

Business Plan

2022-23

MINISTRY OF IMMIGRATION AND CAREER TRAINING

Saskatchewan! 

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's Business Plan for 2022-23.

The Ministry of Immigration and Career Training supports the Growth Plan goals by ensuring Saskatchewan has a diverse and skilled workforce to match employer needs and drive economic growth.

Budget investment is focused on programs and initiatives that enhance economic recovery and stimulate economic growth for the province. Through the introduction of *The Labour Mobility and Fair Registration Practices Act* we will make Saskatchewan the destination of choice for immigrant and domestic professionals.

As the impact of the global COVID-19 pandemic persisted through 2021, we took steps to protect Saskatchewan people and drive long-term economic recovery. The Re-Open Saskatchewan Training Subsidy launched in June 2020 and helped more Saskatchewan people to find jobs. As of December 2021, our job recovery was at 99.4 per cent, with 10 out of 16 sectors fully recovered to their pre-pandemic levels. Following the success of this program, the Re-Skill Saskatchewan Training Subsidy was introduced in December as a temporary program to provide financial support for the development of a skilled workforce to support Saskatchewan's post-pandemic economic recovery.

Furthermore, the Government of Saskatchewan's \$7.5 billion capital plan and several recently announced major projects will invest billions into the provincial economy and create thousands of jobs. In anticipation of this demand and to address current labour shortages, in December 2021 we launched the Hard-To-Fill Skills Pilot, a new program under the Saskatchewan Immigrant Nominee Program (SINP) to meet labour demand in key sectors.

The strategies and key actions outlined in this document support our commitment to advance the goals of Saskatchewan's Growth Plan. Our programs and services will continue to enable our clients to succeed as they participate in our economy and support the growth of families and our communities.

2022-23 Budget Highlights

The 2022-23 Budget for the Ministry of Immigration and Career Training is focused on striking the right balance to carefully manage spending while also investing in needed services, programs and infrastructure to help individuals prepare for, obtain and maintain employment, and the activities required to assist employers with the development, recruitment and retention of workers.

Highlights of the Ministry budget include the following:

1	An increase of \$2.5 million for the Re-Skill Saskatchewan Training Subsidy, building off the successes of the previous Re-Open Saskatchewan Training Subsidy, to continue economic recovery in alignment with Saskatchewan’s Growth Plan goals;
2	An increase of \$2.0 million to enter a three-year (2021-24) contribution agreement with the federal government to launch the newly rebranded Skills for Success Model (formerly Essential Skills Framework);
3	The establishment of the Office of Labour Mobility and Fair Registration Practices;
4	A reduction of \$20.6 million reflecting the phaseout of the Provincial Training Allowance program, being replaced by a new Education Training Incentive within the Ministry of Social Services. Immigration and Career Training will retain \$5.2 million in 2022-23 to administer the program until Summer 2022;
5	A \$25 million decrease reflecting the completion of one-year top up funding from the federal government (\$17 million in Workforce Development and \$8 million in Employability Assistance for Persons with Disabilities);
6	Saskatchewan employers and workers will continue to benefit from approximately \$470 million in funding from the federal Labour Market Transfer Agreements over six years.



Response to Government Direction

Saskatchewan is back on track. The Government of Saskatchewan is protecting and strengthening our province, carefully managing spending while investing in priority programs and services and into a strong and growing economy. Government is helping build a better Saskatchewan, investing in needed infrastructure – hospitals, schools, highways and municipal and crown capital projects.

Saskatchewan’s financial picture is improving, with a fiscal plan to return the budget to balance. The resurgent economy helps ensure the services, programs and infrastructure Saskatchewan people value are sustainable today and into the future. Saskatchewan is back on track.

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.”

>> Government Goals

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 2022-23 annual reports.

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.

Performance Measures: *What success looks like*

The 2022-23 Budget for the Ministry of Immigration and Career Training focuses on enhancing economic recovery and stimulating economic growth by matching labour supply and employer demand to get businesses the workers they need. The Ministry's activities in 2022-23 will ultimately contribute towards the goals laid out in Saskatchewan's Growth Plan, specifically creating 100,000 new jobs by 2030, and growing our population to 1.4 million. Growing our population and developing Saskatchewan's labour force will help ensure employers have people with the right skills, at the right time, at the right locations in the province.

The Ministry will monitor the impact of our activities on the provincial labour market through several strategic organizational performance measures.

Employment Post-Intervention

This measure will monitor the employment rate after a client completes a program or service through the ministry or through a service-delivery partner. Measuring employment is important, as it shows our programs and services are resulting in the employment of Saskatchewan people. Methodology, baselines and targets are currently under development.

Saskatchewan Skills Alignment

Measures alignment between the educational level of workers and the educational requirements of the occupations in which they are working. Measuring this is important, as it ensures training and education offerings continue to align to the economic needs in the province. The target is to maintain a top-three ranking in Canada and exceed the national average of 47.5 per cent.

Saskatchewan Immigrant Arrivals

Measures the federal and provincial immigrant arrivals (new permanent residents) in Saskatchewan. Measuring this is important, as it shows how many new Canadians are landing in Saskatchewan and growing the population. Targets are currently under development.

Saskatchewan Immigrant Retention Rate

Measures Saskatchewan's immigrant retention rate. Measuring this is important, as it shows how many immigrants to Saskatchewan are attaching to the province and staying long-term. The target is to achieve a retention rate of 85 per cent for Saskatchewan by 2030.

Goal 1: Meet employer demand for a skilled workforce

The Ministry helps employers attract, train and retain a skilled and diverse workforce to meet current and future labour needs. It is important for employers to have access to people with the right skills at the right time to ensure Saskatchewan's long-term economic growth. Direct employer outreach provides businesses with options for filling their labour force needs, whether it is sourcing talent from within the community, filling positions through training programs or finding talent through immigration.

Strategy: *The approach we will take to achieve our goal*

Support employers to obtain and grow the workforce they need.

Key Actions: *What we will do to get there*

- Expand outreach to determine employer needs and develop workforce solutions.
- Help employers navigate government programs and services to better fill their labour needs.

Goal 2: Develop skills for in-demand jobs

The Ministry helps trainees and job seekers find employment in Saskatchewan. It is important for workers to have the right skills at the right time to get jobs in the local economy. Working with post-secondary institutions and training providers helps align programs and training offerings to the jobs that are in demand. The Ministry is also investing in targeted initiatives for under-represented groups, including persons with disabilities, Indigenous workers, and youth.

Strategy: *The approach we will take to achieve our goal*

Training programs and services support transitions to employment.

Key Actions: *What we will do to get there*

- Work with the Saskatchewan Apprenticeship and Trade Certification Commission to expand the apprenticeship model to non-trade occupations outside of the traditional construction trades.
- Work with training partners to deliver in-demand programs and services and expand training options. This includes more flexible training and providing improved employer demand information to training providers.
- Expand experiential and work-integrated training opportunities, including for under-represented groups and immigrants.

Strategy: *The approach we will take to achieve our goal*

Develop durable connections to employment for job seekers.

Key Actions: *What we will do to get there*

- Improve awareness, access and effectiveness of career supports for job seekers.

Goal 3: Attract a stable labour supply

The Ministry helps employers address job vacancies that are not currently being filled by the provincial population. To address this gap, the Ministry is focusing immigration on in-demand occupations in Saskatchewan. When newcomers arrive, the Ministry provides settlement services to help them attach to the labour market, connect with the province, and ultimately grow the economy.

Strategy: *The approach we will take to achieve our goal*

Attract skilled people to Saskatchewan to address labour market gaps.

Key Actions: *What we will do to get there*

- Enhance support for employer recruitment through the Saskatchewan Immigrant Nominee Program to focus on current and future economic needs. This will allow employers to better use immigration when local talent is not available.
- Pursue autonomy over immigration through advocacy and re-negotiation of the Canada-Saskatchewan Immigration Agreement to be more responsive to labour market needs.
- Improve labour mobility and credential recognition for international and domestic professionals.

Strategy: *The approach we will take to achieve our goal*

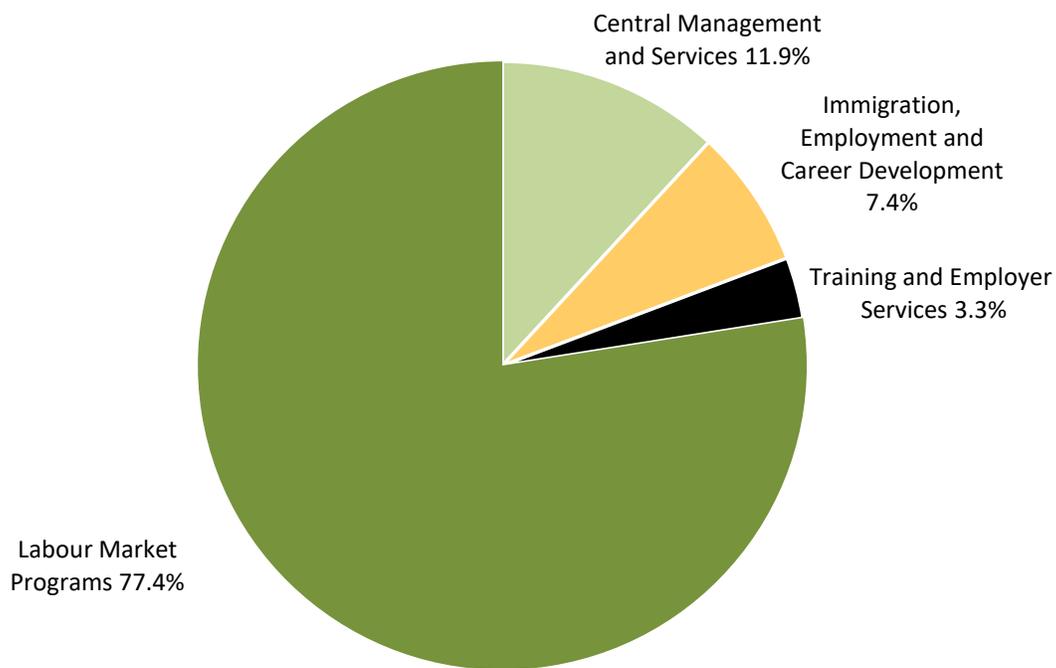
Connect more newcomers to employment opportunities.

Key Actions: *What we will do to get there*

- Link newcomers to careers that align with their current education and skills.
- Improve community settlement supports for newcomers to attach to the labour market.

Financial Summary

Ministry of Immigration and Career Training 2022-23 Estimates (\$158.262 million) (in thousands of dollars)	
Central Management and Services	\$18,769
Immigration, Employment and Career Development	\$11,680
Training and Employer Services	\$5,141
Labour Market Programs	\$122,552
Total Appropriation	\$158,142
Capital Asset Acquisition	(\$1,500)
Non-appropriated Expense Adjustment	\$1,620
Total Expense	\$158,262



Links to More Information

[Ministry of Immigration and Career Training](#)

[Government of Saskatchewan Budget, Planning and Reporting](#)