Ministry of Immigration and Career Training






Plan for 2018-19

Government of Saskatchewan

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Statement from the Minister



The Honourable Jeremy Harrison

Minister of Immigration and Career Training

I am pleased to present the Ministry of Immigration and Career Training Plan for 2018-19.

Government Direction and Budget for 2018-19 is focused on keeping Saskatchewan On Track by controlling spending, delivering high quality services for Saskatchewan people, keeping our economy strong, and returning to balance in 2019-20.

A strong labour force attracts growth and investment to the province, and must adapt to changing economic conditions. Our provincial motto—"From Many Peoples, Strength"—recognizes that diversity of background, experience and culture creates a Saskatchewan that is more flexible, more capable, more prosperous, and more inclusive. This is fundamental to supporting economic growth. Fortunately, the past decade has seen some of the strongest and most sustained population growth in this province's history; from 2007 to 2017, more than 108,300 immigrants arrived in Saskatchewan from over 170 countries around the world, and the off-reserve Indigenous population aged 15 and older increased by 20,500 people. These are just two segments of our population that define the strategic advantages for Saskatchewan businesses to compete in a global economy. By helping people be fully engaged in jobs and in our economy, we can help fulfill their potential and ours as a province.

Through the establishment of an independent ministry with responsibility for immigration and career training, we are demonstrating a renewed recognition by our government of the importance and contributions of our people to the future of Saskatchewan.

This Ministry's mandate is to help individuals prepare for, obtain and maintain employment, and the activities required to assist employers with the development, recruitment and retention of workers. Ministry activities involve three broad tasks: delivering services and programs that address labour demand; undertaking activities to fully engage our labour supply; and the provision of corporate services to streamline administration of the Ministry itself, as well as the Ministries of Energy and Resources, and Trade and Export Development.

Based on these lines of business and client groups, the Ministry is structured into three divisions. They are: Immigration, Employment and Career Development, which is responsible for the employment and career growth of Saskatchewan residents, as well as the attraction and settlement of newcomers to the province; Training and Employer Services, which will support efforts to develop, recruit, and retain a skilled and diverse workforce; and Corporate Services, responsible for elements including finance, information technology, information management, privacy, and program administration.

The goals and objectives outlined in this plan will demonstrate how we will be mobilizing the advantages of a diverse population, ensuring that Saskatchewan people with the ability to work also have the opportunity to contribute to building—and growing—Saskatchewan together .

Response to Government Direction

The Government of Saskatchewan is committed to keeping the province On Track through prudent fiscal management. We will succeed by spending wisely, supporting economic growth, and ensuring services are sustainable.

This focus will continue to advance Government toward the realization of Saskatchewan's Vision and goals.

Saskatchewan's Vision

"… to be the best place in Canada – to live, to work, to start a business, to get an education, to raise a family and to build a life."

- **Sustaining growth and opportunities for Saskatchewan people**
- **Meeting the challenges of growth**
- **Securing a better quality of life for all Saskatchewan people**
- **Delivering responsive and responsible government**

Saskatchewan's Vision and goals provide the framework for ministries, agencies and partners to align their programs and services and meet the needs of Saskatchewan's residents.

All ministries and agencies will report on progress in their 2018-19 annual reports.

Operational Plan

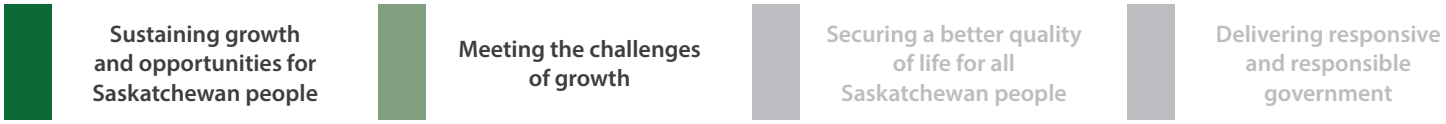
Mandate Statement

The Ministry leads efforts to help individuals prepare for, obtain and maintain employment, and activities to assist employers with the development, recruitment and retention of workers consistent with provincial labour market needs.

Mission Statement

To develop, attract and retain a skilled workforce that supports investment and economic growth in Saskatchewan and helps citizens realize their full potential.

Government Goals



Strategic priorities from the *Saskatchewan Plan for Growth*: sustaining economic growth and addressing the challenges of growth.

Ministry Goal

Employers have access to people with the right skills, at the right time.

Strategy

Align skills development investments with the needs of the economy.

Key Actions

- ⇨ Invest in skills training opportunities that are responsive to the needs of employers.
- ⇨ Collaborate with the training sector to develop and implement a sector planning framework.
- ⇨ Develop a labour supply and demand model to inform planning and decision-making, and to better align labour market programming with the needs of the economy.
- ⇨ Negotiate a new funding agreement for Foreign Qualification Recognition with the Government of Canada for workplace integration supports and to better match the knowledge and skills of newcomers with available jobs.

Performance Measures

Skills Alignment with Jobs

Measure the level of alignment between the educational levels of workers and the educational requirements of the occupations they are working in. The target is to achieve better alignment than the Canadian average for 2018-19.

Employer Uptake of the Canada-Saskatchewan Job Grant

The target is to increase employer participation in the Canada-Saskatchewan Job Grant in 2018-19, using 2017-18 as a baseline.



Government Goals

Sustaining growth and opportunities for Saskatchewan people

Meeting the challenges of growth

Securing a better quality of life for all Saskatchewan people

Delivering responsive and responsible government

Strategic priorities from the *Saskatchewan Plan for Growth*: sustaining economic growth and addressing the challenges of growth.

Ministry Goal

Saskatchewan is an attractive place for its residents to build their careers and for interprovincial and international migration.

Strategy

Attract skilled workers to Saskatchewan's workforce.

Key Actions

- ⇨ Work with employers and community partners to improve the employment rate of groups who are under-represented in the workforce.
- ⇨ Attract skilled workers to Saskatchewan through national and international recruitment activities.
- ⇨ Modernize client service delivery through citizen-centered design and the development of online tools that employers, job seekers and students are looking for, such as the National Job Bank and an improved application intake process for the Saskatchewan Immigrant Nominee Program (SINP).
- ⇨ Provide employers and potential investors with tools and supports for strategic and inclusive workforce planning.
- ⇨ Work with the Ministry of Trade and Export Development and economic development agencies to promote investment opportunities to immigrant entrepreneurs.

Performance Measures

Labour Force Participation Rates

Measure the labour force participation rate in Saskatchewan relative to the national average. The target is to exceed the national average.

Labour Force Participation Rates of Indigenous People

Measure labour force participation rates of First Nations and Métis people in Saskatchewan. The target is to exceed the national average for this group.

Recruitment Time

The target is to reduce the proportion of job vacancies in Saskatchewan that are deemed difficult to fill, using 2017-18 as a baseline.



Government Goals

Sustaining growth and opportunities for Saskatchewan people

Meeting the challenges of growth

Securing a better quality of life for all Saskatchewan people

Delivering responsive and responsible government

Strategic priorities from the *Saskatchewan Plan for Growth*: sustaining economic growth and addressing the challenges of growth.

Ministry Goal

Skilled workers adapt to changing labour market conditions and choose to advance their careers in Saskatchewan.

Strategy

Retain skilled workers in the labour force.

Key Actions

- ⇨ Increase employer-sponsored training to support the retention of workers and their career growth and productivity.
- ⇨ Coordinate with the Government of Canada for efficient delivery of labour market programs and services, such as the Work Sharing Program, a federal adjustment program designed to help Saskatchewan employers and employees impacted by production slowdowns.
- ⇨ Collaborate with other human service ministries to develop a Common Client Tool that makes it easier for citizens to navigate their way to the programs and services they need.
- ⇨ Continue to work with the Ministries of Education and Advanced Education to create work placement opportunities for youth and adults to gain experience and exposure to careers in Saskatchewan to support graduate retention.
- ⇨ Invest in settlement programs and services to ensure immigrants participate in the workforce to their fullest potential.

Performance Measures

Immigrant Retention Rate

The target is to achieve retention rates of 80 per cent for immigrants settling in Saskatchewan.

Job Tenure

Measure the average months of job tenure in Saskatchewan relative to the national average. The target is to exceed the national average.



Government Goals

Sustaining growth and opportunities for Saskatchewan people

Meeting the challenges of growth

Securing a better quality of life for all Saskatchewan people

Delivering responsive and responsible government

Strategic priority from the *Saskatchewan Plan for Growth*: fiscal responsibility to support growth.

Ministry Goal

Ensure fiscal alignment, balanced budgets, and a more effective government through continuous improvements.

Strategy

Continue to pursue organizational excellence.

Key Actions

- Ensure the Ministry's systems are up-to-date with the required information technology infrastructure to enhance services to citizens and businesses.
- Pilot new initiatives for greater fiscal alignment.
- Build upon a client-centered service approach to improve services for all clients.
- Lead and support the development of a high performing organization and a safe work environment.
  - Ensure knowledge transfer and succession planning are incorporated into the Ministry's planning.
  - Empower employees to think, act and implement creative solutions.
  - Include the voice of the client/customer in program development and review.
  - Ensure that paper and electronic records are compliant with legislative requirements.
  - Meet all legislative requirements as outlined in the *Saskatchewan Employment Act*.

Performance Measures

Employee Engagement

The target is to have an employee engagement score that is higher than its interjurisdictional peers for 2018-19.

Employee Safety

The target is to increase the psychological and physical safety rating in the Ministry, using 2017 as a baseline year.

Highlights

2018-19 Budget Highlights

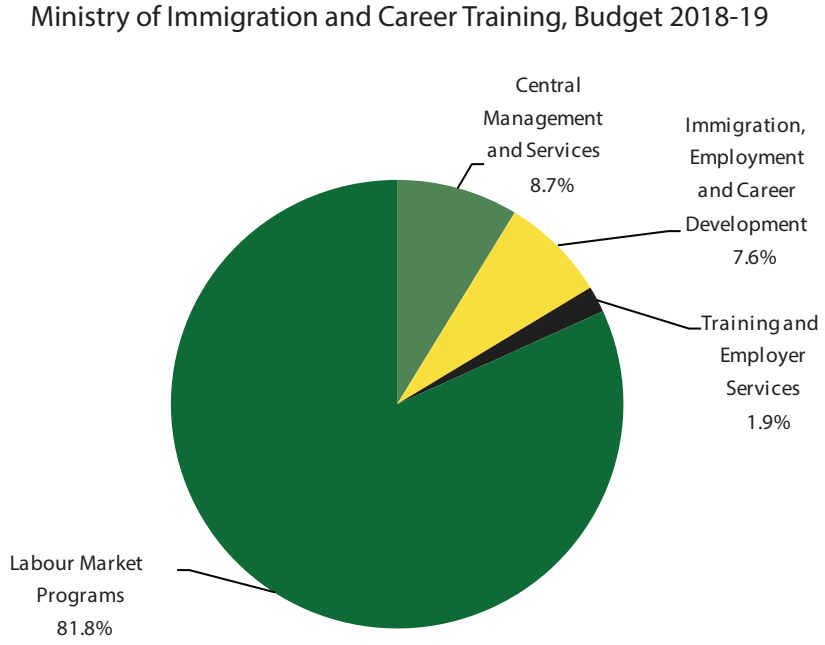
The Ministry of Immigration and Career Training is working to keep Saskatchewan On Track by building for the future with fiscal responsibility by:

- Funding and delivering labour market programs and services through collaboration with the Government of Canada, including:
  - Newly negotiated Canada-Saskatchewan Labour Market Transfer Agreements over the next six years. Specifically, Saskatchewan employers and workers will benefit from $73 million in funding in 2018-19, rising to $81.7 million by 2022-23;
  - Improved coordination of settlement planning and investments with Immigration, Refugees and Citizenship Canada; and
  - Strengthening direct federal investment in the Saskatchewan labour market by introducing Saskatchewan employers, workers, community-based organizations and training institutions to the federal government's programs and services. This includes leveraging the National Job Bank as a platform to strengthen SaskJobs.ca, and building awareness of the Canada Summer Jobs program so that more Saskatchewan employers and students can benefit.
- Working closely with human service ministries to align investments with Ministry mandates, and identifying shared priorities and actions to strengthen labour market outcomes. For example, 2018-19 sees the transfer of funding and responsibility for the Street Workers Advocacy Project to the Ministry of Corrections and Policing, which has also been funding activities with that organization.
- Sharing corporate services with the Ministries of Energy and Resources, and Trade and Export Development to ensure continued alignment and strategic coordination between ministries, as well as cost savings.

Financial Summary

2018-19 Estimates	(in thousands of dollars)
Central Management and Services	14,515
Immigration, Employment and Career Development	12,722
Training and Employer Services	3,117
Labour Market Programs	136,664
Total Appropriation	**167,018**
Non-Appropriated Expense Adjustment	230
Total Expense	**167,248**

For more information, see the Budget Estimates at: http://www.saskatchewan.ca/budget



For More Information

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