

# Business Plan

2023-24

MINISTRY OF IMMIGRATION AND CAREER TRAINING

*Saskatchewan!* 

# Statement from the Minister



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

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I am pleased to present the Ministry of Immigration and Career Training's Business Plan for 2023-24.

The Ministry of Immigration and Career Training supports Saskatchewan's Growth Plan goals through programs and services that ensure the province has a diverse, inclusive, and talented workforce that matches employer needs and drives economic growth.

We are working to expand the number of healthcare professionals in Saskatchewan to support the continuing growth of our province. In September 2022, the Government of Saskatchewan launched the Health Human Resources Action Plan, which outlines a four-point strategy to recruit, train, incentivize and retain healthcare workers. The plan has seen steady progress, including two recruitment delegations to the Philippines to attract nurses, and the addition of training seats for students looking to pursue careers in healthcare. Continuing to make progress on the action plan is a ministry priority for 2023-24.

With as many as 135,000 jobs opening over the next five years, supporting employers continues to be a key role for the ministry. In 2022, the ministry increased employer outreach, expanding our presence at career fairs, and creating *The Labour Mobility and Fair Registrations Practices Act* and *Regulations* which require professional regulatory bodies to provide applicants with a timely and transparent decision for becoming licensed to practice in regulated occupations in Saskatchewan. The Act and regulations position Saskatchewan as the best choice for anyone looking to relocate from within Canada or abroad.

In addition, in 2022, the ministry processed a record number of applications through the Saskatchewan Immigration Nominee Program, which will result in approximately 15,000 new people calling Saskatchewan home. We also launched new program streams, giving employers more options to find the labour force they need. Saskatchewan will continue to seek greater autonomy over its immigration programs and services in order to build on current successes and to help meet the province's job and population goals.

Furthermore, the ministry has played a vital role in transporting and settling 2,300 Ukrainians fleeing the war in their home country. We assisted with coordinating newcomers arriving in the province, and once they settled after landing in Saskatchewan, we provided one-stop-shops where people had access to key services, including employment, immigration and settlement supports.

In 2023-24, the ministry will continue to support the Saskatchewan Growth Plan by fulfilling its mission to attract, train and unite job seekers with employers who need their talents, growing Saskatchewan's economy and serving our citizens.



# 2023-24 Budget Highlights

The 2023-24 Budget for the Ministry of Immigration and Career Training (ICT) 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:

<p><b>1</b></p>	<p>An increase of \$5.2 million to support Health Human Resources Action Plan (HHR) initiatives in the coming year. These funds will support:</p> <ul style="list-style-type: none"> <li>• The expansion of post-secondary training seats available to Saskatchewan students to address future needs in the health sector;</li> <li>• Initiatives to fill current vacancies through the licensing of internationally educated healthcare workers already in Saskatchewan;</li> <li>• Recruitment activities in the Philippines to bring internationally educated nurses to the province; and</li> <li>• Funding for the International Credential Recognition Grant, which provides support for certain expenses related to becoming licensed in a regulated healthcare occupation. The program will pay up to \$6,000 per applicant for costs such as bridging programs, language courses and exam fees.</li> </ul>
<p><b>2</b></p>	<p>An increase of \$5.4 million to expand the ministry’s capacity to increase immigration through the Saskatchewan Immigrant Nominee Program to support the influx of displaced Ukrainians landing in Saskatchewan and provide more funding to community-based organizations for settlement services.</p>
<p><b>3</b></p>	<p>An increase of \$4.0 million to increase skilled trades training seats, adding 400 seats each year to the incremental skilled trades programs and 235 seats each year to the skilled trades programs.</p>
<p><b>4</b></p>	<p>An increase of \$1.2 million for increasing the Apprenticeship Training Allowance for students living away from home to attend skilled trades training.</p>
<p><b>5</b></p>	<p>An increase of \$300,000 to support labour mobility programming that reduces the red tape faced by international workers and those in other provinces who come to work in regulated occupations in Saskatchewan. This funding provides support to the Labour Mobility and Fair Registration Practices Office, which ensures regulatory bodies comply with the timelines for licensing decisions and other requirements in <i>The Labour Mobility and Fair Registration Regulations</i>.</p>

# Government Vision and Goals

## Saskatchewan's Vision

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**"...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 2023-24 annual reports.

## Ministry of Immigration and Career Training Overview

### 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.

### Vision

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

## Performance Measures: *What success looks like*

The 2023-24 Budget for the Ministry of Immigration and Career Training (ICT) focuses on matching labour supply and employer demand to get businesses the workers they need. The ministry's activities in 2023-24 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. This will create growth that works for everyone.

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

### **Employment Post-Intervention**

The ministry measures employment post-intervention for programming delivered through the ministry or through a service-delivery partner. Measuring employment for each program is important, as it shows our programs and services are resulting in the employment of Saskatchewan people. The ministry will continue monitoring employment post-intervention on a program-by-program basis, ensuring current levels are maintained or increased.

### **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 with the economic needs of the province. The target is to maintain a top-three ranking in Canada and exceed the national average.

### **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. The target is to have a total of 23,000 new arrivals in the 2023 calendar year.

### **Saskatchewan Immigrant Retention Rate**

Measures Saskatchewan's immigrant retention rate. Measuring this is important, as it shows how many immigrants to Saskatchewan are settling in the province, staying long-term and increasing the overall provincial population. 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 recruit, 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, develop workforce solutions and help them navigate government programs and services.
- Work with the Ministry of Health and the Ministry of Advanced Education to address the healthcare sector's workforce 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*

Support transitions to employment through training programs and services.

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

- Work with the Saskatchewan Apprenticeship and Trade Certification Commission to expand the apprenticeship model and retain more tradespeople in the province.
- Work with training partners to deliver in-demand programs and services. This includes offering 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 to help job seekers reach employment.

### 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 workers 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 (SINP) 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 through the implementation of the *Labour Mobility and Fair Registration Practices Act* and the *Labour Mobility and Fair Registration Practices Regulations*.

**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*

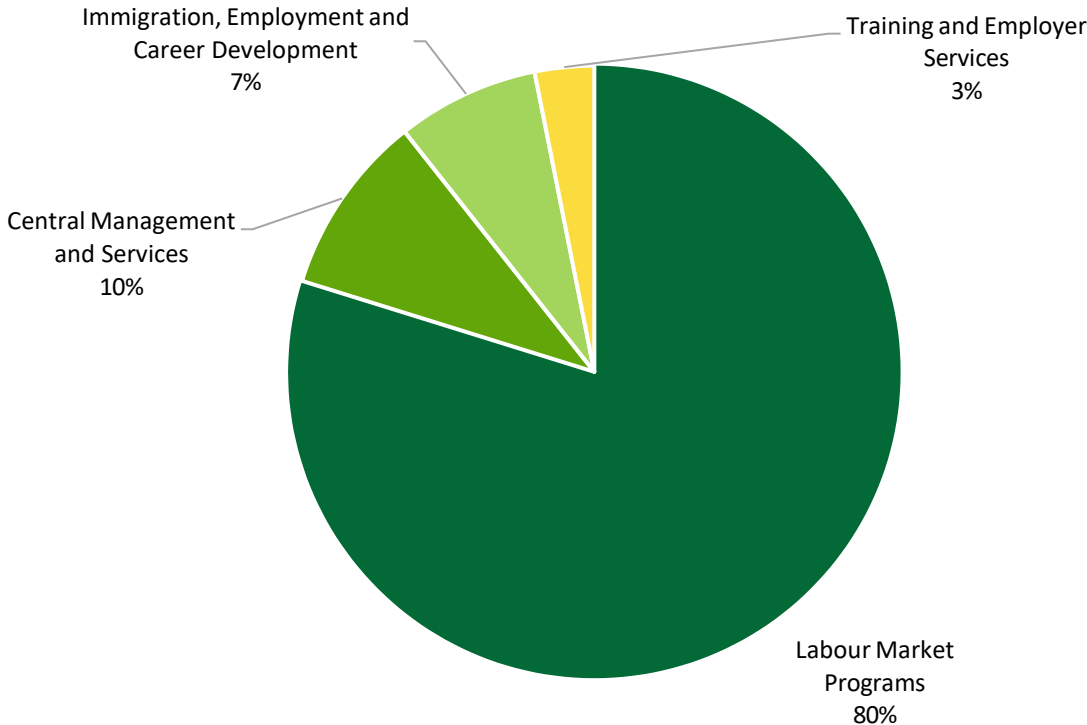
- Link newcomers to careers that align with their education and skills.
- Improve community settlement supports for newcomers to attach to the labour market.



# Financial Summary

Immigration and Career Training 2023-24 Estimates (\$164,183 million)	
	(in thousands of dollars)
Central Management and Services	\$15,685
Immigration, Employment and Career Development	\$12,315
Training and Employer Services	\$5,141
Labour Market Programs	\$130,922
<b>Total Appropriation</b>	<b>\$164,063</b>
Capital Asset Acquisition	(\$1,500)
Non-appropriated Expense Adjustment	\$1,620
<b>Total Expense</b>	<b>\$164,183</b>

Ministry of Immigration and Career Training, Budget  
2023-24 \$164,183 million



**Links to More Information**

- [Ministry of Immigration and Career Training](#)
- [Government of Saskatchewan Budget, Planning and Reporting](#)