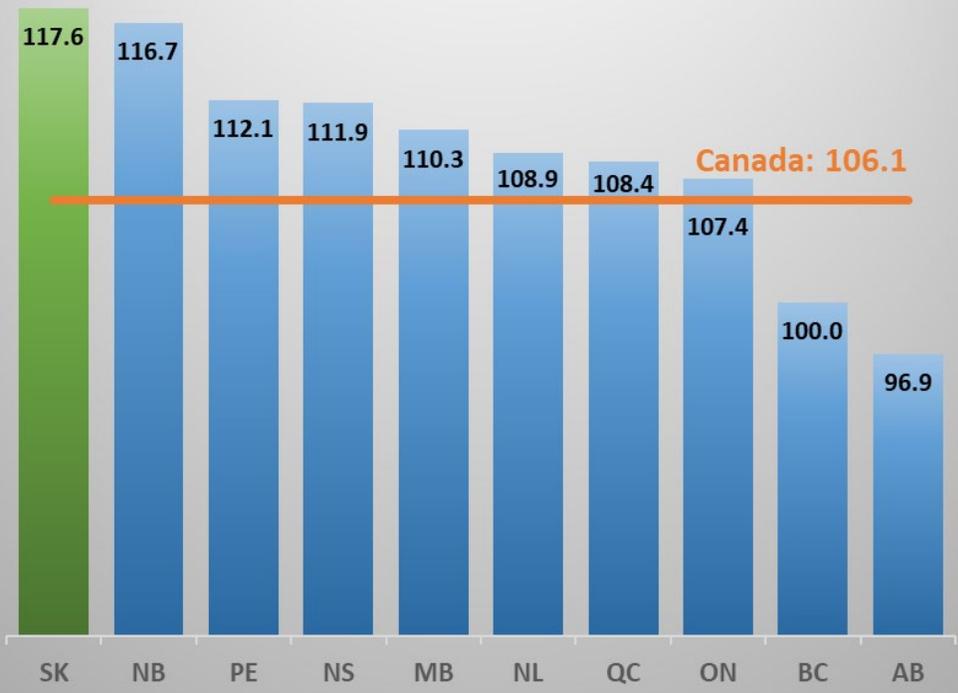
Employer Uptake of the Canada-Saskatchewan Job Grant

As alternative delivery models were required to adapt training as a result of the pandemic, program participation along with public awareness and stakeholder engagement remained strong. As a result, the Ministry exceeded its target of 900 agreements in 2020-21 with the total number of the Canada-Saskatchewan Job Grant agreements reaching 1,077.

Job Tenure

This measures the average months of job tenure in Saskatchewan relative to the national average. The target was to achieve a top-two ranking in Canada for 2020-21. Saskatchewan achieved its targets for 2020-21, with an average job tenure of 117.6 months in 2020, which was the highest among provinces, and well above the national average of 106.1 months.

Average Months of Job Tenure, Canada and Provinces, 2020

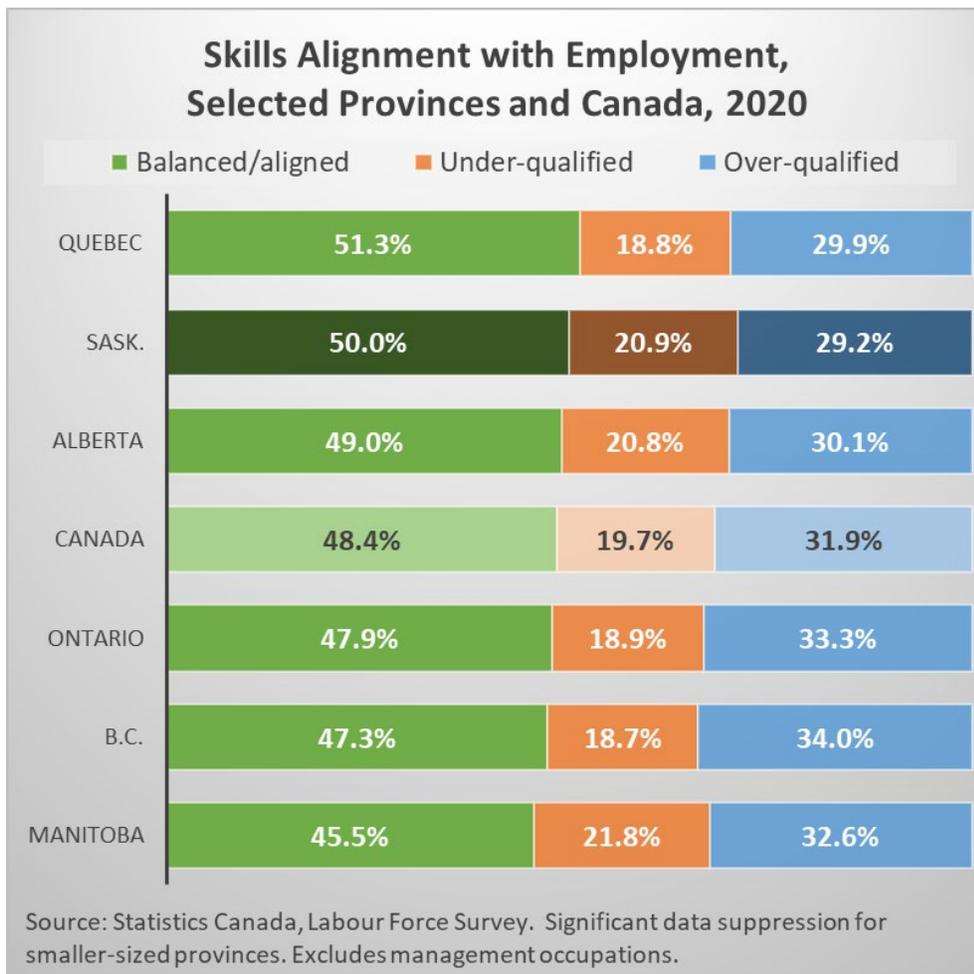


Source: Statistics Canada, Labour Force Survey

Skills Alignment with Jobs

This measures the alignment between educational levels of workers and the educational requirements of the occupations they are working in. “Level of education” refers to the person’s highest level of educational attainment (i.e., high school, certificate, diploma, university degree). It does not take into consideration other types of learning and development (e.g., proprietary training, on-the-job training, multiple certificates and/or designations). The target in 2020-21 was to achieve a top-three ranking in Canada and to exceed the national average of 48.4 per cent of workers employed in occupations aligning with their level of education. Both targets were achieved:

- 50 per cent of Saskatchewan workers were employed in occupations that aligned with their level of education, exceeding the national average.
- Saskatchewan ranked second-highest among provinces, exceeding the target of ranking third.



Progress in 2020-21

Ministry Goal 2

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.
 - In collaboration with the Ministries of Education and Advanced Education, the Ministry of Immigration and Career Training fully implemented the myBluePrint career planning tool for clients. myBluePrint helps users explore career identity, build personalized post-secondary education and/or employment plans, and develop a skills portfolio they can build upon throughout their career.
 - In 2020-21 improvements to online services began, with further functionality improvements scheduled for 2021-22. These improvements create better online access to career services and operational efficiencies for service-providers.
- Attract skilled workers to Saskatchewan for in-demand occupations through targeted recruitment activities.
 - The Saskatchewan Immigrant Nominee Program continues attracting talented, internationally-trained individuals, creating business opportunities and enhancing the integrity of the immigration system. The Saskatchewan Immigrant Nominee Program received 6,935 applications from 117 countries in 2020, resulting in 4,820 nominations of in-demand and highly-skilled workers and 202 nominations of entrepreneurs and farmers.
 - The Ministry supported 1,451 employers with the recruitment of internationally-trained professionals, resulting in 2,538 workers nominated through the Saskatchewan Immigrant Nominee Program.
 - The Ministry also continued efforts to attract international talent and enhance client service by:
 - Holding Saskatchewan Immigrant Nominee Program information sessions virtually and in-person for clients, interested parties and stakeholders; and
 - Improving the design of immigration information on *Saskatchewan.ca* and adding pre-assessment tools to assist clients in identifying the appropriate program and assessing their eligibility.

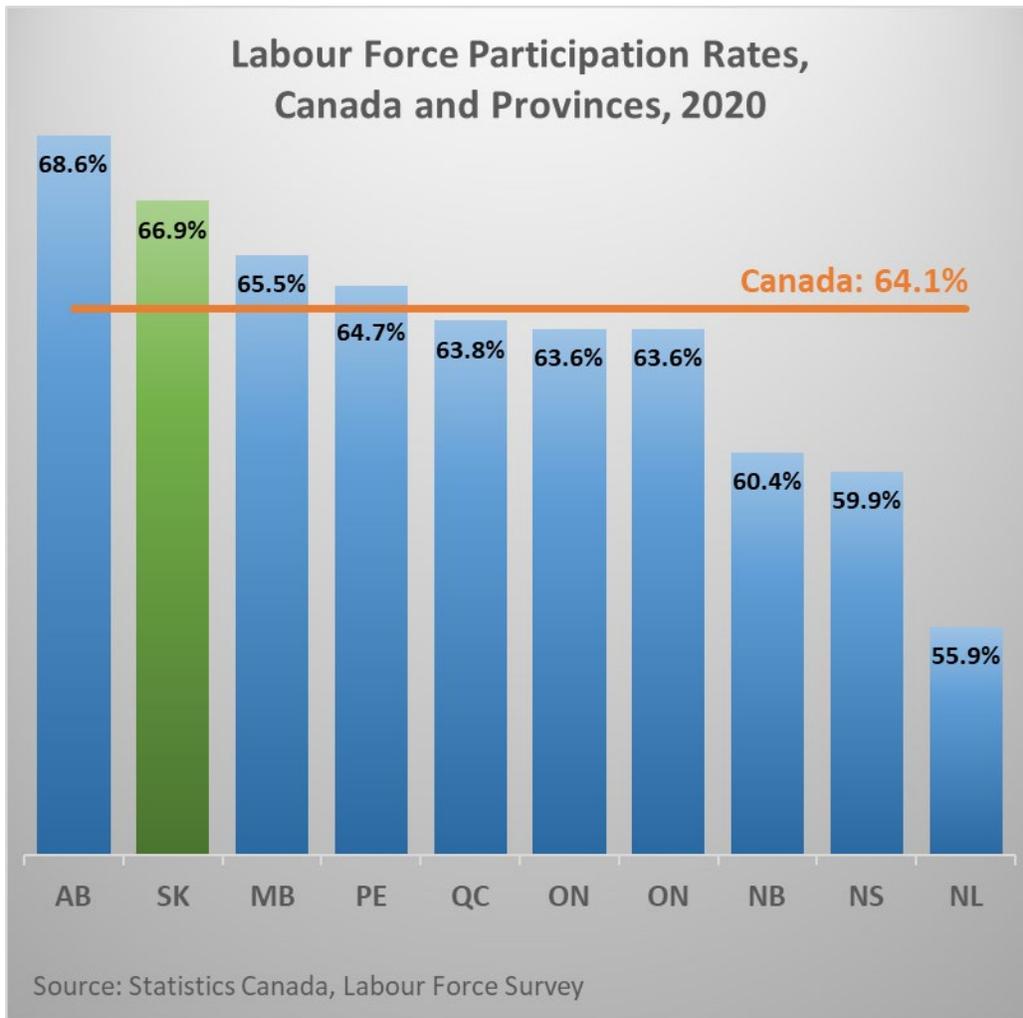
- Invest in employment and settlement programs and services that improve labour market retention rates.
 - The Ministry has 11 agreements with third-party service-providers for Settlement Employability Supports, to provide specialized services for newcomers experiencing cultural, language or other barriers to employment. These agreements supported 1,566 individuals in 2020-21, nearly half of whom had already secured employment as of March 31, 2021.
 - The International Medical Graduate Support program provided study supports, medical residency application assistance, interview preparation and alternate career planning information to 70 internationally-trained workers.
 - Regulatory authorities for a variety of occupations, including engineering, dental therapy, para-medicine, medical laboratory technology and dietetics, undertook several initiatives to support foreign qualification recognition in Saskatchewan, including gap training curriculum development, virtual reality assessments, research and pilot testing.
- Invest in programs and services to prepare entrepreneurs and workers to succeed in the Saskatchewan economy.
 - The self-employment policy was reviewed to improve efficiency, effectiveness and client-service. To ensure transparency, a public procurement opportunity for self-employment services was opened in May 2020, resulting in multiple agreements being signed across the province to provide assessments and training to all eligible participants, including non-Employment Insurance clients and persons with disabilities.
- 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 Indigenous people.
 - The Ministry continues focusing on programming for under-represented groups. In 2020-21, over \$27 million was allocated to community-based organizations and training institutions targeting Indigenous training and employment.
 - Labour Market Development Agreement funding assisted nearly 30,000 individuals in developing skills for employment.
 - \$9.8 million was allocated to the Employability Assistance for Persons with Disabilities which assisted over 2,500 job seekers and workers in preparing for, obtaining and maintaining employment. Based on survey results, 92 per cent of participants felt they had improved their skills (up from 53 per cent pre-program) and 91 per cent felt better able to maintain their employment (up from 77 per cent pre-program).
 - The Enhanced Career Bridging program continues to help unemployed individuals connect to the labour force. In 2020-21, as of March 31, 2021, of the 57 participants that completed the program, 34 participants were employed and eight went on to further training. Additionally, 27 individuals were still participating in the program.
 - The Targeted Initiative for Older Workers program allocated \$1.65 million in 2020-21. Of the 148 participants that completed the program as of March 31, 2021, 74 participants gained employment/self-employment and 16 went on to further training. Additionally, as of March 31, 2021, 63 participants were still participating in the program.

Performance Measure Results

Workforce Participation Rates

This measures the workforce participation rates in Saskatchewan relative to the national average. The labour force participation rate refers to the proportion of the population that is participating in the labour force (either employed or looking for work).

The target was to achieve a top-two ranking in Canada for 2020-21 and to exceed the national average of 64.1 per cent for 2020. The Ministry achieved both targets. In 2020-21, 66.9 per cent of Saskatchewan's population was participating in the labour force, exceeding the national average, and Saskatchewan also had the second highest labour force participation rate among provinces.



Workforce Participation Rates of Indigenous People

This measures the workforce participation rates of Indigenous people in Saskatchewan, relative to the national average. The target was a top-four ranking in Canada for 2020-21 and to exceed the national average.

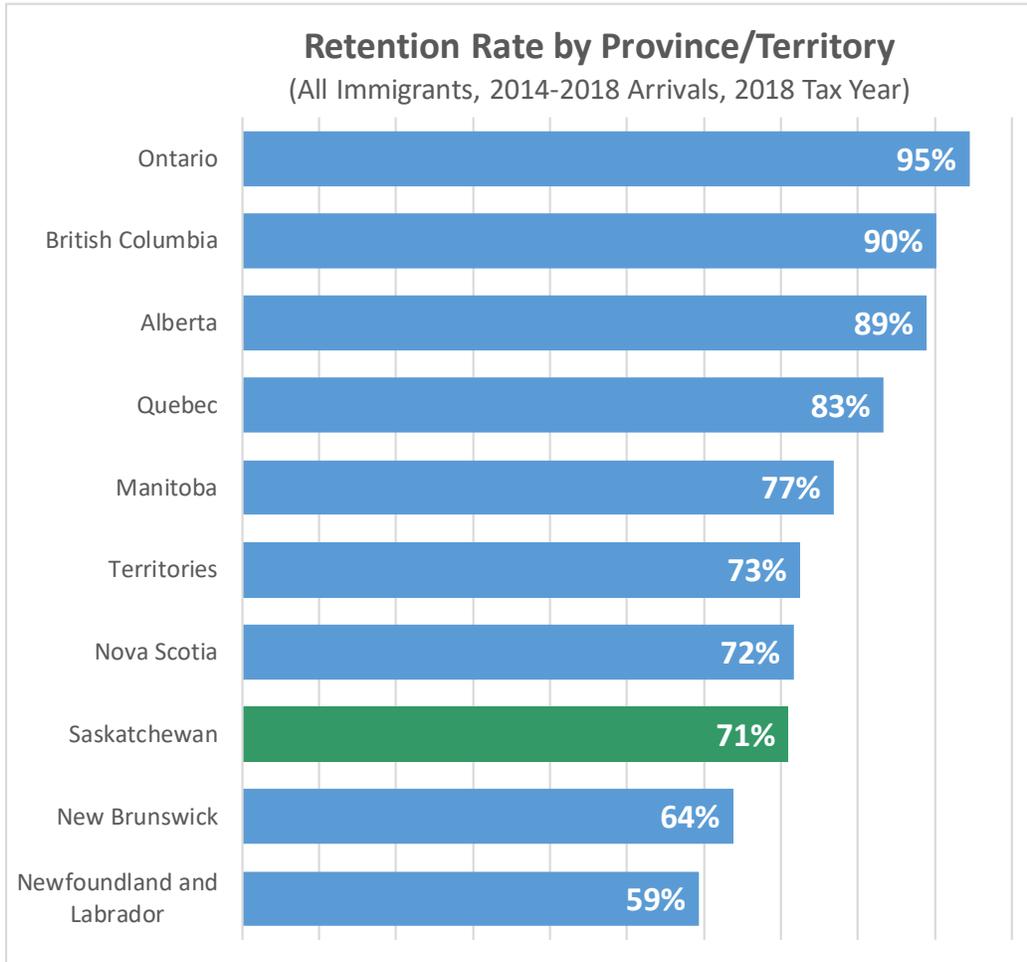
In 2020-21, the Ministry achieved one of its targets, with Saskatchewan's off-reserve Indigenous labour force participation rate hitting 61.5 per cent which ranks sixth-highest among provinces and above the national average of 60.6 per cent.



Immigration Retention Rate

This measures the percentage of immigrants settling and staying in Saskatchewan, and includes those who remained for 1-5 years after arriving. The target was to achieve a top-four ranking in the country and to achieve a minimum retention rate of 85 per cent by 2030 (as outlined in the 2030 Growth Plan).

For the 2018 tax year (the most recent data available), Saskatchewan's Immigration Retention Rate was 71 per cent, which was the eighth-highest among provinces.



Progress in 2020-21

Ministry Goal 3

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, and build a diverse, inclusive, qualified, engaged and resilient workforce to deliver on Ministry priorities.
 - In 2020-21, a Health and Safety Plan was implemented which included bi-weekly communications on health and safety, an audit on the National Psychological Standard and Occupational Health and Safety training.
- Develop an integrated high-performing labour market system that aligns workforce supply and demand needs for the province now and into the future.
 - The Ministry continues utilizing labour market information, stakeholder feedback and sector information to highlight current and future labour market needs for the province, tailoring programs and services accordingly.

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.
 - In May 2020, the Ministry launched a new toll-free number for individuals seeking employment, career planning and immigration services. From May 2020 to March 2021, Ministry staff responded to over 24,500 calls.
- Implement a business transformation initiative to streamline processes for clients, government and its partners.
 - The Modernization of Agreement, Programs and Services (MAPS) improves the delivery of programs and services across the Ministry by updating technology, data and legislation. In 2020-21,

MAPS deployed two technical releases, improving online access to career services for job seekers.

- The Ministry pursued amendments to regulations that modernize the Ministry's regulatory framework. *The Apprenticeship and Trade Certification Act, 2019*, was proclaimed and *The Apprenticeship and Trade Certification Regulations, 2020*, and *The Apprenticeship and Trade Certification Commission Regulations* were updated. These changes were implemented to:
 - Expand the scope of the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) to designate and certify occupations and sub-trades, alongside trades;
 - Provide authority to designate trades, sub-trades and occupations "for certification only", allowing SATCC to administer a certification process without requiring the Commission to develop or provide corresponding training programs; and
 - Provide authority for the SATCC to issue work cessation orders if there is no journey person present on the worksite during on-site inspections of compulsory trades.
- The fulsome regulatory modernization review of *The Employment Program Regulations* was completed in 2020-21. As a result, they were reviewed, repealed and replaced, and came into force on April 1, 2021. The new regulations provide flexibility for current and future program needs, and allow the Ministry to be more responsive to emerging labour market issues within the province.
- Preparing the Ministry for use of advanced data analytics to improve reporting and support evidence-based decision-making.
 - In collaboration with the Ministries of Education and Advanced Education, an analytics project focusing on transitions from K-12 to post-secondary was completed. The project included a data maturity assessment and early results will be used to inform program delivery improvements.
- Improve financial reporting and accountability for the Ministry.
 - Monthly financial forecast reviews were conducted with senior management and leadership. Reviews, which incorporate trend/expenditures analysis, resulted in a comprehensive analysis of savings/pressures and were reflected in forecast submissions.
 - An updated audit universe and a detailed risk assessment on auditable entities was completed to determine the priority audits to be included in the next two-year internal audit plan effective April 1, 2021.

Performance Measure Results

Employee Engagement Score

This measures the engagement of staff in the Ministry. Due to COVID-19, the employee engagement survey was not conducted in 2020-21 and will take place in 2021-22.

Employee psychological safety climate score

This measures the psychological safety climate score of Ministry staff against the national average. The Government of Saskatchewan's psychological safety climate target is 3.2 and the Ministry's target is to maintain or exceed that baseline. The Ministry achieved its target with a psychological safety climate score of 3.25 in 2020-21.

Employee physical safety climate score

This measures the physical safety climate score of Ministry staff by the national average. The Government of Saskatchewan's physical safety climate target is 3.2 and the Ministry's target is to maintain or exceed that baseline. The Ministry achieved its target with a physical safety climate score of 3.35 in 2020-21.

Forecast variance as a percentage

This measures the variance between what is forecasted and actual expenditures. The target for 2020-21 was less than 2.0 per cent. Due to COVID-19, the Ministry did not achieve its target with a forecast variance of 2.3 per cent between Q3 and year-end.

Financial Summary

2020-21 Budget vs. Actual Expense Variance Report by Subvote and Subprogram

Summary of Expenditures

The following table outlines information on actual and budgeted expenditures by subvote and subprogram, as per the structure for the Ministry of Immigration and Career Training. Variance explanations are provided for individual variances that are greater than \$100,000. Additional financial information can be found in the Government of Saskatchewan Public Accounts located at <https://publications.saskatchewan.ca/#/categories/893>

Subvote/Subprogram	<i>In thousands of dollars</i>			
	Actual		Actual	Variance
	Expenditures 2019-20	Estimate 2020-21	Expenditures 2020-21	Over/(Under) 2020-21
IC01 Central Management and Services				
Minister's Salary (Statutory)*	56	55	55	-
Executive Management	995	1,047	741	(306) ¹
Central Services	10,354	16,654	15,835	(819) ¹
Accommodation Services	4,210	4,842	4,968	126 ²
IC01 Central Management and Services Total	15,615	22,598	21,599	(999)
IC02 Immigration, Employment and Career Development (IECD)	10,571	11,415	10,642	(773)¹
IC03 Training and Employer Services (TES)	4,614	5,878	5,221	(657)¹
IC04 Labour Market Programs				
Essential Skills	24,478	24,145	24,192	47
Skills Training	17,527	17,847	18,819	972 ³
Workforce Development	20,410	20,768	19,423	(1,345) ⁴
Saskatchewan Apprenticeship and Trade Certification Commission	19,884	19,884	19,884	-
Provincial Training Allowance (PTA)	24,252	26,012	16,799	(9,213) ⁴
Apprenticeship Training Allowance (ATA)	1,991	2,245	531	(1,714) ⁴
Employability Assistance for Persons with Disabilities (EAPD)	9,673	9,393	9,837	444 ³
Canada-Saskatchewan Job Grant	5,812	7,393	10,742	3,349 ³
Immigration	8,558	7,954	8,658	704 ⁵
IC04 Labour Market Programs Total	132,585	135,641	128,885	(6,756)
Total Appropriation	163,385	175,532	166,347	(9,185)
Capital Asset Acquisition	(1,373)	(6,480)	(6,354)	126 ⁶
Capital Asset Amortization	183	1,155	709	(446) ⁷
Change in Prepaid Expenses	5	-	(5)	(5)
Total Expense	162,195	170,207	160,702	(9,505)

*Statutory adjustment to Minister's Salary.

Variance Explanations:

1. General operational savings and vacancy management salary savings.
2. Added COVID-19 safety costs offset by reduced government footprint.
3. Extra designated spending as a result of reallocation of other program savings funding.
4. General program underutilization as a result of COVID-19.

5. Pressure due to increased contract costs to deliver program.
6. Partial catchup of MAPS implementation.
7. Overall project implementation delay of MAPS project continuing from last year.

Summary of Revenue

The Ministry of Immigration and Career Training collects revenue on behalf of the government from the Federal-Provincial cost-sharing labour market programs, and other associated services and fees.

All revenue collected is deposited in the General Revenue Fund. A summary of the Ministry's 2020-21 budgeted revenue compared to actual revenue is presented below. An explanation of major variances is provided on all revenue that is greater than \$1.0 million.

The Ministry's actual revenue for 2020-21 was \$109.828 million, an increase of \$19.173 million over the 2020-21 budget estimates.

Summary of Revenue (In thousands of Dollars) Revenue Category	2020-21	2020-21	Variance
	Budget (\$000's)	Actual (\$000's)	Over/(Under) (\$000's)
Other Revenue			
General Education Diploma Transcripts	10	6	(4)
Other Confiscations and Forfeits	-	7,849	7,849 ¹
Other Registration Fees	2,250	1,575	(675) ²
Casual Revenue (Forfeitures)	1,800	87	(1,713) ²
Cash Refunds of Previous Years' Expenses	730	345	(385) ²
Salary Overpayment Refunds Previous Years	-	5	5
Changes in Previous Years' Estimates	-	24	24
Other Revenue	4,790	9,891	5,101
Other Federal Transfers			
Workforce Development Agreement	26,068	45,566	19,498 ³
Labour Market Development Agreement	54,696	54,371	(325) ⁴
Other Federal Transfers	80,764	99,937	19,173
Total Revenue Ministry of Immigration and Career Training	85,554	109,828	24,274

Explanation of Major Variances:

1. Fees from nominees who didn't meet the commitments in their Business Performance Agreement with the SINP. Staff used federal landing data to identify these nominees and initiate the Procedural Fairness (forfeiture) process for those nominees.
2. Reduced activity due to COVID-19.
3. Increase in federal transfer payment due to Workforce Development top-up negotiated within Labour Market Transfer Agreement.
4. Recalculation from initial budget estimate from Federal government (population, labour force, EI rates).

For more information:

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