

Annual Report

2024-25

Ministry of Immigration and Career Training

Letters of Transmittal



The Honourable Jim Reiter
Deputy Premier
Minister of Immigration and
Career Training

Office of the Lieutenant Governor of Saskatchewan

Your Honour:

I respectfully submit the Annual Report for the Ministry of Immigration and Career Training for the fiscal year ending March 31, 2025.

A handwritten signature in blue ink, appearing to read 'Jim Reiter', written over a faint circular stamp.

Jim Reiter
Deputy Premier
Minister of Immigration and Career Training



Drew Wilby
Deputy Minister of
Immigration and Career
Training

The Honourable Jim Reiter
Deputy Premier and 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, 2025.

A handwritten signature in blue ink, appearing to read 'Drew Wilby', written over a faint circular stamp.

Drew Wilby
Deputy Minister of Immigration and Career Training

Ministry Overview

Mandate

The Ministry of Immigration and Career Training builds a strong and resilient labour market by addressing employer workforce needs, training people for jobs and supporting newcomers to settle, work and stay in Saskatchewan.

Mission

To train, recruit and retain a skilled workforce that supports investment and economic growth in Saskatchewan.

Vision

Employers have a skilled and equitable workforce driving Saskatchewan's growth.

About Us

Guided by *The Saskatchewan Labour Market Strategy* that was released in March of 2024, the ministry invests in strategic partnerships, programs and services to grow and develop Saskatchewan's workforce. The Strategy is anchored around the following three pillars and actions that the province is focusing on to build Saskatchewan's workforce:

- **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 earned outside of Saskatchewan, enabling Saskatchewan residents to work in the occupations they have been trained in, as quickly and efficiently as possible.
- **International Recruitment** - Attracting skilled talent to the province.

The Saskatchewan Labour Market Strategy is available here:

<https://www.saskatchewan.ca/business/hire-train-and-manage-employees/labour-market-strategy>

In 2024-25, the ministry invested \$129.0 million in employment and training programs to ensure Saskatchewan residents continue to 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 including:

- preparing Saskatchewan People for Jobs through access to post-secondary training, skills development and apprenticeship programs
- targeted programming to increase Indigenous participation in the labour market
- employment supports for persons with disabilities
- actions to recognize and accelerate the assessment of credentials earned outside Saskatchewan

- international recruitment through the Saskatchewan Immigrant Nominee Program (SINP) to address in-demand occupations in priority sectors such as healthcare, mining and manufacturing
- implementation of a program integrity framework and foreign worker protection legislation, and
- provision of newcomer settlement programming.

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 2024-25

This annual report presents results from the goals, strategies and key actions outlined in the Ministry of Immigration and Career Training Business Plan for 2024-25, available online, here:

<https://publications.saskatchewan.ca/#/products/123244>

Progress on Goal 1: Grow Indigenous participation in the workforce.

The ministry supports growth of the Indigenous workforce by investing in employment, education and training opportunities for Indigenous peoples and enhancing partnerships with Indigenous organizations and training providers. A highly skilled Indigenous workforce helps maximize the province's economic potential, leading to prosperity and a better quality of life for all Saskatchewan people. Economic reconciliation and increasing Indigenous participation in the economy are key aspects of Saskatchewan's Growth Plan.

As outlined in the *Saskatchewan Labour Market Strategy*, the ministry is prioritizing Indigenous workforce development by collaborating with the Indigenous workforce, employers, and training institutions and increasing skills training supports in northern Saskatchewan for the natural resource sector. Partnerships with Indigenous communities are essential to the continued growth and success of Saskatchewan, and the ministry is committed to ensuring Indigenous peoples in Saskatchewan have every opportunity to benefit from the province's growing economy.

Strategy: *The approach we took to achieve our goal*
Develop an Indigenous workforce strategy.

Key Actions: *What we did to get there*

- Enhance partnerships with Indigenous-led or owned businesses, training providers and employment organizations to increase participation in the workforce.
 - Allocated \$27.6 million for training and employment initiatives that provide Indigenous people with the education and skills required to participate in the labour market.
 - Continued to fund Essential Skills (ES) programs that provide literacy and foundational skills to assist clients in furthering their education and expanding employment opportunities. Almost \$10.4 million in ES funding was dedicated to support Indigenous learners through the provincial post-secondary system.
 - Invested \$46,000 in the delivery of the Canola Crushing Program through Suncrest College. As of January 31, 2025, all nine students enrolled in the program identify as Indigenous.
 - Invested \$1.0 million in the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) to increase the recruitment of Indigenous people into apprenticeship and skilled trades careers, including \$400,000 to deliver projects through the Indigenous Apprenticeship Initiative (IAI) and \$600,000 to improve outcomes for First Nations and Métis apprentices. As of February 28, 2025, 17 per cent of registered apprentices self-declared as Indigenous, consistent with the 2023-24 result.
 - In partnership with the Saskatchewan Indian Training Assessment Group (SITAG), supported the establishment of the Prosper Planning Tables a to foster collaboration among local employers, educational institutions and government agencies, share resources and align efforts for the betterment of Indigenous employment outcomes.

- Enhance partnerships to support northern workforce development, particularly in the natural resource economy.
 - Created the Indigenous and Northern Services (INS) branch, which works directly with employers, Indigenous businesses, post-secondary institutions and service providers to grow Indigenous participation in the workforce, particularly in the North and in the natural resource economy.
 - Invested \$12.3 million in skills training, pre-employment and workforce development programs and partnerships to support the northern Saskatchewan workforce.
 - Supported a joint investment of over \$3.1 million between the Federal Government and the Government of Saskatchewan to partner with industry to deliver the Dziret’Ai Pilot Training Program to Indigenous residents of Northern Saskatchewan. Students who complete the two-year program will be guaranteed jobs with Rise Air as First Officers.
 - Invested \$150,000 in the Potash Mining and the Digital Transformation in Potash Mining Construction programs to improve Indigenous representation in the sector.
 - Invested \$505,000 with the Saskatchewan Indian Institute of Technologies (SIIT) to deliver two training initiatives to address workforce needs and grow the Indigenous workforce in the forestry sector:
 - The Forestry Long Haul Step Program (\$405,000) is supporting up to 20 individuals in gaining the 980 hours of experience required to become a fully licensed long-haul driver. SIIT assists new drivers in finding employment opportunities and establishing connections with employers in the forestry sector.
 - Invested \$100,000 to purchase two Simlog Simulators to help job seekers in First Nation and northern communities gain virtual worksite training and learn safety-conscious operating habits for heavy equipment. This virtual technology is being leveraged to expand training options across the province.
 - Launched a \$250,000 partnership with Cameco and SIIT to develop and deliver the Northern Trades Training Program at the Rabbit Lake mine site. The goal is to introduce participants to the Industrial and Heavy-duty Mechanics, Carpentry, Electrical, Plumbing and Welding trades and increase the number of women in the skilled trades at Cameco mines and mills in Northern Saskatchewan.
 - Partnered with ORANO and invested almost \$71,000 to deliver a Mill Operator training program. Ten residents of Northern Saskatchewan received on the job mill operations training with those successfully completing the program receiving permanent employment offers.
 - Partnered with the Saskatchewan First Nations Natural Resource Centre for Excellence to invest \$400,000 to identify needs and opportunities for Indigenous participation in the resource sector and help inform Saskatchewan Indigenous labour force strategies.

Performance Measure Results:

Number of Indigenous Clients Completing Programs

Measures the total number of Indigenous clients who completed skills training or workforce development programming.

- The ministry will continue monitoring the total number of Indigenous clients who completed skills training or workforce development programming on a program-by-program basis, ensuring current levels are maintained or increased. Program results can be found within the progress updates to Goal 1.

Indigenous Labour Force Participation Rate

Measures the Indigenous (off-reserve) labour force participation rate in Saskatchewan for those aged 15 years and over. The labour force participation rate refers to the proportion of the off-reserve Indigenous population that is participating in the labour force (either employed or actively looking for work).

- In 2024, the off-reserve Indigenous labour force participation rate for those aged 15 years and over in Saskatchewan was 64 per cent while the national average (provinces only) was 63 per cent. Labour force engagement among Indigenous people living off-reserve in Saskatchewan continues to grow, reaching a record high in 2024.

Indigenous Employment Rate

Measures the proportion of off-reserve Indigenous persons in Saskatchewan who are employed relative to the off-reserve Indigenous population aged 15 years and over.

- In 2024, the off-reserve Indigenous employment rate for those aged 15 years and over in Saskatchewan was 57 per cent and the national average (provinces only) was also 57 per cent. The number of off-reserve Indigenous workers in Saskatchewan continues to increase and reached a record high in 2024.

Progress on Goal 2: Invest in a skilled workforce to support a growing economy.

The ministry is committed to ensuring Saskatchewan residents have the first opportunity to access training and benefit from job opportunities in Saskatchewan. The ministry works with post-secondary institutions and training providers to align programs to meet industry needs for a skilled workforce in existing and emerging industries. The ministry is investing in training and workforce development programming to respond to the diverse needs of Saskatchewan communities, employers, industries, Indigenous peoples, women, youth and persons experiencing disabilities. These investments and initiatives contribute to the Saskatchewan Growth Plan goals, including creating 100,000 new jobs and growing the provincial population to 1.4 million people by 2030. A flexible training system that can adapt to changing industry needs ensures Saskatchewan has a skilled and diverse workforce to meet the current and future needs of the economy.

The Saskatchewan Labour Market Strategy provides a blueprint to help employers develop an engaged, agile and productive workforce. To ensure that Saskatchewan's labour force maintains pace with economic growth, and that Saskatchewan people have the first opportunity for jobs created by that growth, the ministry is continuing to invest in targeted skills training and workforce development supports. In 2024-25, the federal government made cuts to the Labour Market Transfer Agreement (LMTA) funding which supports skills training and workforce development programming. The Government of Saskatchewan bridged the funding shortfall of \$17.6 million to maintain programs and services that assist individuals to gain the skills and education required for employment.

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

Align training programs to jobs in-demand.

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

- Connect employers and training partners to inform programming that meets industry needs.
 - Allocated \$19.0 million through Skills Training Allocation (STA) programming to address workforce training needs. These programs support the delivery of accredited training programs that meet the labour market needs of employers across various sectors. Training institutions delivered 77 different skills training programs in 38 communities across Saskatchewan, including Continuing Care Assistant, Licensed Practical Nursing, Medical Laboratory Assistant, Diagnostic Medical Sonography, Primary Care Paramedics and construction trades including welding, electrician and carpentry. Invested in projects with Saskatchewan employers including:
 - A \$300,000 investment with Agricultural Manufacturers of Canada to create a mobile, virtual-reality skills lab that will visit school campuses and community events across Saskatchewan to promote career opportunities within the agricultural manufacturing industry.
 - A \$100,000 partnership with the Saskatchewan Mining Association to educate students about careers in mining and exploration through the

development of classroom and online teaching resources promoting careers in the mining industry, including critical minerals, potash and uranium.

- Target program investments with training partners to align with current and future jobs in-demand, including mining, manufacturing, construction and healthcare.
 - Invested \$1.9 million in Regina and Saskatoon Trades and Skills Centres to deliver in-demand programs that are responsive to employer needs. These centers offer a variety of short-term training programs in construction trades, health and education and a large proportion of their learners are from underrepresented groups.
 - Invested \$325,000 in the Trade Journey program delivered by the Young Women's Christian Association (YWCA) Saskatoon to train economically disadvantaged women for construction and maintenance industry positions.
 - Invested \$248,000 with Women Building Futures, to deliver the Journey to Trades pre-employment program which provided women with the skills they need to start their careers in the construction trades and embark on apprenticeship.
- Create opportunities to connect more individuals with skills development opportunities for jobs in-demand, particularly for Indigenous peoples.
 - Provided \$4.6 million to SIIT to support Indigenous training initiatives and workforce development. This funding supported eight Job Connections Centres across the province, Mobile Job Connections and specific industry training.
 - Supported creation of the BHP Potash Academy at Carlton Trail College in Humbolt to provide Saskatchewan residents additional career pathways to the mining industry. Trainees will earn a Certificate in Mining Essentials, an Applied Certificate in Industrial Mechanics and permanent full-time employment at the Jansen mine site.
 - Supported Northlands College and NexGen in a partnership to offer a Radiation and Environmental Monitoring Technician Program in Buffalo Narrows. The program is designed to provide skill sets and employment opportunities, as well as foster career growth and address the need for experts in radiation and environmental safety
 - Provided \$850,000 to the Saskatchewan Indian Institute of Technologies (SIIT) to support 25 additional seats in the Mental Health and Wellness (MHW) Diploma program, increasing its program capacity to 145 seats. As of January 31, 2025, a total of 123 learners out of 138 enrolled in the MHW program self-identify as Indigenous.

Strategy: *The approach we took to achieve our goal*

Increase capacity of training providers.

Key Actions: *What we did to get there*

- Expand investments in training seats to meet current and future investment attraction needs.
 - Allocated \$22.9 million, an increase of \$1.5 million over 2023-24, to the Saskatchewan Apprenticeship and Trade Certification Commission to increase net-new seats by 250 for a total of 4,850 annualized training seats.

- Signed a Memorandum of Understanding (MOU) with the International Brotherhood of Electrical Workers (IBEW) to deliver construction electrician and power line technician apprenticeship training in 2025.
- Provided a targeted investment of \$2.5 million in construction related skilled trades programming offered by the post-secondary training system which resulted in 15 incremental programs with a total of 142 seats.

Strategy: *The approach we took to achieve our goal*

Expand use of work-integrated and experiential learning.

Key Actions: *What we did to get there*

- Invest in work-integrated learning opportunities in pre-employment training programs to provide learners with the opportunity to develop new skills and gain practical experience.
 - Invested \$208,000 in partnership with Northlands College and Dumont Technical Institute to deliver a 24-week Tiny Homes Carpentry Program in the Northern Village of Buffalo Narrows.
 - Delivered the Essential Skills in the Workplace Program (ES-ESWP) which connected learners with local employers through work-integrated learning. A total of 29 ESWP programs were offered across the province. Seven ESWP opportunities were provided on-reserve and all learners in those programs self-identified as Indigenous. Overall, approximately 78 per cent of individuals enrolled in ESWP identified as Indigenous.

Performance Measure Results:

Conversions to Employment Post-training

Measures the total number of trainees who completed their program and moved into employment.

- 861 apprentices received their Journeyman Certificate of Qualification indicating that they have completed all levels of required training for their trade, have completed required total trade hours, and passed the journeyman exam.
- More than 6600 learners enrolled in ES programs and 72 per cent of learners who completed their program went on to further education or were employed.
- More than 3,100 learners participated in the programs funded through the STA, with 82 per cent of learners completing their program. Of those who completed their program, 60 per cent obtained employment.

Number of Clients Completing Programs

Measures the total number of clients who completed skills training or workforce development programming broken down by under-represented group.

- More than 6600 learners enrolled in ES programs, of these 66 per cent completed their program and 53 per cent identified as Indigenous.
- More than 3,100 learners participated in the programs funded through the STA. Of those enrolled, almost 50 per cent self-identify as Indigenous and 13 per cent as a visible minority.
- More than 5,700 job seekers who experience disability were served through the Employability Assistance for Persons with Disabilities (EAPD) programming, number of clients accessing programming has doubled since 2020-21. Of the almost 4,000 program participants,

73 per cent completed programming and 51 per cent gained employment or entered further training after completion of their program.

- The ministry will continue monitoring total number of clients who completed skills training or workforce development programming by the under-represented groups, ensuring current levels are maintained or increased. Program results can also be found within the progress updates to Goal 1 and 2.

Progress on Goal 3: Grow Saskatchewan's workforce through in-migration.

The ministry helps employers address persistent and critical labour shortages across all sectors by attracting skilled workers to Saskatchewan. A focus on employer-led recruitment missions, coupled with exceptional credential recognition services for newcomers, will ensure Saskatchewan meets labour market needs efficiently and effectively. Once newcomers arrive, the ministry provides settlement services that help them participate in the labour market, establish themselves in their communities and ultimately grow the economy. These initiatives contribute to the goals in Saskatchewan's Growth Plan, including developing Saskatchewan's labour force, engaging internationally to support the growth of the province and growing the provincial population to 1.4 million people by 2030.

The *Saskatchewan Labour Market Strategy* provides employers with a framework to fill labour force gaps by recruiting locally and internationally. The *Strategy* focuses on supports to recognize skills already in the province and accelerate assessment and recognition of credentials earned outside of Saskatchewan.

Strategy: *The approach we took to achieve our goal*

Increase newcomer recruitment.

Key Actions: *What we did to get there*

- Support employers to recruit skilled workers through domestic and international recruitment missions.
 - Supported 11 targeted recruitment missions – six domestic and five international – to help address critical labour shortages and support sustained economic growth.
 - Domestic efforts included recruitment events in Toronto, Calgary (two), Vancouver, Edmonton and Winnipeg, attracting approximately 15,000 attendees. 15 employers and four industry associations participated, recruiting for approximately 400 vacancies.
 - Internationally, five missions were undertaken, targeting the United Arab Emirates, United Kingdom & Ireland, and India. These missions resulted in approximately 363 Saskatchewan Immigrant Nominee Program (SINP) nominations.
 - Introduced new SINP pathways to help Saskatchewan employers in health, agriculture, and value-added agriculture sectors address workforce gaps. The Agriculture Talent Pathway enables employers to support permanent residency for foreign workers, either currently employed in Canada or recruited internationally, for low- and intermediate-skilled roles. The Health Talent Pathway streamlines healthcare recruitment under one program, aligning SINP more effectively with Health Human Resources needs.

- Facilitated immigration of 1,225 Internationally Educated Health Professionals (IEHP), including 403 registered nurses through the SINP over 2022–24.
- Expand credential recognition and labour mobility services for professionals educated outside of Saskatchewan.
 - Engaged with regulatory bodies to ensure registration practices are compliant with *The Labour Mobility and Fair Registration Practices Act* and Regulations and to explore opportunities to eliminate barriers to licensure, making the process more accessible and fair.
 - In 2024-25, ICT Navigators connected with over 450 internationally trained professionals in health and non-health occupations to work through complex licensing barriers. The ministry supported 38 internationally trained professionals obtain their license in 2024-25, based on client self-reporting.
 - The Credential Recognition Services is working with regulatory bodies and health system partners including the Saskatchewan Health Recruitment Agency (SHRA) to ensure IEHPs educated outside of Canada and pursuing employment in Saskatchewan obtain necessary licensure support. Since the launch of credential recognition grants in December 2022, over 1,040 people have accessed funding to support their licensure pathways. Since beginning of the program in December 2022, the ministry issued the International Credential Recognition Grant to over 550 IEHPs providing more than \$1.8 million in grant funding to support their respective licensure pathways. In addition, the ministry provided Nursing Credential Recognition Grants to over 500 individuals since inception of the program, including over 400 Internationally Educated Nurses (IENs) recruited from the Philippines, as well as 132 domestic nurses and those returning to practice in Saskatchewan.
 - Expanded outreach on credential recognition, specifically supporting professionals trained outside of the province, through town halls, career fairs and presentations to community-based organizations.
- Strengthen program integrity measures in the immigration system.
 - Introduced *The Immigration Services Act (ISA)* to further strengthen the integrity of Saskatchewan’s immigration system. The ISA came into force on July 1, 2024, and *The Immigration Services Regulations* were enacted on September 1, 2024. The new legislation repealed and replaced *The Foreign Worker Recruitment and Immigration Services Act (FWRISA)*. The new legislation enhances the existing immigration framework by increasing investigative authorities and enforcement measures to tackle immigration fraud and program abuse. It also protects foreign workers against exploitation and improves oversight of foreign worker recruiters, immigration consultants, and employers of foreign workers.
 - Established the Program Compliance Branch (PCB) to oversee the administration of the ISA. PCB completed 1,283 referrals of immigration program compliance reviews in 2024-25.

Strategy: *The approach we took to achieve our goal*

Expand services for newcomers.

Key Actions: *What we did to get there*

- Expand pre-arrival employment and settlement services to increase retention.

- Allocated \$14.4 million for settlement related programming in 2024-25 whereby contracted service providers delivered:
 - \$5.8 million for general settlement supports, including navigating the Canadian workplace or job market, finding housing, available community services, etc.
 - \$5.5 million for newcomer employability supports helping newcomers find work and overcome barriers to employment; this included \$870,000 for credential recognition grants to help individuals with the costs of having their skills recognized in Saskatchewan.
 - \$2.9 million for language programs to build foundational communication skills for transition into new communities and laying the groundwork for labour market participation; and
 - \$200,000 for foreign qualification recognition to have newcomer education, skills and experience obtained in another country assessed for provincial recognition.

Performance Measure Results:

Net Migration to Saskatchewan

Measures the annual net change in population in the province (total of those who came less those who left).

- In 2024, Saskatchewan gained 21,654 residents through net in-migration.
- The Government of Saskatchewan is committed to growing the provincial population to 1.4 million by 2030. While the 50 per cent reduction by the federal government to the Saskatchewan Immigrant Nominee Program (SINP) allocation in 2025 will impact population growth trajectories, the Government of Saskatchewan will work to meet this target by leveraging additional policy tools. Immigration remains an important component of population growth, alongside improved interprovincial migration flows and newcomer retention outcomes.

Immigrant Retention Rate

Measures the percentage of immigrants, who arrived in Saskatchewan over the most recent five-year period and remained in the province. 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 2018-22, and who filed taxes in 2022 (the most recent data available), the five-year retention rate is 62 per cent. This marks the first retention rate increase in over a decade.

Saskatchewan Landed Immigrant Labour Force Participation Rate

Measures the participation rate of very recent landed immigrants (permanent residents who have lived in the province five years or less) aged 15 years and over in the Saskatchewan labour force. The labour force participation rate refers to the proportion of the population that is participating in the labour force (either employed or actively looking for work).

- In 2024, the labour force participation rate for very recent landed immigrants in Saskatchewan aged 15 and over was 82 per cent while the national average (provinces only) was 78 per cent.

2024-25 Improvement and Innovation Highlights

<p>1</p>	<p>Confidence in the immigration system is critical to building Saskatchewan’s vibrant communities and meeting provincial labour market needs. The ministry introduced new legislation <i>The Immigration Services Act (ISA)</i> to increase provincial autonomy and protect the integrity of the immigration system. This will in turn, enhance outcomes for immigrant recruitment and retention. Through the new legislation the ministry has:</p> <ul style="list-style-type: none"> • Increased maximum fines following a prosecution to \$750,000 for individuals and \$1.3 million for corporations and imprisonment up to two years. • Established new administrative monetary penalties with a maximum of \$200,000 for individuals and \$400,000 for corporations. • Designated enforcement officers with authority for search warrants and production orders, to conduct inspections and use more advanced investigative techniques. • Expanded authority to suspend or cancel a licence or Certificate of Registration (COR) based on non-compliance with the ISA or regulations.
<p>2</p>	<p>The credential recognition process is often complex and challenging. This year, the ministry enhanced its one-on-one, individualized navigation services to better support and expedite internationally educated professionals through the licensure pathway in their regulated occupation, enabling more people to work in their intended occupation in the province.</p> <ul style="list-style-type: none"> • Established relationships with community- based organizations to expand Navigators supports to clients requiring credential recognition pathways. • Provided pathway supports to Saskatchewan employers as part of ICT’s wrap around services. • Collaborated with health regulatory bodies to align their foreign qualification recognition and labour mobility registration practices with the <i>Labour Mobility and Fair Registration Practices legislation</i>.
<p>3</p>	<p>The GED® has been discontinued across Canada. A new pan-Canadian assessment, the Canadian Adult Education Credential (CAEC), replaced the GED® program in Saskatchewan in Fall of 2024. The CAEC provides a high-quality, made-in-Canada education credential that meets the needs of employers, post-secondary institutions and others as a reliable indicator of Canadian adults’ level of educational achievement.</p> <ul style="list-style-type: none"> • To implement the CAEC in Saskatchewan, the ministry completed the regulatory amendments to establish eligibility criteria, remove fees and grant authority to issue transcripts and diplomas. The ministry also streamlined administrative processes to improve client service including new application forms and recognizing prior learning towards CAEC. • The cost of \$30 per test is fully subsidized by the Government of Saskatchewan, allowing eligible individuals to write CAEC tests at any of the approved Testing

	<p>Centres which include Saskatchewan Polytechnic, Regional Colleges, Dumont Technical Institute and Learning Disabilities Association of Saskatchewan.</p> <p>In 2024-25, 333 individuals made progress toward completing their CAEC by writing a total of 891 tests.</p>
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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	2023-24 Actual (\$000s)	2024-25 Budget (\$000s)	2024-25 Actual (\$000s)	2024-25 Variance (\$000s)
IC01 Central Management and Services				
Executive Management	475	463	526	63
Central Services	8,254	9,850	9,116	(734)
Accommodation Services	4,036	4,013	4,012	(1)
IC01 Central Management and Services Total	12,765	14,326	13,654	(672)
IC02 Immigration, Employment and Career Development (IECD)	11,431	13,724	14,712	988
IC03 Training and Employer Services (TES)	4,846	5,041	4,121	(920)
IC04 Labour Market Programs				
Essential Skills	25,183	24,145	24,080	(65)
Skills Training	23,779	21,848	21,848	-
Workforce Development	23,286	23,007	22,537	(470)
Saskatchewan Apprenticeship and Trade Certification Commission (SATCC)	22,384	22,884	23,384	500
Apprenticeship Training Allowance (ATA)	2,431	2,945	2,888	(57)
Employability Assistance for Persons with Disabilities (EAPD)	10,900	9,893	10,787	894
Canada-Saskatchewan Job Grant	10,740	8,093	10,037	1,944 ¹
Newcomer and Settlement	11,866	14,374	13,376	(998) ²
IC04 Labour Market Programs Total	130,569	127,189	128,937	1,748
Total Appropriation	159,611	160,280	161,424	1,144
Capital Asset Acquisition	(136)	(1,500)	(453)	1,047 ³
Capital Asset Amortization	1,249	1,764	1,014	(750)
Total Expense	160,724	160,544	161,985	1,441

Variance Explanations:

1. Increased uptake and utilization of the program.
2. Reduced program utilization.
3. 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 2024-25 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 2024-25 was \$67.4 million, a decrease of \$19.6 million from the 2024-25 budget estimates. In 2024-25, the federal government made cuts to the Labour Market Transfer Agreement (LMTA) funding which supports skills training and workforce development programming. The Government of Saskatchewan bridged the funding shortfall of \$17.6 million to maintain programs and services that assist individuals to gain the skills and education required for employment.

Ministry of Immigration and Career Training Revenue

Summary of Revenue Revenue Category	2024-25 Budget (\$000s)	2024-25 Actuals (\$000s)	2024-25 Variance (\$000s)
Other Revenue			
General Education Diploma Transcripts	10	4	(6)
Freedom of Information	-	1	1
Other Confiscations and Forfeits	1,200	617	(583)
Other Registration Fees	2,250	272	(1,978) ¹
Casual Revenue	500	92	(408)
Cash Refunds of Previous Years' Expenses	-	477	477
Changes in Previous Years' Estimates	-	123	123
Other Revenue Total	3,960	1,586	(2,374)
Other Federal Transfers			
Workforce Development Agreement (WDA)	28,136	21,555	(6,581) ²
Labour Market Development Agreement (LMDA)	54,840	44,229	(10,611) ³
Other Federal Transfers Total	82,976	65,784	(17,192)
Total Revenue Ministry of Immigration and Career Training	86,936	67,370	(19,566)

Explanations of Major Variances:

1. Reduced SINP nomination allocations.
2. Federal Government cuts to WDA.
3. Federal Government cuts to LMDA.

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