

# Ministry of Immigration and Career Training

## Annual Report for 2021-22

## Table of Contents

Letters of Transmittal.....	3
Ministry Overview.....	4
Progress in 2021-22 Ministry Goal 1.....	6
Progress in 2021-22 Ministry Goal 2.....	10
Progress in 2021-22 Ministry Goal 3.....	16
Progress in 2021-22 Ministry Goal 4.....	19
Financial Summary.....	21

# 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, 2022.

A handwritten signature in black ink that reads "Jeremy H." with a stylized flourish at the end.

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 of the Ministry of Immigration and Career Training for the fiscal year ending March 31, 2022.

A handwritten signature in black ink that reads "Clint Repski" in a cursive style.

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 (ICT) 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.

## About Us

The Ministry delivers programs and services to build a strong and resilient labour market system where employers can **recruit** people with the right skills for current labour needs; **train** people with the right skills for future labour needs; and **retain** workers to build a solid labour market foundation for provincial growth.

In 2021-22, the Ministry invested record funding of \$195 million (M) to ensure employers have people with the right skills, at the right time, at the right locations in the province. This investment allowed for delivery of labour market programs and services in the following lines of business:

- Employer outreach to provide 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.
- Provision of strategic direction, oversight, and investment to align training offerings to the jobs that are in demand.
- Provision of employment and career services to help Saskatchewan residents develop meaningful connections to employment, including design of targeted career initiatives for job seekers from under-represented groups.
- Attraction of skilled people to Saskatchewan to address labour market gaps and provision of settlement services to help newcomers attach to the labour market, integrate into their new communities, and grow the economy.

Ministry employees work from three office locations in Regina and regional offices across the province. In 2021-22, full-time equivalent (FTE's) utilization was 277.9.

## 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 and Career Training and the Minister of Trade and Export Development
- *The Saskatchewan Immigrant Nominee Program Application Fee 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
  - *The Training Allowance Regulations* which are jointly assigned to the Minister of Immigration and Career Training and the Minister of Advanced Education

## Report on the Plan for 2021-22

This annual report presents results from the goals, strategies and key actions outlined in the [Ministry of Immigration and Career Training Plan for 2021-22](#).

# Progress in 2021-22

## Ministry Goal 1

### 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.
  - The Ministry worked with employers in multiple sectors to determine their workforce needs, including agriculture, construction, health, hospitality, industrial manufacturing, mining, minerals and forestry, oil and gas, retail trade, technology, and transportation and logistics.
  - In response to pandemic-related challenges to employers in recruiting, training, and retaining key talent, the Ministry pivoted focus to assist employers in meeting workforce needs through proactive outreach and deeper collaboration with provincial ministries, agencies and post-secondary institutions.
  - ICT deployed Rapid Response teams with companies either anticipating slowdowns or considering layoffs. These teams provided information to employers and workers about existing employment services, training, job opportunities, labour standards, and federal programs. Rapid Response initiatives were deployed with 20 companies representing over 735 individuals.
  - The Ministry held joint planning sessions with training delivery partners, resulting in a dashboard highlighting regional and provincial labour demand data, which helps post-secondary institutions make evidence-based decisions around program planning.
  - ICT also funded over 360 agreements with 140 unique suppliers to deliver services and supports for individuals facing barriers to employment.
- Increase employer awareness and utilization of provincial and federal training supports and encourage employer investment in workforce training.
  - The Re-Open Saskatchewan Training Subsidy was launched in June 2020 to support employers as they adjusted to the impacts of the pandemic. This program closed in June 2021 with more than \$7M in training funding provided to over 1,700 employers.

- In January 2022, the program was re-branded as the Re-Skill Saskatchewan Training Subsidy. As of March 31, 2022, more than 200 employers were approved for funding totalling \$833,000.
- 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. It also provides opportunities for unemployed and underemployed workers to receive training. Through this program, 914 employers received over \$8.5M in financial support to train more than 1,600 employees in 2021-22.

## Strategy

Foster inclusive workplaces.

## Key Actions

- Expand work placements and employment opportunities for job seekers from under-represented groups.
  - The Enhanced Career Bridging program continues helping unemployed individuals connect to the labour force through in-class training and volunteer work placements. In 2021-22, 86 participants completed the program, with 43 participants finding employment at the time of completion.
  - The Targeted Initiative for Older Workers program is aimed at increasing the employability of older workers aged 55-64 through a combination of in-class training and work placement. In 2021-22, 90 participants completed the program with 38 finding employment and 13 going on to further education/training at the time of completion.

## Performance Measure Results

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

*Target: > 900 agreements*

*Result: 1,121 agreements*

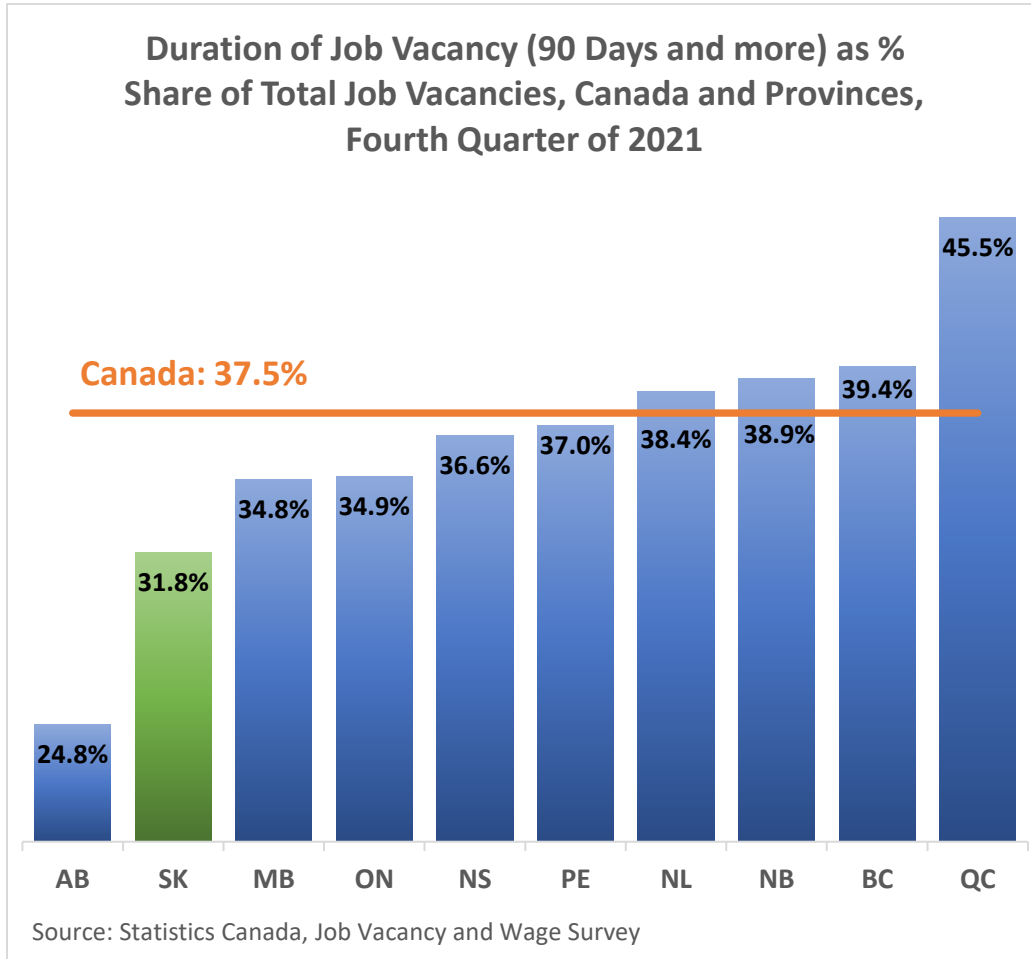
This measures the number of Canada-Saskatchewan Job Grant agreements with employers. As alternative delivery models were required to adapt training as a result of the pandemic, program participation along with public awareness and stakeholder engagement remained strong. As a result, the Ministry exceeded its target of 900 agreements in 2021-22 with the total number of the Canada-Saskatchewan Job Grant agreements reaching 1,121.

### Recruitment time

Target: < national average

Result: < national average

This quarterly measure indicates the proportion of job vacancies that are vacant for 90 days or more based on quarterly data from the national Job Vacancy and Wage Survey. These job vacancies are considered difficult-to-fill and hard-to-recruit. The target is to be below the national average. In the last quarter of 2021, Saskatchewan's proportion of job vacancies that were vacant for 90 days or more was 31.8 per cent, below the national average of 37.5 per cent. Saskatchewan had the second lowest proportion among provinces. The Ministry has responded to ongoing skills and labour shortages by introducing two new Saskatchewan Immigrant Nominee Program (SINP) pilots to help fill critical labour shortages and support economic growth.



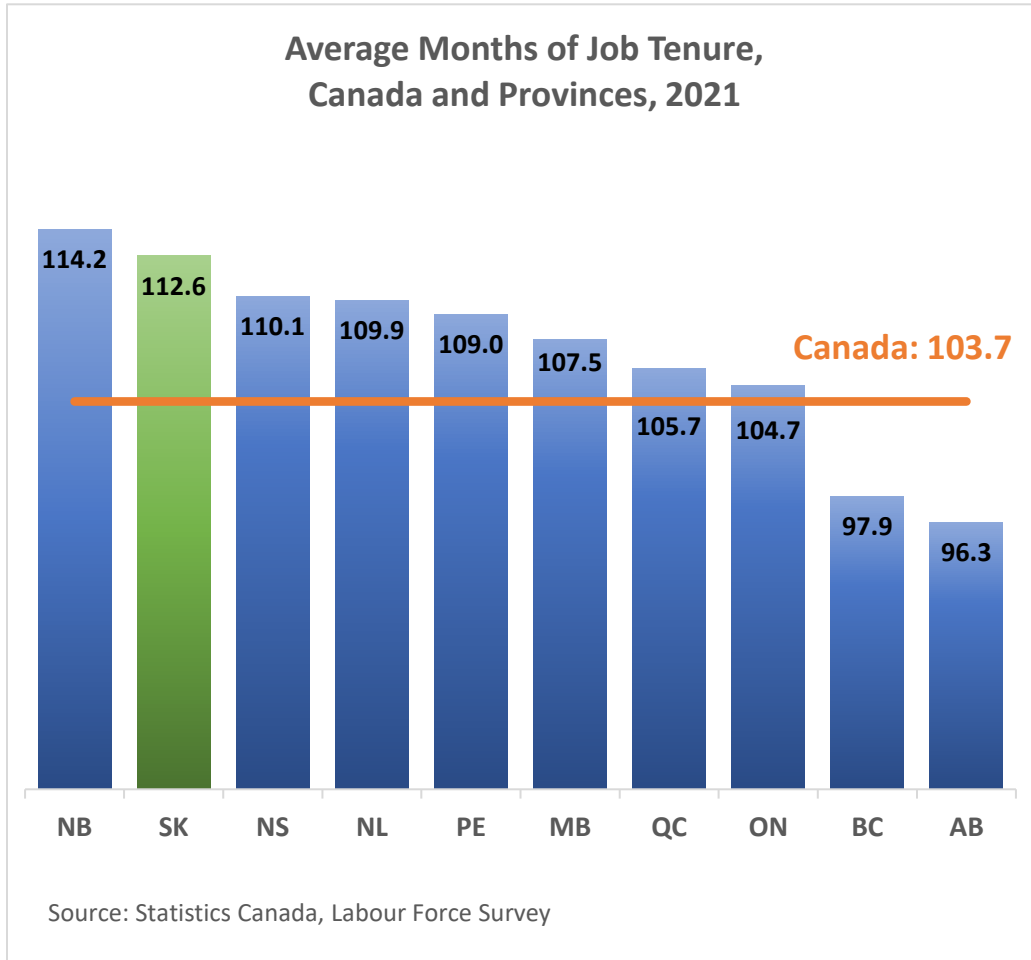


### Saskatchewan job tenure

*Target: Top two ranking in Canada; > 101.5 months*

*Result: Top two ranking in Canada; 112.6 months*

This measures the average months of job tenure in Saskatchewan relative to the national average. The targets were to achieve a top-two ranking in Canada and exceed 101.5 months. Saskatchewan achieved both targets with an average job tenure of 112.6 months in 2021, which was the second highest among provinces, and well above the national average of 103.7 months.



# Progress in 2021-22

## Ministry Goal 2

### 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.
  - The Ministry expanded Virtual Reality (VR) career simulation offerings around the province. This VR technology allows participants to fully immerse themselves in an in-demand career experience before committing to investing in upskilling or further training. ICT partnered with the Saskatchewan technology sector to develop additional simulations of occupations that are in-demand. This expansion will support 28 service providers and make services more accessible to more job-seekers.
  - Funding was provided to the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) to coordinate and deliver initiatives targeted towards career exploration of apprenticeships and careers in the trades for youth.
- Advance micro-credential recognition to support career development.
  - The Ministry funded a collaboration between the International Minerals Innovation Institute and Saskatchewan Polytechnic that developed six micro-credentials to support digital upskilling for the mining industry.
- Align education and training programming to the needs of employers' in-demand skills.
  - \$19.884M was provided to the SATCC for apprenticeship technical training. As of February 2022, there were 6,091 apprentices registered in technical training and 461 journeyman certificates issued.
  - \$17.93M was provided to the Skills Training Allocation (STA) programming and \$24.145M was budgeted for the Essential Skills (ES) programming. As of January 2022, 2,011 learners were enrolled in credential-based training programs, with 52 per cent self-declaring as Indigenous. Enrolment for the ES programming stands at 4,705 with 53 per cent being indigenous learners during the same period.

- \$1.922M was allocated for the Trades and Skills Centers (TSC) in Regina and Saskatoon. As of January 2022, 177 learners enrolled in the TSC programming and 90 per cent of them were employed after successfully completing the programs.

## Strategy

Develop pathways between education, training and employment.

### Key Actions

- Align labour market supports to sustain a qualified labour pool for growing industries.
  - ICT provided \$150,000 to Saskatchewan Polytechnic to develop a bridging pathway for health care students to upskill and continue their education toward the Continuing Care Assistant (CCA) certificate. This funding supported an update of the CCA curriculum to meet industry needs, and an opportunity for health care students to transfer credit units toward the CCA program.
  - An additional \$160,000 was provided to Saskatchewan Polytechnic for occupational health and safety credentials to students who are either currently employed in the health sector or who are interested in transitioning to a career in the health care field. In 2021-22, 125 students enrolled in the programming and 54 graduated with the credential, while the rest of the students continued their training.
- Connect people to the workforce to help them gain work experience and competencies necessary for career growth.
  - Career Services works directly with job seekers who are referred from the Ministry of Social Services, workers who are applying for Employment Insurance and workers who are referred to ICT through a shared service with the federal government called Targeting, Referral and Feedback.
  - In 2021-22, ICT developed career action plans with over 7,200 job seekers and registered over 15,000 clients for services to support them on their career journey.
  - The Training Voucher Program provides funding to help individuals impacted by economic adjustments to train and re-enter the labour force with new marketable skills. Nearly 160 individuals registered for the program with 130 still in progress. Of the 28 that completed the program, four found employment and one other had gone on to further training.
  - The Ministry developed an Economic Recovery Work Experience Initiative, a one-time pandemic recovery initiative for employers and job seekers. The program provides funding for paid work experiences for job seekers to gain practical skills in priority sectors like hospitality, agriculture, retail services, health and childcare. This funding will support up to 465 job seekers connect to employers and result in sustainable employment. There are 18 service providers across the province that will deliver this initiative from January 17, 2022 to December 31, 2022.
  - The Ministry launched the Digital Literacy for Job Seekers Initiative to support individuals in acquiring the basic digital skills and knowledge needed to secure employment. Four service providers will deliver this initiative to support over 100 job seekers from December 1, 2021 to November 30, 2022.

## Strategy

Provide training and employment supports for under-represented groups.

### Key Actions

- Strengthen work-integrated training for under-represented groups to meet future labour force needs.
  - Employability Assistance for Persons with Disabilities programs and services are designed to address the impact of disability on participation in education, training and/or employment. The program received significant support with approximately \$9.8M allocated in 2021-22. There were 1,670 participants that completed programming, with 809 finding employment and 153 continuing with further education/training at the time of completion.
  - In July 2021, Saskatchewan Polytechnic was provided with \$6.473M to assist up to 300 people with disabilities overcome barriers to employment and develop the skills and knowledge to attach to the labour force.
  - The Ministry committed \$29.793M for skills training and employment initiatives specifically targeting Indigenous individuals. These programs were designed and delivered by post-secondary institutions or community-based organizations, who collaborate with employers and industry to assess labour market needs.
  - \$1M in funding was provided to the SATCC Indigenous Apprenticeship Initiative to increase the recruitment of Indigenous people into apprenticeship and the skilled trades careers. Projects include providing apprenticeship and pre-employment trades training within, or nearby, First Nation and Metis communities. As of February 28, 2022, 17.9 per cent of registered apprentices self-declared as Indigenous.
  - Funding of \$4.98M was provided to the SATCC for the purpose of coordinating and delivering three initiatives targeted towards indigenous learners and youth:
    - A Tiny Homes project was launched to provide skills training opportunities for Indigenous learners and encourage participation in apprenticeship training through participation in the construction of tiny homes. 35 Indigenous apprentices and 98 Indigenous Saskatchewan Youth Apprenticeship students from 22 communities participated in the projects to build 32 tiny homes.
    - Teaching Kits were provided to elementary and high school educators to broaden students' awareness of apprenticeships and careers in the trades. In 2021-22, four apprenticeship-themed kits were developed, and 46 "Skill Sets" kits were assembled and rolled out to approximately 5,000 students in 135 classrooms across the province.
    - Virtual Reality Kits were developed for career exploration of apprenticeship trades programs with youth throughout the province. As of February 28, 2022, the SATCC has delivered more than 50 presentations in schools reaching nearly 800 students.
  - The Ministry introduced one-time pandemic recovery programming of \$2M for employers and Indigenous northern job seekers. Northern Career Quest Inc. will facilitate industry-led training programs, employability supports and employment services for up to 400 Indigenous job seekers. Indigenous and Métis residents from the Prince Albert Grand Council and Meadow Lake Tribal Council regions will have the opportunity to increase their qualification and in-demand skills in order to obtain and maintain employment.
  - Through a new Scale-Up for Entrepreneurs initiative, ICT provided \$450,000 to help eligible Saskatchewan entrepreneurs receive relevant training to acquire skills and knowledge to grow their businesses. Supports will be provided to 50 entrepreneurs from under-represented groups. The program will include training to support skills development in areas such as leadership and management, business strategy, marketing and sales, financial management, human resource strategies and others.

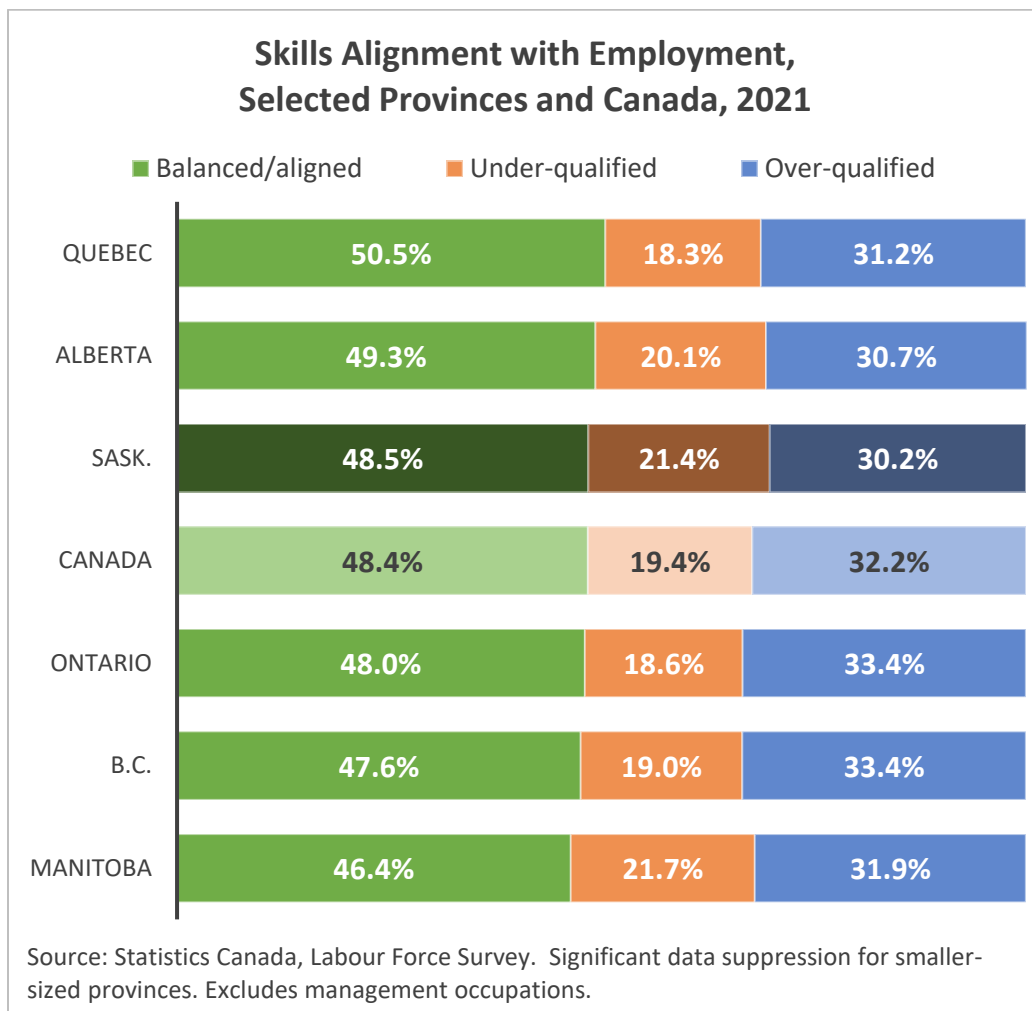
## Performance Measure Results

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

*Target: Top-three ranking in Canada; > 47.5 per cent*

*Result: Top-three ranking in Canada; 48.5 per cent*

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 was to maintain a top-three ranking in Canada and exceed 47.5 per cent of workers employed in occupations aligning with their level of education. The target was achieved in 2021, as 48.5 per cent of Saskatchewan workers were employed in occupations that aligned with their level of education, and Saskatchewan ranked third highest among provinces.

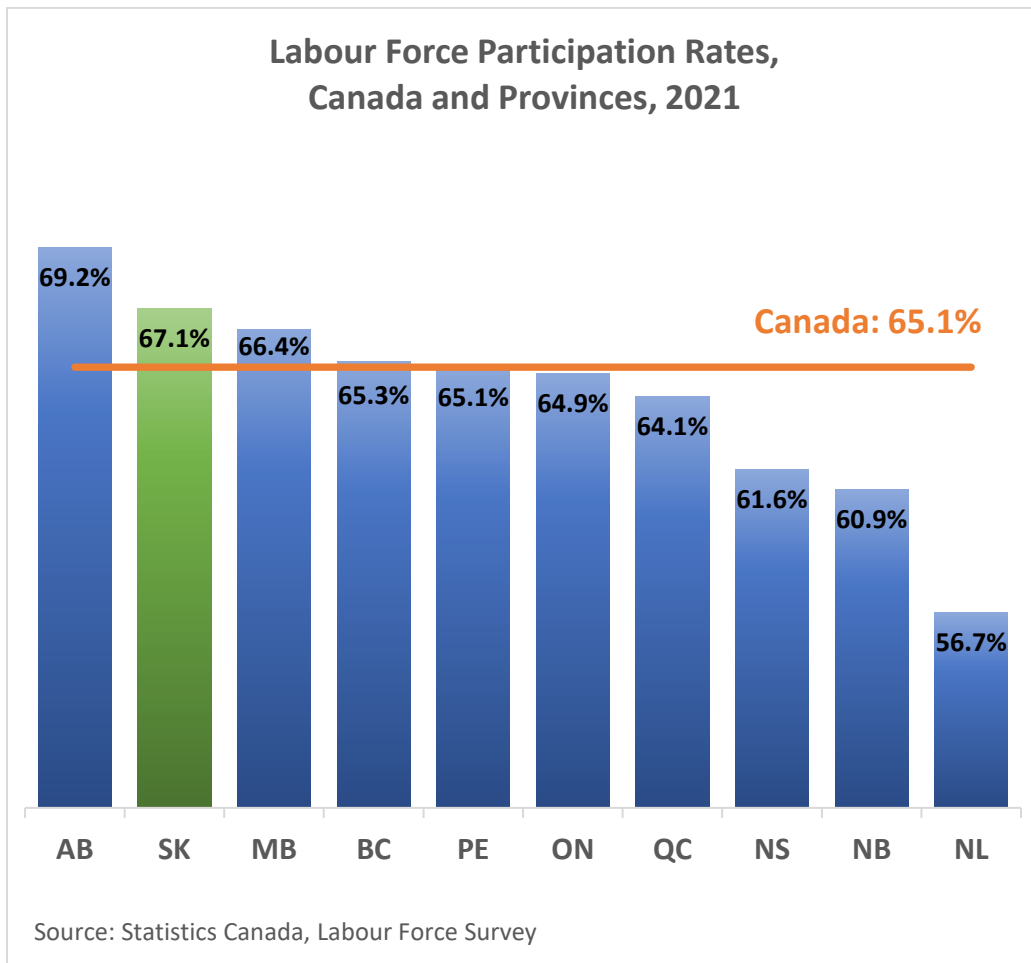


**Overall labour force participation rates**

*Target: Top-two ranking in Canada; > 64.1 per cent*

*Result: Top-two ranking in Canada; 67.1 per cent*

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 and to exceed the rate of 64.1 per cent. The Ministry achieved both targets in 2021 with 67.1 per cent of Saskatchewan’s population participating in the labour force and achieving the second highest labour force participation rate among provinces.

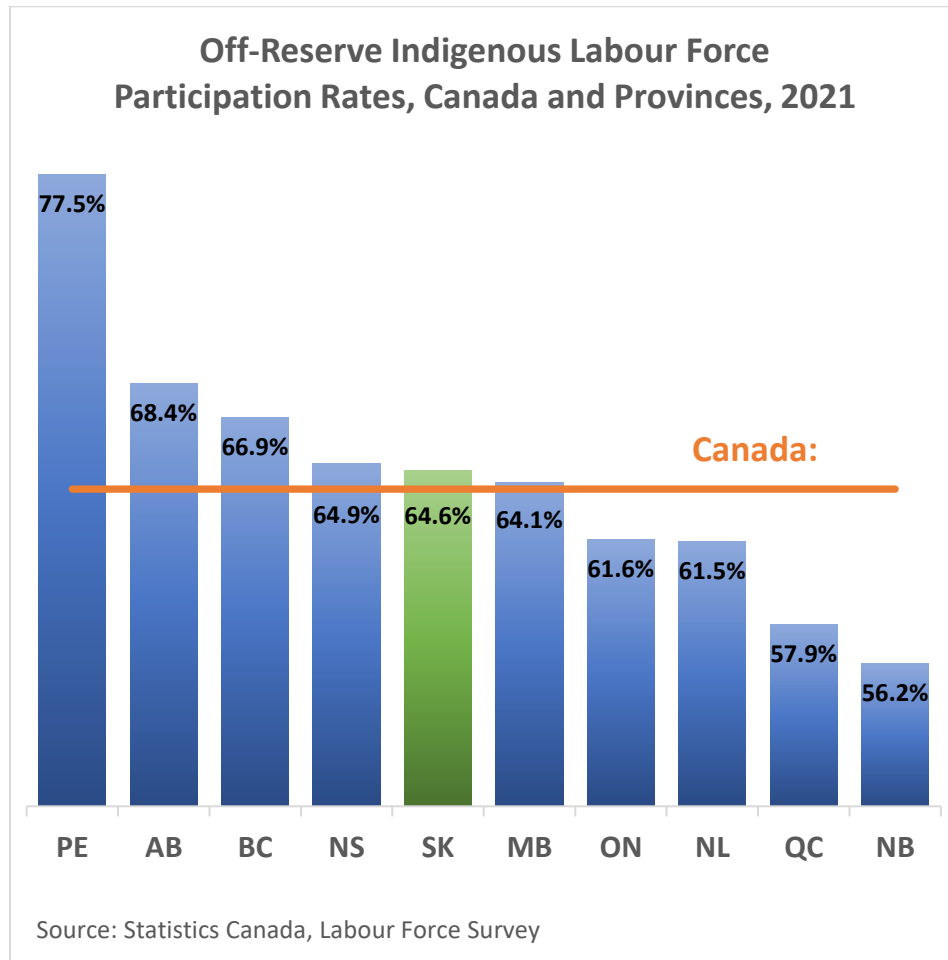


### Labour force participation rates of Indigenous persons

Target: Top-four ranking in Canada; > 61.2 per cent

Result: Top-five ranking in Canada; 64.6 per cent

This measures the workforce participation rates of Indigenous persons in Saskatchewan, relative to the national average. The target was to maintain a top-four ranking in Canada and exceed 61.2 per cent. The Ministry achieved one of its targets in 2021, with Saskatchewan's off-reserve Indigenous labour force participation rate hitting 64.6 per cent. This places Saskatchewan fifth highest among provinces.



### Labour force participation rates of persons with disabilities

Target: > 64.7 per cent

Result: 66.3 per cent

Measures workforce participation rates of persons with disabilities in Saskatchewan. The target was to exceed 64.7 per cent. Saskatchewan's labour force participation rate for persons with disabilities aged 25 to 64 years was 66.3 per cent in 2017, which was the second highest labour force participation rate among provinces. Data is sourced from the Canadian Survey on Disability which is conducted every five years based on the Census population. Labour force data is anticipated to be released in late 2024 for the 2022 survey.

# Progress in 2021-22

## Ministry Goal 3

### 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.
  - In January 2022, the Ministry expanded the Bridging to Employment Program to provide training and work placements for internationally educated newcomers to Saskatchewan. The program includes classroom training focusing on communication, job readiness, and digital literacy skills, followed by a 10-week paid work experience with a Saskatchewan employer.
  - The Ministry provided \$4.5M in funding to Saskatchewan Polytechnic to provide in-demand skills training and language training for up to 200 newcomers to Canada.
  - Regulatory authorities for a variety of occupations, including engineering, dental therapy, paramedicine, medical laboratory technology and dietetics and undertook several initiatives to support foreign qualification recognition in Saskatchewan, including gap training curriculum development, virtual reality assessments, research and pilot testing.
- Enhance community settlement and orientation supports to position residents for success.
  - The Ministry provided \$9.3M for settlement programming; these investments have contributed to 77 per cent of newcomers securing employment.
  - The Ministry has 10 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 1,965 individuals in 2021-22. Of those who had completed the programming by March 31, almost 45 per cent found employment.



## 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 (SINP).
  - The SINP continues attracting talented, internationally trained individuals, creating business opportunities and enhancing the integrity of the immigration system. The SINP issued 5,035 nominations to approved applicants, which is a slight increase from 2020-21. This included 4,895 nominations of in-demand and highly skilled workers and 140 nominations of entrepreneurs and farmers. The 5,035 nominations will lead to approximately 11,000 new arrivals to the province over the next two years.
  - The Ministry supported employers undertaking international recruitment to fill urgent labour shortages.
    - Almost 3,000 international workers recruited by Saskatchewan employers were nominated by the SINP (increase of 17 per cent from 2020-21).
    - 11 SINP information sessions were held with 230-250 employers to assist them with international recruitment.
  - In response to labour shortages in the health sector:
    - ICT led a virtual recruitment initiative targeting international healthcare workers in the Philippines. For this mission, the Ministry has processed 152 job positions for the Saskatchewan Health Authority, including registered nurses, licensed practical nurses, medical laboratory assistants and continuing care aides.
    - ICT launched the SINP International Healthcare Worker Expression of Interest (EOI) system in December 2021 to connect international health professionals with Saskatchewan employers. There are currently 3,803 candidates in this EOI pool interested in working in Saskatchewan.
  - To address hard-to-fill positions in the province, the Ministry launched the Hard-to-Fill Skills Pilot in December 2021, which helps employers recruit entry level positions critical for business operations and growth. Sectors with the highest labour demands include health, manufacturing, agriculture, ag-tech, construction, hospitality, and retail. ICT has received 497 employer job submissions for a total of 1,831 positions.
  - In March 2022, ICT launched the Tech Talent Pathway, a new immigration stream dedicated to attracting technology professionals. This pathway allows employers to attract highly skilled talent and ease labour shortages, while supporting the expansion of the technology and innovation sector, and increasing Saskatchewan's global competitiveness.
  - The Ministry also continued efforts to attract international talent and enhance client service:
    - The SINP's Expression of Interest system (in-demand occupations) continues to be a source of talent for the province with over 90,000 high skilled candidates interested in immigrating through the SINP;
    - Over 25 information sessions on immigration were held virtually and in person for clients, interested parties and stakeholders;
    - Over 50,000 emails were responded to from immigration clients and over 15,000 clients were assisted via phone;
    - Four How-To SINP videos were made available on the Saskatchewan Immigration YouTube channel, which have been viewed over 19,000 times; and
    - New immigration content was added to Saskatchewan.ca and FAQs were frequently updated. These webpages were viewed over 7.3M times in 2021-22.

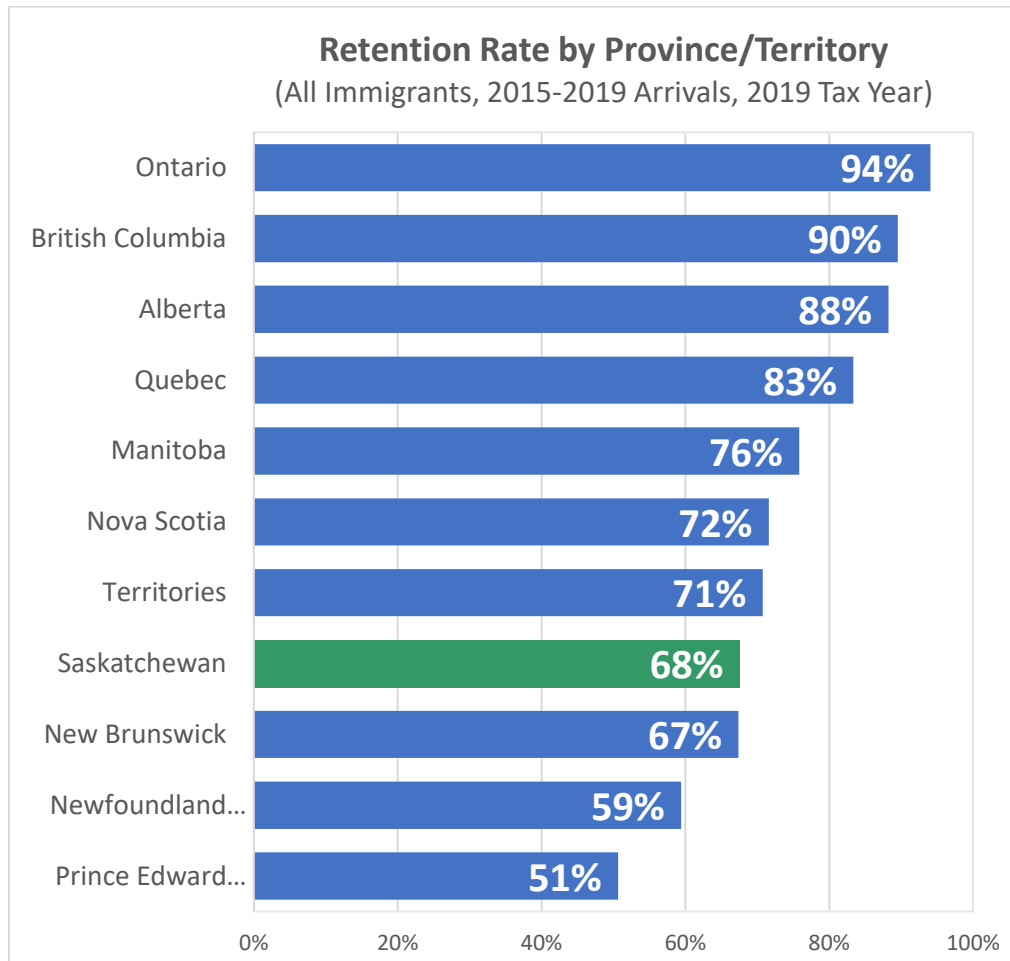
## Performance Measure Results

### Saskatchewan immigrant retention rate

*Target: 85 per cent by 2030*

*Result: 68 per cent for 2019*

This measures the percentage of immigrants settling and staying in Saskatchewan, and includes those who remained for 1-5 years after arriving. The target is to achieve a retention rate of 85 per cent by 2030, as outlined in the Growth Plan. For the 2019 tax year (the most recent data available), the Saskatchewan immigrant retention rate was 68 per cent.



# Progress in 2021-22

## Ministry Goal 4

### 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.
  - In partnership with the Saskatchewan Public Safety Agency, the Business Response Team continued to provide information regarding the COVID-19 emergency response to employers, industry associations, community organizations, municipalities and individuals. The Business Response Team served a total of 29,925 clients which included 3,579 emails and 26,346 calls.
- Adopt digital services that transform Ministry operations to improve outcomes for clients.
  - The Ministry shifted service delivery functions, as well as supporting service providers, to increase phone and online service as a result of the COVID-19 pandemic, improving client access to services.

### Strategy

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

### Key Actions

- Build an information management framework.
  - To improve information sharing with Saskatchewan employers and to help in their search for talent, the Ministry created and uses a suite of data analytic and visualization tools that help employers proactively identify and address gaps between labour demand and labour supply. These tools inform the development and utilization of employment services, training programs and immigration programming.

- Lead the alignment of government programs and services to provincial labour market needs.
  - ICT works with other provincial ministries and employers on workforce solutions to support the attraction of investment and business expansion in Saskatchewan.
  - To fill job demand for health sector occupations, ICT is working closely with the Ministry of Health, the Ministry of Advanced Education, and the Saskatchewan Health Authority. This will improve workforce planning for priority occupations and meet those needs in a strategic and collaborative way.

# Financial Summary

## 2021-22 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 ICT. 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 2020-21	Estimate 2021-22	Expenditures 2021-22	Over/(Under) 2021-22
<b>IC01 Central Management and Services</b>				
Minister's Salary (Statutory)*	55	54	54	-
Executive Management	741	1,064	911	(153) <sup>1</sup>
Central Services	15,835	15,761	15,458	(303) <sup>2</sup>
Accommodation Services	4,968	4,724	4,907	183 <sup>3</sup>
<b>IC01 Central Management and Services Total</b>	<b>21,599</b>	<b>21,603</b>	<b>21,330</b>	<b>(273)</b>
<b>IC02 Immigration, Employment and Career Development (IECD)</b>	<b>10,642</b>	<b>11,774</b>	<b>11,456</b>	<b>(318)<sup>1</sup></b>
<b>IC03 Training and Employer Services (TES)</b>	<b>5,221</b>	<b>6,985</b>	<b>6,494</b>	<b>(491)<sup>4</sup></b>
<b>IC04 Labour Market Programs</b>				
Essential Skills	24,192	24,145	36,356	12,211 <sup>5</sup>
Skills Training	18,819	17,847	17,930	83
Workforce Development	19,423	39,147	26,198	(12,949) <sup>5</sup>
Saskatchewan Apprenticeship and Trade Certification Commission	19,884	19,884	24,864	4,980 <sup>5</sup>
Provincial Training Allowance (PTA)	16,799	22,127	17,278	(4,849) <sup>6</sup>
Apprenticeship Training Allowance (ATA)	531	2,245	1,061	(1,184) <sup>5</sup>
Employability Assistance for Persons with Disabilities (EAPD)	9,837	17,893	10,027	(7,866) <sup>5</sup>
Canada-Saskatchewan Job Grant	10,742	8,093	12,606	4,513 <sup>5</sup>
Immigration	8,658	8,554	9,290	736 <sup>7</sup>
<b>IC04 Labour Market Programs Total</b>	<b>128,885</b>	<b>159,935</b>	<b>155,610</b>	<b>(4,325)</b>
<b>Total Appropriation</b>	<b>166,347</b>	<b>200,297</b>	<b>194,890</b>	<b>(5,407)</b>
Capital Asset Acquisition	(6,354)	(2,621)	(5,527)	(2,906) <sup>8</sup>
Capital Asset Amortization	709	1,308	1,249	(59)
<b>Total Expense</b>	<b>160,702</b>	<b>198,984</b>	<b>190,612</b>	<b>(8,372)</b>

\*Statutory adjustment to Minister's Salary.

#### Variance Explanations:

1. General operational savings and vacancy management salary savings.
2. Virements of \$3.6M from Provincial Training Allowance to assist with Modernization of Agreements, Programs and Services (MAPS) project and \$1.0M from Training and Employer Services related to the Hospitality Sector Labour Market Recruitment Initiative.
3. Increased safety related costs due to COVID-19 and leasehold improvements.
4. General operational savings and vacancy management salary savings. Virement of \$1.0M to Central Services related to pressures as a result of the Hospitality Sector Labour Market Recruitment Initiative.

5. Increased program utilization resulting in redirected Labour Market Transfer Agreement funding for project spending that fit within the Labour Market Agreement guidelines.
6. Reduced program utilization as a result of COVID-19 challenges and restrictions. Virement of \$2.6M to Central Services to assist with MAPS project.
7. Increased contract costs to deliver gateway programs, including support for displaced Ukrainians.
8. Increased project activity for multi-year implementation of MAPS project.

## Summary of Revenue

The Ministry of ICT 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 2021-22 budgeted revenue compared to actual revenue is presented below. An explanation of major variances is provided on all revenue that is greater than \$1.0M.

The Ministry's actual revenue for 2021-22 was \$115.642M, a decrease of \$6.471M over the 2021-22 budget estimates.

Summary of Revenue (In thousands of dollars) Revenue Category	2021-22	2021-22	Variance
	Budget (\$000's)	Actual (\$000's)	Over/(Under) (\$000's)
<b>Other Revenue<sup>4</sup></b>			
General Education Diploma Transcripts	10	6	(4)
Other Confiscations and Forfeits	-	8,702	8,702 <sup>1</sup>
Other Registration Fees	2,250	1,294	(956)
Casual Revenue	8,025	448	(7,577) <sup>2</sup>
Cash Refunds of Previous Years' Expenses	730	291	(439)
Changes in Previous Years' Estimates	-	752	752
<b>Other Revenue Total</b>	<b>11,015</b>	<b>11,493</b>	<b>478</b>
<b>Other Federal Transfers</b>			
Workforce Development Agreement	54,068	47,119	(6,949) <sup>3</sup>
Labour Market Development Agreement	57,030	57,030	-
<b>Other Federal Transfers Total</b>	<b>111,098</b>	<b>104,149</b>	<b>(6,949)</b>
<b>Total Revenue Ministry of Immigration and Career Training</b>	<b>122,113</b>	<b>115,642</b>	<b>(6,471)</b>

### Explanation of Major Variances:

1. Forfeitures from nominees who didn't meet the commitments in their Business Performance Agreement in relation to the Entrepreneur Trust Fund.
2. Budget for forfeitures reflected here, however, only miscellaneous.
3. Decrease related to deferred federal revenue from 2021-22 to 2022-23; and, a required recalculation from initial budget estimate from the Federal government related to population, labour force, EI rates.
4. The ministry recorded \$245K in negative revenue for the PST paid on tangible capital asset acquisitions, however, the Ministry of Finance reports these amounts and the impact of the negative taxation revenue.

## For more information:

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