

Annual Report for 2022-23

Ministry of Immigration and Career Training

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Letters of Transmittal



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, 2023.

A handwritten signature in black ink, appearing to read "Jeremy H.", with a stylized flourish at the end.

Jeremy Harrison
Minister of Immigration and Career Training



Richelle Bourgoin
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, 2023.

A handwritten signature in black ink, appearing to read "Richelle Bourgoin", enclosed in a thin black rectangular border.

Richelle Bourgoin
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 2022-23, the Ministry invested funding of \$121.4 million to ensure employers have people with the right skills, at the right time, at the right locations across the province. This investment supported the delivery of labour market programs and services including:

- Engaging with employers to provide options to fill labour force needs including recruiting talent from within the community, filling positions through training programs or finding talent through immigration.
- Providing strategic direction, oversight and investment to ensure the training system and program offerings are aligned with the jobs that are in demand.
- Providing 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.
- Attracting skilled people to Saskatchewan to address labour market gaps and funding 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 nine offices across the province. In 2022-23, full-time equivalent (FTE) utilization was 276.

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 Labour Mobility and Fair Registration Practices Act*, including:
 - *The Labour Mobility and Fair Registration Practices Regulations*
- *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, 2022*
 - Jointly assigned to the Minister of Immigration and Career Training and the Minister of Advanced Education, except:
 - *The Training Program Regulations, 2020* which are assigned to the Minister of Immigration and Career Training
- *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 2022-23

This annual report presents results from the goals, strategies and key actions outlined in the Ministry of Immigration and Career Training Plan for 2022-23, available online here:

<https://publications.saskatchewan.ca/#/products/117223>.

Progress in 2022-23

>> Government Goals

A Strong Economy Strong Communities Strong Families

Performance Measure Results

The Ministry monitors the impact of its activities on the provincial labour market through several strategic organizational performance measures:

1. Employment Post-Intervention
2. Saskatchewan Skills Alignment
3. Saskatchewan Immigrant Arrivals
4. Saskatchewan Immigrant Retention Rate

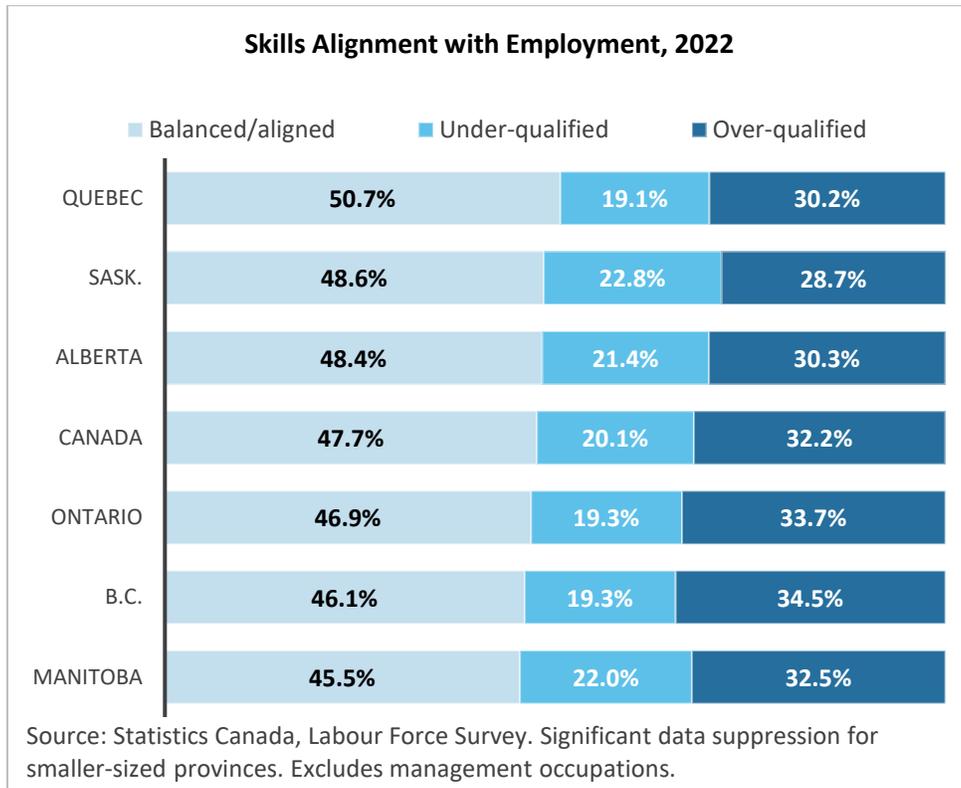
Employment Post-Intervention

Measures employment outcomes after a client completes a program or service through the Ministry or through a service-delivery partner. Measuring these outcomes helps to ensure programs and services result in the employment of Saskatchewan people. The Ministry monitors employment outcomes on a program-by-program basis. Program results, including post-intervention employment rates, can be found within the progress reports.

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 in the province. The target is to maintain a top-three ranking in Canada and exceed the national average.

- Both targets were achieved in 2022, as 48.6 per cent of Saskatchewan workers were employed in occupations that aligned with their level of education, and Saskatchewan ranked the second highest among provinces and above the national average of 47.7 per cent.

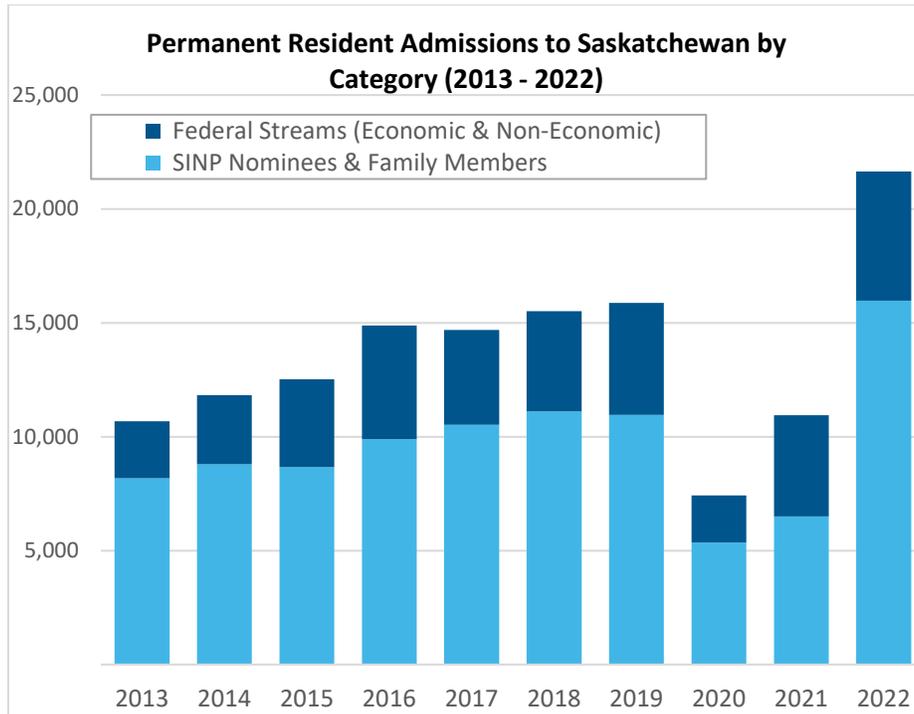


Saskatchewan Immigrant Arrivals

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.

- In 2022, a total of 21,637 new permanent residents arrived in Saskatchewan, which is a record high for the province.



Saskatchewan Immigrant Retention Rate

Measures the percentage of immigrants retained in Saskatchewan five years after landing. Measuring this is important, as it shows how many immigrants 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.

- For immigrants who received permanent residency in Saskatchewan over 2016-2020, and who filed taxes in Saskatchewan in 2020, the five-year retention rate is 64 per cent.
- Key settlement and retention factors include employment and connections to the community. Immigrants are experiencing positive employment outcomes. In 2022, Saskatchewan's employment rate for very recent immigrants (landed in the most recent five years, ages 25 to 54) was 79.2 per cent, above the national average of 78 per cent and the fourth highest among all provinces.

Ministry Goal 1

>> Government Goals

A Strong Economy

Strong Communities

Strong Families

Progress on 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. Direct engagement with employers ensures the Ministry understands these needs and provides employers with access to a workforce with the right skills at the right time to ensure Saskatchewan's long-term economic growth.

Strategy:

Support employers to obtain and grow the workforce they need.

Key Actions:

- Expand outreach to determine employer needs and develop workforce solutions.
 - In 2022-23, the Ministry worked with employers and post-secondary institutions to identify and fill workforce needs. Recruitment, training and retention supports were provided to industries including agriculture, construction, health, hospitality, industrial manufacturing, mining, minerals, forestry, oil and gas, retail trade, technology, and transportation and logistics.
 - To connect displaced Ukrainians and other job seekers, the Ministry hosted seven career fairs. Over 330 employers and 2,500 job seekers participated in these events.
- Help employers navigate government programs and services to better fill their labour needs.
 - The Ministry has a key role in Saskatchewan's Health Human Resources Action Plan, which addresses healthcare workforce needs across the province.
 - As part of this plan, ICT created a new immigration stream, enabling the direct international recruitment of continuing care aides. This stream does not require a Labour Market Impact Assessment, which increases the speed of the recruitment process. In the 2022 calendar year, 44 continuing care aides were nominated for permanent residency by the Saskatchewan Immigrant Nominee Program. More information on international recruitment can be found under Goal 3.
 - The Ministry is also providing support for the expansion of training seats in healthcare training programs. On January 31, 2023, the Government of Saskatchewan announced an investment of more than \$5.5 million to create approximately 500 new post-secondary training seats across 18 health care training programs that will begin in fall 2023.
 - ICT is working with the Ministry of Health to develop a service delivery model to ensure support for internationally educated nurses and assist them in navigating

their pathways to licensure. ICT hired one health system navigator in 2022-23 and will build on this support in 2023-24.

- In 2022-23, \$2.18 million was provided to fund the Re-Skill Saskatchewan Training Subsidy (RSTS), a program that promotes economic recovery in alignment with Saskatchewan's Growth Plan Goals. Through this temporary program, employers can access funding to train existing employees, reduce skills gaps that were created due to the pandemic and invest in the skills needed to rebuild and grow their businesses. Over 520 unique employers received RSTS funding to train approximately 1,000 employees in 2022-23.
- The Canada-Saskatchewan Job Grant helps businesses and non-profit organizations train new or existing employees for available jobs. This program addresses skill mismatches between the labour force and job opportunities by funding employer-driven training for unemployed and underemployed workers. In 2022-23, over 950 unique employers received \$9.19 million in funding to train more than 1,700 employees.
- The Ministry also maintains SaskJobs.ca, connected to the National Job Bank, where employers can post vacancies to recruit workers, as well as to obtain labour market information. In 2022-23, there were over 8.2 million site visits to Saskjobs.ca, and a total of 182,187 job postings.

Ministry Goal 2

>> Government Goals

A Strong Economy Strong Communities Strong Families

Progress on Goal 2: Develop Skills for In-Demand Jobs

The Ministry helps 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 for the jobs that are in demand. The Ministry invests in targeted initiatives for under-represented groups, including persons with disabilities, Indigenous workers and youth.

Strategy:

Training programs and services support transitions to employment.

Key Actions:

- Work with the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) to expand the apprenticeship model to occupations outside of the traditional construction trades.
 - In 2022-23, the Ministry supported SATCC to establish a process to formally designate occupations beyond the traditional trades and subtrades. This expansion recognizes an occupation with a certification which allows learners to capitalize on the benefits of experiential learning.
- 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.
 - ICT provided SATCC with \$20.78 million in operational funding to support apprenticeship training to address the demand for skilled tradespeople in Saskatchewan.
 - The Ministry also provided \$1.5 million to increase Apprenticeship Training Allowance rates. This allowance provides income support to Employment Insurance eligible apprentices who leave their home communities to attend apprenticeship technical training. As of January 31, 2023, there were approximately 1,100 apprentices who received Apprenticeship Training Allowance funding while attending technical training.
 - SATCC trained approximately 4,100 apprentices and launched additional initiatives to increase apprenticeship in the province, including:

- The Apprenticeship Success Enhancement Strategy to address declining pass rates and increase supports for struggling apprentices.
 - The Pre-Apprenticeship Registration Strategy as a recruitment tool to promote apprenticeship with learners in pre-apprenticeship programs.
 - In 2022-23, \$14.52 million was provided to training institutions to deliver in-demand skills-based academic and industry credit programs through the Skills Training Allocation. More than 2,600 learners participated in these programs in 2021-22 (the most recent data available), with 83 per cent completing their program. Fifty-six per cent of those who had completed their program obtained employment and 26 per cent went on to further education.
 - In 2022-23, \$24 million was provided to Essential Skills programs, which help adults develop basic skills in areas considered essential for employment, increase education and/or certification levels and obtain educational prerequisites for further training or employment.
 - Enrolment in Essential Skills programs was 5,962 as of June 30, 2022, a 19 per cent increase from June 2021. Sixty-three per cent of learners completed their program. Of those who completed the program, 17 per cent were employed and 70 per cent went on to further education.
 - The Ministry provided \$1.92 million in program funding, supported by \$951,000 in wage subsidies, to the Trades and Skills Centers in Regina and Saskatoon. This collaborative, demand-driven training model ensures training is responsive to employer needs. In 2021-22 (the most recent data available), 365 learners enrolled in Trades and Skills Centers programming and 89 per cent of them were employed after successfully completing the programs.
- Expand experiential and work-integrated training opportunities, including for under-represented groups and immigrants.
 - The Workforce Development – Enhanced Career Bridging program supports job seekers facing barriers to employment. These job seekers include Indigenous persons, persons with disabilities, visible minorities, women and underemployed or unemployed individuals. This program helps individuals connect to the labour force through in-class training and volunteer work placements. In 2022-23, 58 per cent of participants found employment and four per cent went on to further education/training.
 - The Targeted Initiative for Older Workers program is aimed at increasing employability of older workers aged 55 to 64 through a combination of in-class training and work placement. In 2022-23, 48 per cent of participants found employment and three per cent went on to further education/training.
 - 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. In 2022-23, 34 per cent of participants found employment and three per cent continued with further education/training. There was an increase in total participants from the year before, from 1,670 in 2021-22 to 3,271 in 2022-23.
 - Settlement Employability Supports are targeted to assist newcomers needing to overcome cultural and language barriers to employment and to reach a level of employment readiness that allows them to obtain/maintain employment. In 2022-23, 31 per cent of participants found employment and 12 per cent went on to further education/training.

- The Ministry committed \$29.79 million for skills training and employment initiatives specifically targeting Indigenous persons. These programs are designed and delivered by post-secondary institutions or community-based organizations, who collaborate with employers and industry to assess labour market needs.
 - \$1.5 million was provided to the SATCC Indigenous Apprenticeship Initiative to increase the recruitment of Indigenous peoples into apprenticeship and skilled trades careers. Projects include apprenticeship and pre-employment trades training within, or nearby, First Nation and Métis communities. As of February 28, 2023, 17.4 per cent of registered apprentices self-declared as Indigenous.
 - In 2021-22, ICT provided \$4.8 million to SATCC for a tiny house project targeting Indigenous persons and youth. The project was completed in October 2022 with a total of 32 tiny homes constructed. These homes were built with participation from 35 Indigenous apprentices and 98 students from 22 communities.
- The Ministry provided one-time program funding of \$1.09 million for employers and Indigenous northern job seekers through Northern Career Quest. In 2022-23, 77 per cent of participants found employment and nine per cent went on to further training/education.
- Through the Scale-Up for Entrepreneurs initiative, ICT provided one-time funding of \$91,431 to help eligible Saskatchewan entrepreneurs receive relevant training to acquire skills to grow their businesses. Focusing on entrepreneurs from under-represented groups, the project was completed on January 31, 2023. Thirty-nine participants finished the training, increasing their business opportunities and evolving their leadership and management practices.

Strategy:

Develop durable connections to employment for job seekers.

Key Actions:

- Improve awareness, access and effectiveness of career supports for job seekers.
 - The Ministry provides job searching, job matching, career planning and job training services to Saskatchewan residents across the province. Supports are designed to develop and match the skills of workers with the skills needed by employers.
 - In 2022-23, ICT provided direct service to individuals on their career journey, developing action plans with 8,987 job seekers. Of the 2,037 participants that completed their action plan, 61 per cent went on to employment and 21 per cent continued with further education.
 - The Ministry also funded 382 agreements with 110 unique suppliers to deliver services for individuals facing barriers to employment. Through these agreements, 30,288 participants were registered to access programs in 2022-23, a more than 50 per cent increase from the previous year's 20,157 clients.

- The Ministry also worked with job seekers referred directly from the Ministry of Social Services. In 2022-23, ICT employees met with 2,213 Ministry of Social Services clients to create an action plan to support their career development goals and connection to the labour market. Of the 563 clients whose action plans were closed, 52 per cent went on to employment and 30 per cent continued with further education.
- 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. In 2022-23, \$1.08 million was invested to assist 296 registered participants attend post-secondary and sector-specific training to lead them closer to employment.
- The Ministry developed the Economic Recovery Work Experience Initiative, a one-time pandemic recovery program. This initiative funded paid work experiences for job seekers to gain practical skills in high-demand occupations such as information technology, health and hospitality. The program was delivered by 18 service providers and supported 449 job seekers in receiving a paid work experience. At the end of the program, 70 per cent of participants were employed with another three per cent going on to further training/education.
- The Ministry launched the Digital Literacy for Job Seekers Initiative to support individuals in acquiring basic digital skills and knowledge. Four service providers delivered this initiative with 109 participants completing the program, nine finding employment and 14 going on to further training/education.
- The Self-Employment program provides supports for individuals to develop, implement and operate viable businesses. In 2022-23, 62 per cent of participants were either employed or self-employed and two per cent went on to further education/training.
- The Workforce Development Programming supports a range of employment services that help individuals acquire the skills and training they need to prepare for, find and maintain employment. In 2022-23, 46 per cent of participants found employment and seven per cent went on to further training/education.

Ministry Goal 3

>> Government Goals

A Strong Economy Strong Communities Strong Families

Progress on 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 its immigration programming toward the recruitment of in-demand occupations in Saskatchewan. When newcomers arrive, the Ministry funds settlement services to help them attach to the labour market, connect with the province and ultimately grow the economy.

Strategy:

Attract skilled people to Saskatchewan to address labour market gaps.

Key Actions:

- 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 domestic talent is not available.
 - The Ministry supported employers undertaking international recruitment to fill urgent labour shortages. The SINP issued a total of 6,040 nominations to approved applicants in the 2022 calendar year, which is a 20 per cent increase from 2021. This included 5,967 nominations of in-demand and highly skilled workers and 73 nominations of entrepreneurs and farmers. The 5,967 nominations will lead to approximately 14,000 new arrivals to the province over the next two years.
 - Almost 4,050 international workers recruited by Saskatchewan employers were nominated through the SINP—an increase of 15 per cent from 2021. To increase outreach, 17 SINP information sessions were held with over 750 employers to assist them with international recruitment.
 - In response to labour shortages in the health sector, ICT participated in the Government of Saskatchewan Healthcare Recruitment Missions to the Philippines to recruit registered nurses. To support these missions, ICT worked with the Ministry of Health, the College of Registered Nurses of Saskatchewan, Saskatchewan Polytechnic, the National Nursing Assessment Service and the federal government to develop an immigration pathway for registered nurses.
 - To address hard-to-fill positions in the province, the Ministry launched the Hard-to-Fill Skills Pilot in December 2021. This pilot 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. In 2022, ICT received requests to recruit 5,266 workers through the Hard-to-Fill Skills Pilot.
- In March 2022, the Ministry 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, to increase Saskatchewan's global competitiveness. In 2022, there were 27 nominations issued through this stream.
 - The SINP's Expression of Interest system for in-demand occupations continues to be a source of talent for the province with over 65,000 high skilled candidates interested in immigrating through the SINP.
 - To support the international recruitment of healthcare workers, ICT also launched the SINP International Healthcare Worker Expression of Interest system in December 2021 to connect international health professionals with Saskatchewan employers.
 - International professionals were supported on their immigration pathways to Saskatchewan with over 40 information sessions on immigration pathways held, more than 40,000 responses to client emails, SINP videos viewed over 123,500 times and new content on Saskatchewan.ca with over eight million views.
 - Pursue autonomy over immigration through advocacy and re-negotiation of the Canada-Saskatchewan Immigration Agreement to be more responsive to labour market needs.
 - In 2022-23, ICT proposed a new immigration agreement to the federal government that would provide the province with similar authorities as those currently in place in Quebec. This includes the ability to set the province's own immigration levels, select its own immigrants and devolve funding and responsibility for the delivery of settlement and integration services.
 - Improve labour mobility and credential recognition for international and domestic professionals.
 - On May 18, 2022, the Legislative Assembly of Saskatchewan passed *The Labour Mobility and Fair Registration Practices Act* into law. The legislation established the Labour Mobility and Fair Registration Practices Office within ICT.
 - *The Labour Mobility and Fair Registration Practices Regulations (The Regulations)* came into effect November 30, 2022.
 - This legislation establishes timelines for licensing decisions, which will result in the fastest processing times in Canada. *The Regulations* increase the timeliness of decisions from regulatory bodies, and reduce the administrative burden placed on domestic and international applicants when having their credentials assessed.
 - In December 2022, the Government of Saskatchewan announced the International Credential Recognition Grant for Regulated Health Care Occupations. The Grant provides up to \$6,000 for internationally trained healthcare professionals living in Saskatchewan to assist with the costs of training, assessments and examinations needed to get qualifications recognized in the occupation for which they are trained.
 - In January 2022, the Ministry expanded the Bridging to Employment Program to provide training and work placements for internationally educated newcomers to Saskatchewan. In 2022-23, 70 per cent of participants found employment and five per cent went on to further education/training.

Strategy:

Connect more newcomers to employment opportunities.

Key Actions:

- Link newcomers to careers that align with their current education and skills.
 - ICT supported displaced Ukrainians arriving in the province by offering career services and facilitated job matching and training supports. As of March 31, 2023, the Ministry registered 849 Ukrainians for ICT career services.
 - The Ministry hosted several events that brought together settlement services for newly landed immigrants, including displaced Ukrainians. Sixteen days of 'one-stop shop' events were offered between July 2022 and March 2023. These events provided access to key programs and services to help newcomers settle in Saskatchewan, including obtaining a Social Insurance Number, applying for Saskatchewan health cards and driver's license, as well as access to information related to banking, housing, employment, settlement services and more.
 - ICT hosted seven career fairs to connect displaced Ukrainians and other newcomers with employers. Over 330 employers and 2,500 job seekers participated.
- Improve community settlement supports for newcomers to attach to the labour market.
 - General newcomer supports and initial interventions are provided through the Gateway and Settlement Advisor program. Gateway inquiries increased from 20,451 in 2021-22 to 34,515 in 2022-23, an increase of 69 per cent. Settlement Advisor interventions also increased from 8,740 interventions 2021-22 to 14,575 interventions 2022-23. This is a 67 per cent increase in activity.
 - ICT administered 19 agreements with third-party service providers for the Settlement Employability Supports program which assists newcomers with reaching a level of employment readiness that allows them to obtain/maintain employment. Registered participation numbers increased from 1,882 in 2021-22 to 4,498 in 2022-23, an almost 140 per cent increase. The number of employed newcomers as a result of completing the training has also increased from 593 to 909, a 53 per cent increase from 2021-22 to 2022-23.

Financial Summary

2022-23 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	In thousands of dollars			
	Actual		Actual	Variance
	Expenditures	Estimate	Expenditures	Over/(Under)
	2021-22	2022-23	2022-23	2022-23
IC01 Central Management and Services				
Minister's Salary (Statutory)*	54	53	60	7
Executive Management	911	993	752	(241) ¹
Central Services	15,458	13,151	10,908	(2,243) ²
Accommodation Services	4,907	4,572	4,553	(19)
IC01 Central Management and Services Total	21,330	18,769	16,273	(2,496)
IC02 Immigration, Employment and Career Development	11,456	11,680	11,097	(583)¹
IC03 Training and Employer Services	6,494	5,141	5,076	(65)
IC04 Labour Market Programs				
Essential Skills	36,356	26,145	24,034	(2,111) ³
Skills Training	17,930	16,994	17,319	325 ⁴
Workforce Development	26,198	23,547	23,251	(296) ⁵
Saskatchewan Apprenticeship and Trade Certification Commission	24,864	19,884	20,784	900 ⁶
Provincial Training Allowance	17,278	5,197	3,114	(2,083) ⁷
Apprenticeship Training Allowance	1,061	1,745	1,495	(250) ⁷
Employability Assistance for Persons with Disabilities	10,027	9,893	10,610	717 ⁸
Canada-Saskatchewan Job Grant	12,606	10,593	11,369	776 ⁸
Immigration	9,290	8,554	9,427	873 ⁹
IC04 Labour Market Programs Total	155,610	122,552	121,403	(1,149)
Total Appropriation	194,890	158,142	153,849	(4,293)
Capital Asset Acquisition	(5,527)	(1,500)	(411)	1,089 ¹⁰
Capital Asset Amortization	1,249	1,620	1,249	(371) ¹⁰
Total Expense	190,612	158,262	154,687	(3,575)

*Statutory adjustment to Minister's Salary.

Variance Explanations:

1. General operational savings and vacancy management salary savings.

2. Savings due to transition away from shared services, general operational savings, vacancy management salary savings and under expenditure in capital acquisition.
3. Decreased spending in Skills for Success.
4. Additional spending for healthcare Skills Training Allocation Program.
5. Decreased spending in Economic Recovery (COVID) programming.
6. Additional funding provided to SATCC to offset operational pressures and increase funding to the Indigenous Apprenticeship Initiative program.
7. Program savings due to lower utilization.
8. Increased uptake and utilization of program.
9. Increased spending due to support and displaced Ukrainians and increased post-COVID usage.
10. Under expenditure in capital acquisition.

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 2022-23 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 2022-23 was \$97.25 million, an increase of \$4.64 million from the 2022-23 budget estimates.

Summary of Revenue <i>(In thousands of dollars)</i> Revenue Category	2022-23	2022-23	Variance
	Budget (\$000's)	Actual (\$000's)	Over/(Under) (\$000's)
Other Revenue			
General Education Diploma Transcripts	10	6	(4)
Other Confiscations and Forfeits	1,300	4,640	3,340 ¹
Other Registration Fees	2,250	2,206	(44)
Casual Revenue	500	336	(164)
Cash Refunds of Previous Years' Expenses	730	429	(301)
Realized Gain or Loss	-	3	3
Salary Overpayment Refunds Previous Years	-	29	29
Changes in Previous Years' Estimates	-	359	359
Other Revenue Total	4,790	8,008	3,218
Other Federal Transfers			
Workforce Development Agreement	30,281	34,402	4,121 ²
Labour Market Development Agreement	57,540	54,840	(2,700) ³
Other Federal Transfers Total	87,821	89,242	1,421
Total Revenue Ministry of Immigration and Career Training	92,611	97,250	4,639

Explanation of Major Variances:

1. Forfeitures from nominees who did not meet the commitments in their Business Performance Agreement in relation to the Entrepreneur Trust Fund.
2. Increase related to deferred federal revenue from 2021-22 to 2022-23; and a required recalculation from initial funding estimate from the federal government related to population, labour force, Employment Insurance (EI) rates.
3. Recalculation from initial funding estimate from the federal government related to population, labour force, EI rates.