

Annual Report

2023-24

Ministry of Immigration and Career Training

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Letters of Transmittal



The Honourable
Jeremy Harrison
Minister of Immigration
and Career Training

Office of the Lieutenant Governor of Saskatchewan

I respectfully submit the Annual Report for the Ministry of Immigration and Career Training for the fiscal year ending March 31, 2024.

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

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 of the Ministry of Immigration and Career Training for the fiscal year ending March 31, 2024.

A handwritten signature in black ink that reads "Richelle Bourgoin" in a cursive script.

Richelle Bourgoin
Deputy Minister of Immigration and Career Training

Ministry Overview

Mandate

The Ministry of Immigration and Career Training (ICT) helps individuals prepare for, obtain and maintain employment and leads initiatives required to assist employers with the development, recruitment and retention of workers. The Ministry's key responsibilities include delivering services and programs that address labour demand 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.

About Us

The Ministry delivers programs and services to build a strong and resilient labour market system by addressing employer workforce needs, training people for jobs and supporting newcomers to settle, work and stay in the province. The work of the Ministry is guided by *The Saskatchewan Labour Market Strategy* that was released in March 2024. It includes three pillars and actions that the province is focusing on to build Saskatchewan's workforce. The pillars are:

- Preparing Saskatchewan people for jobs – support Saskatchewan residents to fill the high quality existing and emerging jobs through access to post-secondary training, skills development and apprenticeship programs, while engaging underrepresented groups.
- Recognizing Skills in Saskatchewan – recognition of skills and credentials that were earned outside of Saskatchewan so that Saskatchewan residents can work in the occupations they have been trained in, as quickly and efficiently as possible.
- International Recruitment – attracting skilled talent to the province.

In 2023-24, the Ministry invested \$130.9 million in employment and training programs to ensure Saskatchewan residents benefit from the growing economy and employers have access to a skilled workforce. ICT's investments supported the delivery of labour market programs and services to clients through:

- Engagement with employers to recruit talent from within the province and from across Canada, filling positions through training programs, or finding talent through immigration.
- Employment and career services to help Saskatchewan residents gain the skills needed to obtain employment, including targeted programs for job seekers from underrepresented groups.
- Attracting skilled people to Saskatchewan to address labour market gaps and funding of settlement services to help newcomers attach to the labour market and integrate into their new communities.

Legislation

The list of the legislation the Ministry is responsible for is available online, here:

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

Report on the Plan for 2023-24

This annual report presents results from the goals, strategies and key actions outlined in the Ministry of Immigration and Career Training Business Plan for 2023-24, available online, here:

<https://publications.saskatchewan.ca/#/products/120477>

Progress in 2023-24

Performance Measure Results

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

- Employment Post-Intervention
- Saskatchewan Skills Alignment
- Saskatchewan Immigrant Arrivals
- Saskatchewan Immigrant Retention Rate

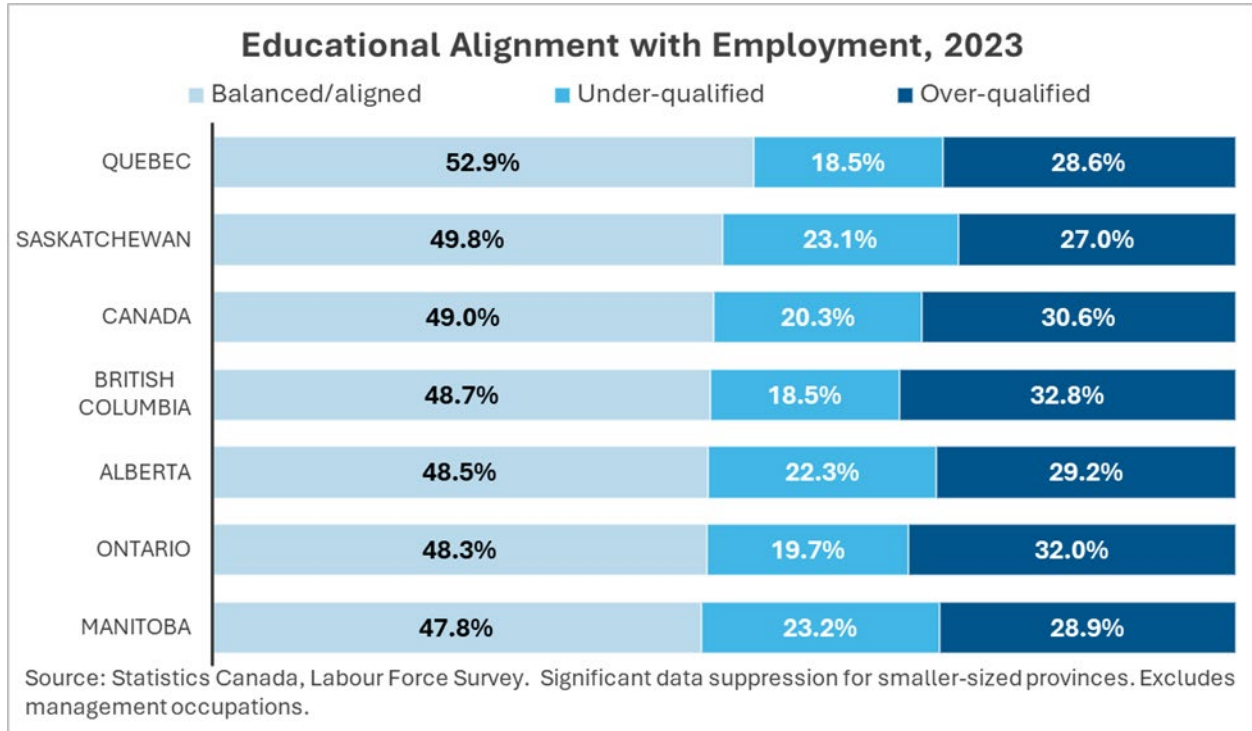
Employment Post-Intervention

This measures employment post-intervention for programming delivered by the Ministry or through a service-delivery partner. This showcases that our programs and services are resulting in employment for Saskatchewan people. The Ministry will continue monitoring employment post intervention on a program-by-program basis, ensuring current levels are maintained or increased. Program results, including post-intervention employment rates, can be found within the progress reports for each goal.

Saskatchewan Skills Alignment

This measures alignment between the educational level of workers and the educational requirements of the occupations in which they are working. Measuring this 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.

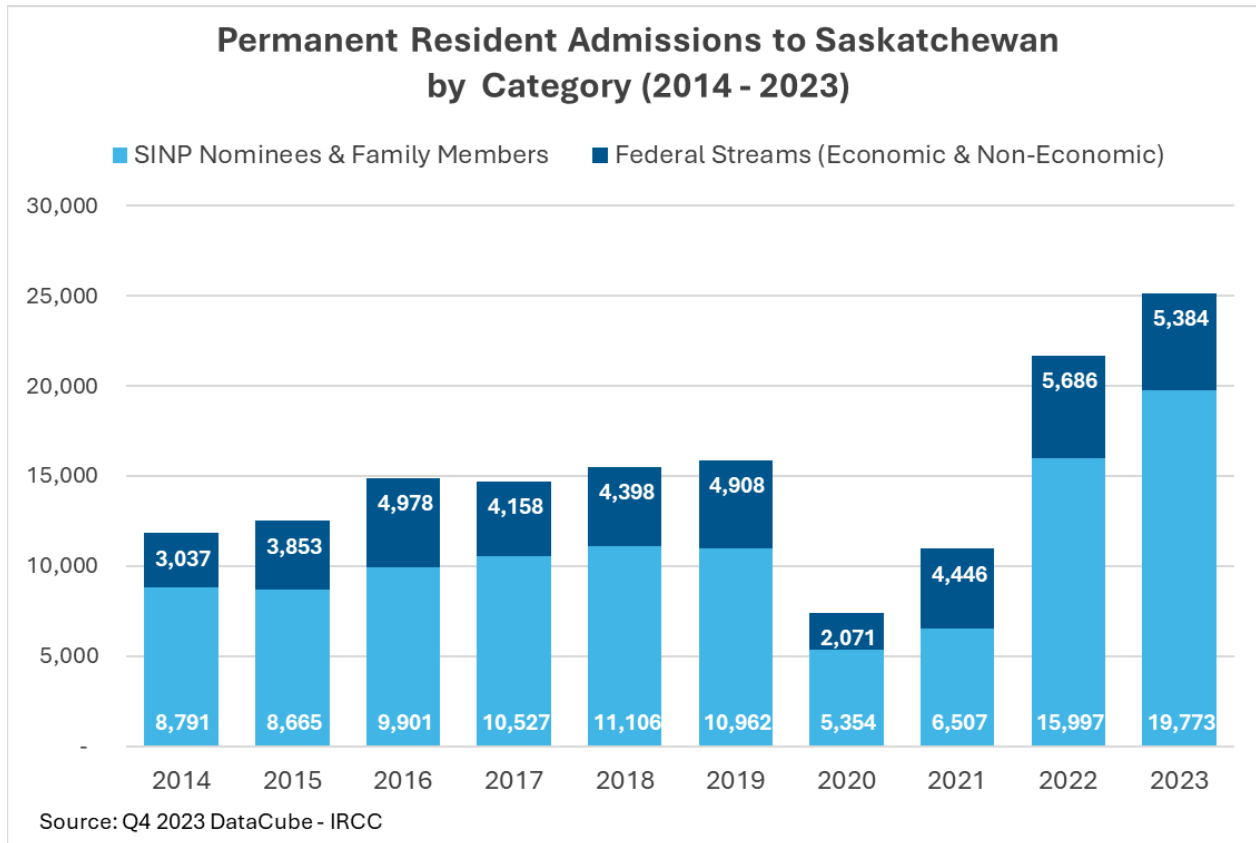
- Both targets were achieved in 2023, as 49.8 per cent of Saskatchewan workers were employed in occupations that aligned with their level of education and Saskatchewan ranked the second highest among provinces and above the national average (provinces only) of 49.0 per cent.



Saskatchewan Immigrant Arrivals

This measure tracks the federal and provincial immigrant arrivals (new permanent residents) in Saskatchewan.

In 2023, a record high total of 25,157 new permanent residents arrived in Saskatchewan exceeding the target of 23,000.



Saskatchewan Immigrant Retention Rate

This measures 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.

- For immigrants who received permanent residency in Saskatchewan over 2017-21, and who filed taxes in 2021 (the most recent data available), the five-year retention rate is 61 per cent.
- Key settlement and retention factors include employment and connections to the community. In 2023, Saskatchewan’s employment rate for very recent immigrants (landed in the most recent five years, ages 25 to 54) was 77 per cent, and for immigrants who had resided in the province for more than five years, it was 87 per cent.

Progress on Goal 1: Meet Employer Demand for a Skilled Workforce

To ensure Saskatchewan employers have access to the workforce they need, the Government of Saskatchewan (GOS) released *Building the Workforce for a Growing Economy: The Saskatchewan Labour Market Strategy*, which outlines how the Government is addressing emerging labour needs in various sectors to support the province's continued economic growth.

Under *The Saskatchewan Labour Market Strategy*, 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.
 - 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.
 - Under the Canada-Saskatchewan Job Grant (CSJG), 990 unique employers received \$9.8 million in funding to train more than 1,600 employees. This funding ensures employees are equipped with the necessary skills to be successful in new jobs or be promoted to better jobs.
 - Under a temporary program the Re-Skill Saskatchewan Training Subsidy (RSTS), employers received approximately \$960,000 to fund training of existing employees, reduce skills gaps that were created due to the pandemic and invest in the skills needed to rebuild and grow their businesses. Close to 250 unique employers received RSTS funding to train more than 400 employees in 2023-24. In total, from the launch of the RSTS in 2020 to the program close on March 31, 2024, over 1,900 unique employers received more than \$10.0 million to train over 6,000 employees.
 - Continued to administer SaskJobs.ca, which is connected to the National Job Bank, where employers can post vacancies to recruit workers, as well as obtain labour market information. In 2023-24, there were approximately 15,000 vacancies posted on SaskJobs.ca/National Job Bank on average each month.

- Domestic and international labour recruitment missions were undertaken to mitigate and address skill shortages within the province.
 - The Ministry supported two employer-led domestic recruitment missions to Toronto and Calgary and provided information about Saskatchewan's Credential Recognition Services and the Saskatchewan Immigrant Nominee Program (SINP) to encourage interprovincial migration.
- The Toronto mission included six employers and attracted more than 5,000 participants. The Calgary recruitment mission included a delegation of seven employers and attracted over 1,700 participants.
- Work with the Ministry of Health and the Ministry of Advanced Education to address the healthcare sector's workforce needs.
 - The Ministry has a key role in Saskatchewan's Health Human Resources (HHR) Action Plan, which addresses healthcare workforce needs across the province. The Ministry continued supporting HHR through recruitment, training and retention activities with a total investment of \$5.2 million in 2023-24.
 - Facilitated the recruitment of healthcare professionals through the SINP. In 2023-24, a total of 619 healthcare professionals were nominated to become permanent residents.
 - Developed the International Credential Recognition Grant to assist Internationally Educated Health Professionals (IEHPs) in healthcare occupations other than nursing. In 2023-24, 146 IEHPs accessed over \$390,000 in grant funding to support their respective licensure pathways.
 - Supported expansion of training seats in healthcare training programs, which resulted in an investment of \$2.4 million to create approximately 275 new post-secondary training seats for Continuing Care Assistants, Licensed Practical Nurses and Primary Care Paramedics.
 - Provided an additional \$850,000 to the Saskatchewan Indian Institute of Technologies to offer the Mental Health and Wellness diploma program. This 25-seat program will support the Saskatoon Urgent Care Centre and Indigenous communities.
 - Invested \$1.9 million for Settlement Services to support the employment and long-term retention of internationally trained nurses and other regulated health occupations. Funds were provided through the credential recognition grants for the costs associated with obtaining licensure to work in their regulated health occupations in Saskatchewan, including settlement supports, assessments, exams, and training for licensure.

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

The Government launched *Building the Workforce for a Growing Economy: The Saskatchewan Labour Market Strategy*, to ensure Saskatchewan people always have the first chance to benefit from economic opportunities. To implement this strategy, the Ministry focuses on targeted workforce development supports.

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 underrepresented 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 (SATCC) to expand the apprenticeship model and retain more tradespeople in the province.
 - Provided SATCC with \$22.4 million, an increase of \$2.5 million over the previous fiscal year. This investment supported a 400-training seat expansion, bringing the total number of apprenticeship training seats to approximately 4,600. This funding also enabled SATCC to launch the following initiatives aimed at increasing apprenticeship in the province:
 - Implemented the Apprenticeship Success Enhancement Strategy to improve pass rates and increase supports for apprentices. As a result, more apprentices undertook essential skills and Learning Disability Online Risk Indicator assessments.
 - Developing and implementing a strategy to register pre-apprenticeship students attending training with Saskatchewan training providers.
 - Invested \$2.9 million in the Apprenticeship Training Allowance (ATA) Program, an increase of \$1.2 million from 2022-23. This increase provides an additional \$75 per week to help students address the rising costs of maintaining a second residence while attending technical training. As of March 2024, approximately 1,645 apprentices received ATA funding while attending technical training, an increase of approximately 300 apprentices over 2022-23.
- 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.

- Provided \$20.0 million to training institutions to deliver in-demand skills-based academic and industry credit programs. More than 2,600 learners participated in skills training programs with 89 per cent completing their program. Sixty-four per cent of those who had completed their program obtained employment and 21 per cent went on to further education.
- Invested \$2.5 million for construction-related skilled trades programming offered by post-secondary institutions. These programs address high-demand trades and skills including carpentry, electrician, welding, plumbing, and heavy equipment operators. In 2023-24, training institutions offered 17 construction-related skilled training programs, with almost 400 students enrolled as of January 2024.
- Allocated \$25.9 million for Essential Skills (ES) programs which help adults develop basic skills in areas considered essential for employment, increase education and/or certification levels and to obtain educational prerequisites for further training or employment. Over \$10.0 million in ES funding was targeted to support Indigenous programming delivered on reserve.
 - In 2023-24, enrolment in ES programs totaled 5,449 individuals, with the most recent outcomes indicating 62 per cent of learners completed their program. Of those who completed the program, 70 per cent went on to further education or were employed.
- Provided \$1.9 million in program funding, supported by \$1.0 million 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 2023-24, 417 learners enrolled in Trades and Skills Centers programming and 87 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.
 - Invested \$27.9 million for training and employment initiatives that provide Indigenous people with the education and skills required to participate in the labour market. 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.
 - Continued to support Indigenous apprentices by providing a \$1.0 million investment to increase the recruitment of Indigenous people into apprenticeship and the skilled trades. This included \$400,000 to deliver projects through the Indigenous Apprenticeship Initiative and \$600,000 to improve outcomes for First Nations and Métis apprentices. As of January 2024, 16.9 per cent of registered apprentices self-declared as Indigenous.
 - Delivered two projects with Morris Interactive to increase Indigenous representation to address the critical labour shortage in potash mining and mining construction. The Digital Transformation in Potash Mining and Digital Transformation in Potash Mining Construction programs will support a total of 36 Indigenous participants. Initial cohort results are

promising, with 63 per cent of the 11 participants becoming employed in the mining sector upon completion.

- Continued to provide the Workforce Development – Enhanced Career Bridging program to support 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 provides in-class training and helps to develop essential skills followed by a work placement. In 2023-24, 332 job seekers participated in the program, with 57 per cent gaining employment or entering further training at the time of their completion.
- The Targeted Initiative for Older Workers program is aimed at increasing employability of workers aged 55 to 64 through a combination of in-class training and work placement. In 2023-24, 272 job seekers participated in the program, with 62 per cent gaining employment or entering further training at the time of their completion.
- Employability Assistance for Persons with Disabilities programs and services support Saskatchewan residents with disabilities to overcome barriers to actively participate in education, training, or employment. In 2023-24, more than 6,200 job seekers participated in the program, with 47 per cent gaining employment or entering further training at the time of their completion.

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

Develop durable connections to employment for job seekers.

KeyActions: *What we will do to get there*

- Improve awareness, access and effectiveness of career supports to help job seekers reach employment.
 - Provides job searching, job matching, career planning and job training services to Saskatchewan residents through ten offices located across the province. Supports are designed to develop and match the skills of workers with the skills needed by employers.
 - Provided citizens with information to help them access labour market services or find work through the Hosted Contact Centre (HCC) phone line. Over 56,000 calls were supported through the HCC line in 2023-24.
 - Funded 327 agreements with 141 suppliers to deliver services for individuals facing barriers to employment. Through these agreements, 37,120 participants were registered to access programs in 2023-24, a 23 per cent increase from the previous year's 30,288 clients.
 - ICT career development consultants assisted job seekers with training and/or employment. In 2023-24, over 8,000 individuals were assessed and developed career action plans. Of the over 2,000 clients who completed their plans, 45 per cent were employed and 17 per cent went on to further training.
 - In 2023-24, ICT employees met with 1,523 clients referred directly from the Ministry of Social Services to create an action plan to support their career development goals and connection to the labour market. Of the

566 clients whose action plans were completed, 47 per cent went on to employment and 28 per cent continued with further education or enrollment in an alternative employment program.

- The Workforce Development Program supports a range of employment services that help individuals acquire the skills and training they need to prepare for, find and maintain employment. In 2023-24, 15,605 job seekers participated in programming; 74 per cent exited programming with 47 per cent of these individuals finding employment after completing the programming.
- 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 2023-24, over \$1.0 million was invested for 283 registered participants to attend post-secondary and sector-specific training.
- The Self-Employment program provides supports for individuals to develop, implement and operate viable businesses. In 2023-24, 49 clients exited the program with 61 per cent finding employment after the program.
- The Ministry entered into a partnership with Creative Options Regina to deliver the 4to40 program connecting individuals with intellectual disabilities to employers who support a flexible four-to-40-hour work week. The program works with individuals to develop customized employment opportunities with partnering employers. This pilot project targeted 12 job seekers, with 58 per cent becoming connected to local employers.

Progress on Goal 3: Attract a Stable Labour Supply

The Government launched *Building the Workforce for a Growing Economy: The Saskatchewan Labour Market Strategy* to ensure employers have a framework to fill local workforce gaps by recruiting talent internationally and newcomers to Saskatchewan are able to have their credentials obtained outside of the province recognized.

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, integrate into their new community, 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 SINP to focus on current and future economic needs. This will allow employers to better use immigration when local talent is not available.
 - The Ministry leads international employer-driven labour recruitment missions in partnership with Saskatchewan’s network of international trade offices to fill urgent labour shortages. In 2023-24, the Ministry supported three international missions held in Warsaw (Poland), Manila (Philippines), and Dubai (United Arab Emirates).
 - Warsaw, Poland: ICT supported 16 employers from a wide range of in-demand industry sectors such as agriculture, construction, energy, hospitality, manufacturing and transportation.
 - The event attracted more than 500 attendees, resulting in 60 anticipated hires from the employer delegation.
 - Immigration officials conducted 175 immigration interviews with SINP Expression of Interest applicants.
 - As a result of this mission, the Ministry expects more than 150 nominations for permanent residency through the SINP.
 - Manila, Philippines: ICT supported 26 employers from a wide range of in demand industry sectors such as agriculture, automotive services, construction, healthcare and manufacturing.
 - The event resulted in 1,478 in-person job interviews and more than 750 anticipated hires from the employer delegation.
 - Immigration officials conducted 314 immigration interviews with SINP Expression of Interest applicants.

- As a result of this mission, ICT expects more than 1,000 nominations for permanent residency through the SINP.
 - Dubai, United Arab Emirates: ICT supported recruitment for the transportation and logistics sector.
 - Immigration officials and employer delegates conducted 177 interviews resulting in 166 anticipated hires and nominations for permanent residency through the SINP.
 - The SINP addresses the labour needs of Saskatchewan employers. In 2023, 7,350 international workers were nominated to become permanent residents.
 - The Ministry worked on the modernization of immigration legislation to further strengthen the integrity of the immigration system. This work will improve Saskatchewan's ability to support newcomers, simplify the process for employers seeking to hire foreign workers and enhance the protection of our immigration system against fraud.
 - As a result, responsibility for *The Foreign Worker Recruitment and Immigration Services Act* was transferred from the Ministry of Labour Relations and Workplace Safety to ICT, creating a single point of contact for clients.
- Pursue autonomy over immigration through advocacy and re-negotiation of the Canada-Saskatchewan Immigration Agreement to be more responsive to labour market needs.
 - The Ministry advocated for an increase in immigration levels and the federal government allocated the province the highest number of nominations in SINP's history totaling 7,350 nominations.
- 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*.
 - Created the Credential Recognition Service (CRS), aiming to ensure credential recognition processes are fair, timely and streamlined. Improved accessibility and awareness of the CRS by expanding client service and enabling applicants, whether in Canada or abroad, to connect directly with the Ministry and obtain personalized licensure supports.
 - Through the CRS, the Ministry connected with more than 500 internationally educated professionals from over 25 countries seeking licensure to work in the province.
 - Expanded the Bridging to Employment Program to provide training and work placements for internationally educated newcomers to Saskatchewan. In 2023-24, the Program supported 55 participants, with 77 per cent of participants finding employment.

Strategy: *The approach we will take to achieve our goal*
Connect more newcomers to employment opportunities.

KeyActions: *What we will do to get there.*

- Link newcomers to careers that align with their education and skills.

- Partnered with third-party service providers to deliver the Newcomer Employability Supports program which assists newcomers with reaching a level of employment readiness that allows them to obtain and maintain employment. In 2023-24, more than 6,200 newcomers participated in the program. Of those who completed the program, 45 per cent gained employment or pursued further education. The Ministry saw a 38 per cent increase in participation numbers in comparison to 2022-23.
- Improve community settlement supports for newcomers to attach to the labour market.
 - Invested \$14.4 million for settlement related programming. This includes \$2.38 million for language programs and \$4.5 million for newcomer employability supports.
 - Additional funding for language services, totalling \$208,000, was allocated to support an additional 104 training seats and help alleviate pressure on Stage 1 and 2 English classes, as demand increased with the higher number of Saskatchewan newcomers in 2023-24.
 - Partnered with Tourism Saskatchewan to deliver the Ready to Work Tourism and Hospitality Program providing employability and skills training supports. This program helps support a more representative tourism and hospitality workforce. After completing the program, participants gain transferable employment skills to link to the labour market, in addition to establishing a well-developed plan for personal and career development. In 2023-24, 140 clients completed the program, with 70 per cent finding employment.
 - Continued to welcome displaced Ukrainians, providing on-going support through a dedicated service channel that offers career services, facilitated job matching and training supports to the more than 7,200 displaced Ukrainians that arrived in the province as of April 2024.
 - Invested \$922,000 in the Ukrainian Canadian Congress (UCC) of Saskatchewan to provide settlement and employment services to displaced Ukrainians. As of March 2024, UCC assisted 5,046 displaced Ukrainians and supported 538 in finding employment.

Financial Summary

Expense Summary

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 \$1.0 million.

Ministry of Immigration and Career Training Expense Actuals

Subvote/Subprogram	<i>In thousands of dollars</i>			
	Actual Expenditures 2022-23	Estimate 2023-24	Actual Expenditures 2023-24	Variance Over/(Under) 2022-23
IC01 Central Management and Services				
Minister's Salary (Statutory)*	60	-	-	-
Executive Management	752	463	475	12
Central Services	10,917	11,003	8,254	(2,749)
Accommodation Services	4,546	4,219	4,036	(183)
IC01 Central Management and Services Total	16,275	15,685	12,765	(2,920)¹
IC02 Immigration, Employment and Career Development (IECD)	11,109	12,315	11,431	(884)
IC03 Training and Employer Services (TES)	5,072	5,141	4,846	(295)
IC04 Labour Market Programs				
Essential Skills	24,034	25,895	25,183	(712)
Skills Training	17,319	23,089	23,779	690
Workforce Development	23,251	22,747	23,286	539
Saskatchewan Apprenticeship and Trade Certification Commission (SATCC)	20,784	21,384	22,384	1,000 ²
Provincial Training Allowance (PTA)	3,114	-	-	-
Apprenticeship Training Allowance (ATA)	1,495	2,945	2,431	(514)
Employability Assistance for Persons with Disabilities (EAPD)	10,611	9,893	10,900	1,007 ³
Canada-Saskatchewan Job Grant	11,369	10,593	10,740	147
Newcomer and Settlement	9,427	14,376	11,866	(2,510) ⁴
IC04 Labour Market Programs Total	121,404	130,922	130,569	(353)
Total Appropriation	153,860	164,063	159,611	(4,452)
Capital Asset Acquisition	(430)	(1,500)	(136)	1,364 ⁵
Capital Asset Amortization	1,249	1,620	1,249	(371)
Total Expense	154,679	164,183	160,724	(3,459)

*Statutory adjustment to Minister's Salary.

Variance Explanations:

1. General operational savings and vacancy management salary savings.
2. Additional funding provided to SATCC to offset operational pressures.
3. Increased uptake and utilization of program.
4. Reduced program utilization, with redirection of funds to other Labour Market Programs.
5. Reduced project activity.

Revenue Summary

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 2023-24 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 2023-24 was \$86.6 million, a decrease of \$2.9 million from the 2023-24 budget estimates.

Ministry of Immigration and Career Training Revenue

Summary of Revenue Revenue Category	<i>In thousands of dollars</i>		
	2023-24 Budget	2023-24 Actual	Variance Over/ (Under)
Other Revenue			
General Education Diploma Transcripts	10	5	(5)
Other Confiscations and Forfeits	1,300	1,670	370
Other Registration Fees	2,250	1,171	(1,079) ¹
Casual Revenue	500	28	(472)
Cash Refunds of Previous Years' Expenses	730	111	(619)
Changes in Previous Years' Estimates	-	88	88
Other Revenue Total	4,790	3,073	(1,717)
Other Federal Transfers			
Workforce Development Agreement	29,886	28,183	(1,703) ²
Labour Market Development Agreement	54,840	55,365	525
Other Federal Transfers Total	84,726	83,548	(1,178)
Total Revenue Ministry of Immigration and Career Training	89,516	86,621	(2,895)

Explanation of Major Variances:

1. Decrease due to reduced invitations for SINP applications without employment offers, as people are already attached to a job before they arrive.
2. A recalculation from initial budget estimate from the federal government related to population, labour force, Employment Insurance rates.

Additional financial information can be found in the Government of Saskatchewan Public Accounts located at <https://publications.saskatchewan.ca/#/categories/893>