

# Annual Report

2024-25

Ministry of Social Services



# Letters of Transmittal



The Honourable  
Terry Jenson  
Minister of Social Services

Office of the Lieutenant Governor of Saskatchewan

I respectfully submit the Annual Report for the Ministry of Social Services for the fiscal year ending March 31, 2025.

A handwritten signature in black ink, appearing to read 'Terry Jenson', written over a horizontal line.

Terry Jenson  
Minister of Social Services



Richelle Bourgoin  
Deputy Minister of  
Social Services

The Honourable Terry Jenson  
Minister of Social Services

Dear Minister:

I have the honour of submitting the Annual Report of the Ministry of Social Services for the fiscal year ending March 31, 2025.

A handwritten signature in blue ink that reads 'Richelle Bourgoin'.

Richelle Bourgoin  
Deputy Minister of Social Services

# Organization Overview

This annual report for the Ministry of Social Services presents the organization's results for the fiscal year ending March 31, 2025. It provides results of publicly committed strategies, key actions and performance measures identified in the Ministry of Social Services Plan for 2024-25. It also reflects progress toward commitments from the Government Direction for 2024-25, Saskatchewan's Growth Plan, Throne Speeches and the ministry's mandate.

## Mandate

The ministry helps children be safe from abuse and neglect and individuals to meet their basic needs and participate in their community.

## Mission

We deliver programs and services that help people in need achieve a better quality of life.

## Vision

Saskatchewan people have a better quality of life.

## Associated Offices

Saskatchewan Housing Corporation (SHC) provides housing and housing services to people who could not otherwise afford or access adequate, safe, and secure shelter, while recognizing the marketplace as the primary housing provider in the province.

The SHC-owned rental housing portfolio consists of approximately 17,200 rentable social and affordable housing units located in more than 260 communities throughout the province. SHC-owned units are targeted to households with low and moderate incomes, including families, seniors, people with disabilities and people who have difficulty accessing or maintaining stable housing because of barriers such as addictions or mental health conditions. In addition to the SHC-owned portfolio, SHC provides funding for affordable housing to third-party organizations. Approximately 3,150 units, including 2,322 rental units and 825 special purpose housing units (i.e., special care, shelter, and group home beds) are owned and operated by non-profit groups and co-operatives.

[Ministry of Social Services 2024-25 Business Plan](#)

## Progress on Goal 1: Individuals and families in need are safe and supported.

The Ministry of Social Services supports vulnerable people and families as they build a better quality of life. We help people with their immediate needs and provide supports for: families to safely care for their children, children and youth in care to be successful, people with disabilities to access community-based services, access to affordable housing, and income assistance to meet people's basic needs as they work to become self-sufficient to the best of their abilities. Together with Indigenous and community partners, we work to make a positive difference in the lives of our clients every day.

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

Support families to safely care for their children.

### **Key Actions:** *What we did to get there*

- Provide intensive support services to keep at-risk families together.
  - The ministry provided \$750,000 in annual funding to expand intensive-in-home supports to Prince Albert and Melfort through a partnership with Prince Albert Mobile Crisis Unit Co-operative.
  - The new service, which opened in March 2025, operates 24/7, provides emergency intervention, family supports, cultural programming and knowledge. The service also helps families navigate systems and access needed services/supports. The Ministry also has agreements with organizations in Regina, Saskatoon, and Yorkton to deliver intensive in-home support programs in those communities.
  - The ministry expanded Supportive Family Living Programs (SFLP) to the communities of Fort Qu'Appelle and Moose Jaw. These programs provide 24/7 services that support families to remain together or reunify, by ensuring a safe home environment. Services include parenting support and strategies, connections with mental health or addiction programming and access to cultural supports and ceremonies.
    - YWCA Regina opened a new SFLP in Fort Qu'Appelle in June 2024 that provides in-home supports for up to four families.
    - Fox Valley Counselling Services Inc. opened a new SFLP in Moose Jaw in June 2024 that provides in-home supports for up to four families.
  - Between April 1, 2024, and March 31, 2025, 423 at-risk families received services through 16 SFLPs operating throughout the province.
- Collaborate with Indigenous and community partners to provide prevention services that keep children safe.
  - The ministry invested over \$62.3 million in prevention programs in 2024-25 to support families to safely care for their children at home. This was an increase of \$3.5 million or 6.0 per cent.
  - Provided \$110,000 to the FASD Network of Saskatchewan Inc. to fund additional direct support hours to help families care for children or youth with fetal alcohol spectrum disorder (FASD).

- There are approximately 87 third-party service providers contracted to provide family support across the province. Services include supportive family living programs, intensive in-home family support programs, outreach services, emergency after hours' services, teen parent support and counselling services.

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

Support children and youth in care to be successful.

**Key Actions:** *What we did to get there*

- Engage with youth in care to ensure their perspective on programs and services is integrated.
  - In collaboration with the Youth Advisory Teams (YATs) created in 2021, the ministry continued work to implement a comprehensive youth engagement initiative.
  - The ministry engaged the YATs in discussions on policies and practice, including the annual review of case plans for long-term and permanent wards, revision to the Handbook for Youth in Care, and use of social media for communication with caseworkers.
  - The YATs and the ministry partnered with SGI in Regina in 2023 to help youth obtain government-issued identification. This partnership was expanded in 2024 to Saskatoon, North Battleford, Moose Jaw, Swift Current, Estevan, and Weyburn.
  - The ministry collaborated with the YATs to open a youth drop-in center in Regina operated by John Howard Society (in May 2024) and one in Prince Albert operated by PA Outreach (in September 2024). The centers offer a safe space for youth with improved access to a wide range of services, including cultural, educational, recreational and health programs.
  - The YATs were instrumental in the partnership between the ministry of Social Services and the Saskatchewan Health Authority to develop three mental health group homes to serve youth struggling with mental health and addictions issues. The homes are operated by EGADZ in Saskatoon and PA Outreach in Prince Albert. A third home operated by Eagle Heart Centre Inc. in Regina opened in January 2025.
- Improve supports for children and youth within community-based care.
  - Short-term community-based homes (STCBH) offer immediate placement options for children who cannot safely remain at home. This allows staff to work with parents to address safety concerns or to locate an extended family member to provide care. The ministry has partnered with Ranch Ehrlo Society, QBOW Child and Family Services Inc. and CBI Health to open four new homes this year.
  - The ministry partnered with Autism Services of Saskatoon Inc. in December 2024 and Creative Options Regina in February 2025 to operate two new group homes with specialized services for youth in care with special needs.
  - The ministry also partnered with Regina Youth for Christ to open a group home for youth aged 12 to 15 years in July 2024.
  - The First Nations PRIDE team is leading the program Awasisak Awi Pekiwehwak - The Children Are Coming Home (CACH). In 2024-25, 67 children were connected to 15 home communities. The initiative also facilitated five extended family placements for children formerly in group care.

- Provide enhanced services to youth who are transitioning out of care or have recently transitioned from care.
  - In response to a recommendation provided by the YATs, the provincial government announced \$500,000 in new funding in 2024-25 to increase supports for youth transitioning from care to access housing, employment, and educational opportunities. Support and programming are being provided by PA Outreach, EGADZ (Saskatoon) and John Howard Society (Regina), with three youth transition workers in each location. The workers provide mentorship, life skills training, navigation supports, network development and connection to life-long supports and services.
  - The Child and Family Services Act, (CFSA) amendments and Regulations came into force on June 12, 2024, with changes that increased the age of a child from 16 to 18 years which allows youth to be supported through either voluntary or protective program pathways.
  - Other CFSA amendments provide support for youth who are temporary wards or who have signed a voluntary Section 10 agreement to allow the youth to complete their school year after their 18th birthday.
- Strengthen support for family-based care.
  - Family-based care produces improved outcomes for children and is the preferred care arrangement of the ministry.
  - Starting in July 2024, the ministry provided a \$600,000 increase to foster care and extended family care policy rate increases for babysitting, respite services, visitation for children, as well as for Christmas and school allowances.
  - Fetal Alcohol Spectrum Disorder Network of Saskatchewan Inc. received a \$25,000 increase in funding to allow for additional foster parent training.
  - A three-year action plan has been developed that will make improvements to the Person of Sufficient Interest (PSI) program. The plan was developed based on recommendations from the 'Person of Sufficient Interest' review conducted in 2023-24. The Action Plan includes seven key areas for review and improvement over the next three fiscal years. The PSI program places children or youth in the custody of their extended family or those with a close community or cultural connection to the child. This offers children and youth permanence in a safe, stable, and healthy placement where they are supported to achieve positive outcomes.
  - The ministry, in partnership with the Saskatchewan Foster Families Association, continued to deliver PRIDE Levels of Pay in 2024-25.
  - In March 2025 two new PRIDE service levels were added. One service will provide emergency foster care (24-hour service) for children/sibling groups entering care or experiencing a placement breakdown. In the second service, foster parents will work directly with families where reunification support is needed.
  - In 2024-25, 23 caregivers (16 families) were trained and approved for a higher level of PRIDE training making a total of 68 families approved at higher PRIDE levels of pay since 2022.
  - Developing a larger pool of foster parents with specialized training in areas such as fetal alcohol spectrum disorder, trauma and complex care means that more children in care of the ministry may be cared for in family settings rather than in group homes.

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

Support the participation and inclusion of people with disabilities in their community.

**Key Actions:** *What we did to get there*

- Increase client access to community-based day programs.
  - Disability Programs is continually exploring opportunities to promote greater community participation and removing barriers so individuals with intellectual disabilities can make significant contributions and live meaningful lives within their communities as they choose. The ministry has continued investments in transportation funding to enable third-party partners to provide clients with opportunities to access and participate in their communities. A total of 89 more individuals received community-based day programming across the province in 2024-25 compared to the previous year.
- Develop the Government of Saskatchewan Accessibility Plan as required by The Accessible Saskatchewan Act.
  - The Government of Saskatchewan released its Accessibility Plan for 2024-27 on December 3, 2024.
  - The Accessibility Plan represents a comprehensive, government-wide approach aimed at removing and preventing barriers that individuals with disabilities may encounter when accessing government resources.
  - The Accessibility Plan outlines seven key goals and 28 actions that the Government of Saskatchewan will implement over the next three years to improve accessibility in the province.
- Work in partnership with community-based organizations to improve quality of life for people with disabilities.
  - Since 2022-23, the ministry has partnered with third-party service providers on an Outcomes-Based Service Delivery pilot project to identify and validate an approach to supporting clients with intellectual disabilities to achieve their person-centred outcomes. The results of the pilot to date indicate that 79% of clients reported being satisfied with the services they currently received from third-party service providers funded by the ministry. Ongoing work on this pilot will continue into the following year through a Community of Practice approach that enables collaboration, sharing of ideas, and learning between the ministry and participating service providers.
- Operationalize a Quality Assurance unit within Disability Programs by March 31, 2025.
  - The ministry has established the Quality Assurance unit as of March 31, 2025. The team will strengthen relationships with third-party service providers, improve serious incident tracking, help to monitor the quality of support in homes, and connect service providers to training as needed. This will greatly improve client outcomes and positively impact other priority work of the ministry in the areas of Outcomes Based Service Delivery, Risk Assessment, Performance Management, Basic Standards, and Case Management.

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

Partner with Income Assistance clients and the community to support people as they work towards self-sufficiency to the best of their ability.

**Key Actions:** *What we did to get there*

- Support people with low incomes to enter and remain in the workforce through the Education and Training Incentive and the Saskatchewan Employment Incentive.
  - 2024-25 supported the delivery of the first full year of the Saskatchewan Employment Incentive program, making life more affordable for low income working families with children. **For more information on SEI, visit the *Improvements and Innovation Highlight* section, which is on page 19.**
  - In 2024-25, the ministry continued to offer the Education and Training Incentive (ETI) through Saskatchewan Assured Income for Disability (SAID) and Saskatchewan Income Support (SIS) to provide financial support for individuals who attended an approved education or training program. In 2024-25, more than 1,300 households accessed ETI.
- Increase earned income exemptions.
  - In 2024-25, SIS and SAID clients who are single or couples without dependent children benefited from increased earned income exemptions, with SIS monthly exemptions increasing by \$50 and SAID annual exemptions increasing by \$500, enabling them to earn more before their benefits are impacted.
- Continue to implement the Saskatchewan Poverty Reduction Strategy.
  - The Government of Saskatchewan continues to make progress on the actions identified in the 10-year strategy. Since the strategy's release in 2016, the ministry has implemented several initiatives to address poverty.
  - In 2024-25
    - SIS clients' benefits increased by up to \$90 per month. This includes Adult Basic Benefit and Shelter Benefit increasing by up to \$60 per household per month, and the Alternate Heating Benefit increasing by \$30 per month.
    - SAID clients began receiving up to \$55 more per month in living income benefits.
    - The Personal Care Home Benefit monthly income threshold was increased from \$2,400 per month to \$2,500 per month.
    - The ministry expanded trustee and money management spaces to over 1,200 across the province.
- Increase trusteeship and money management supports for SIS and SAID clients.
  - In 2024-25, the ministry increased funding for Trusteeship and Money Management Services (TAMMS) by 14.4%, from \$1.735 million to \$1.987 million.
  - The ministry partners with community-based organizations (CBOs) to provide trusteeship services to Income Assistance clients.
  - Trustees work with clients to pay their bills and ensure their basic needs are met. They also help clients develop money management skills so that they can become more independent to the best of their ability.
  - In 2024-25, all TAMMS CBOs implemented the new outcomes-based model, which tailors services to clients' needs and requires outcome reporting to enhance the ability to track and report on client progress.

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

Provide Saskatchewan residents in need with supportive social and/or affordable housing.

**Key Actions:** *What we did to get there*

- Improve housing affordability by increasing the number of households receiving the Saskatchewan Housing Benefit.
  - The Saskatchewan Housing Benefit (SHB) provides a flat-rate monthly benefit to households with low to moderate incomes and assets. Two additional SHB streams offer additional financial support to people living in vulnerable situations:
    - The Supportive Housing Stream is available to people who need support services to live independently, including those experiencing challenges such as mental health conditions, addictions and behaviour issues that make it difficult for them to find or maintain stable housing.
    - The Seeking Safety from Interpersonal Violence Stream is accessible by individuals fleeing interpersonal violence situations that need financial assistance to cover their rent and utility costs for a new place to live safely and independently. In June 2024, SHC signed a cost-matching agreement with the federal government to deliver the Canada Housing Benefit for Survivors of Gender Based Violence in Saskatchewan through the Seeking Safety stream. This is a direct to household monthly benefit to help survivors of gender-based violence with their housing costs.
- Increase availability of social housing units for Saskatchewan residents in need.
  - In 2024-25, SHC used the \$9.6 million investment announced as part of the 2024-25 Budget to undertake repairs on provincially owned housing units to prevent and reduce vacancies and respond to increased demand for social housing. To ensure that the investment in these repairs had the greatest impact, funding was targeted toward:
    - communities with current demand for SHC owned housing;
    - family and senior units requiring major repairs to be made available to new households; and/or
    - critical building components (e.g., boilers, ventilation and air distribution systems, roofs, etc.) that are at risk of failure.

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

Provide increased access to supports for Saskatchewan residents experiencing or at risk of experiencing homelessness, to meet their needs while moving towards stable housing.

**Key Actions:** *What we did to get there*

- Work with all levels of government, Indigenous and community partners to improve access to supports for individuals experiencing or at risk of experiencing homelessness.
  - In 2024-25, SHC worked with its community partners to open 120 new emergency shelter spaces across the province.
  - SHC also continued to lease buildings to community and Indigenous organizations for new supportive housing spaces. Supportive housing is an important next step along the housing continuum, helping people who need supports remain connected to housing and gain stability to live independently.

- Enhance street outreach services to support unsheltered individuals in Regina and Prince Albert.
  - Outreach services are a first point of contact for people experiencing homelessness and provide connections to community programs and services. In 2024-25, SHC partnered with community organizations in Regina and Prince Albert to develop new outreach responses in those cities. Outreach responses were also developed in Lloydminster and continued in Saskatoon through local partnerships.
- Continue to expand the Income Assistance mobile workforce to better serve clients with complex needs where they are within communities.
  - A \$690K increase in the 2024-25 budget expanded the Income Assistance Mobile Outreach initiative, adding up to 10 ministry employees on-site in select community-based organizations, facilitating in person contact and service for clients with complex challenges where they are.
  - This initiative reduces barriers and service gaps for clients, fosters collaboration with CBOs for joint case planning, and accelerates pathways to stability for vulnerable clients.
  - The ministry received positive feedback from clients and service providers regarding the success of the initiative, citing improved access and timely connections to supports.

### **Performance Measure Results:**

#### **Proportion of children receiving ongoing child protection services who are safe with services at home**

- Target: In 2024-25, 59 per cent of children receiving ongoing child protection services are safe with services at home.
  - On March 31, 2025, 58.9 per cent of children receiving ongoing child protection services were safe with services at home.

#### **Percentage of children in out-of-home care placed in family-based care**

- Target: By the end of 2024-25, 75 per cent of children in out-of-home care are placed in family-based care.
  - On March 31, 2025, 72.4 per cent of children in out-of-home care were placed in family-based care.

#### **Percentage of children in out-of-home care placed with extended family**

- Target: By the end of 2024-25, 60 per cent of children in out-of-home care are placed with extended family.
  - On March 31, 2025, 56.3 per cent of children in out-of-home care were placed with extended family.

#### **First year foster family retention rate**

- Target: In 2024-25, the ministry will have a 95 per cent annual first year foster family retention rate.
  - In 2024-25, the ministry had an overall first-year foster family retention rate of 97.2 per cent (35 out of 36 foster homes recruited in 2023-24 were still operating one year later).

**Approval of new foster families created by recruitment**

- In 2024-25, 50 new foster family are recruited and approved.
  - In 2024-25, 38 new foster families were recruited and approved.

**Community-based participation in day programming activities by Community Living Service Delivery (CLSD) clients with intellectual disabilities**

- Target for 2024-2025 was 65% and 65.4% achieved.

**Number of households living in Saskatchewan Housing Corporation-owned housing units**

- Target: 350 additional households will be housed in SHC-Owned units in 2024-25
  - In 2024-25, SHC increased the number of households living in SHC-owned units by 314 new households being housed. This captures the net change of move-ins and move-outs throughout the fiscal year and does not represent the total number of clients who have been housed in SHC-owned social units.

**Number of Saskatchewan Housing Corporation-owned housing units repaired**

- Target: 1,400 SHC-owned units will be repaired in 2024-25
  - As of March 31, 2025, repairs have been started or completed on 1,186 units in 39 communities across Saskatchewan. SHC reached 79 per cent of the 1,400 unit target. The Corporation worked with local housing authorities to prioritize the most pressing repairs, including returning vacant units to service, which carried a higher cost per unit than was initially estimated.

**Number of new households receiving the Saskatchewan Housing Benefit (SHB)**

- Target: In 2024-25, 800 new households will have improved affordability by accessing the SHB.
  - In 2024-25, SHC exceeded the annual target by 38 per cent and 1,106 new households received the SHB.

**Percentage of Saskatchewan Income Support (SIS) clients reporting earned income**

- Target: In 2024-25, there will be a 5 per cent increase in the number of SIS clients who access earned income exemptions
  - In 2024-25, an average of 903 unique SIS households accessed earned income exemptions each quarter, this maintained the same number of clients accessing earned income exemptions year-over-year.

**Proportion of clients who leave SIS**

- Target: In 2024-25, 25 per cent of SIS clients will no longer require SIS benefits
  - Of all households who received SIS benefits in 2023-24, 26.7 per cent did not require SIS benefits in 2024-25.

**SIS Client Recidivism<sup>1</sup>**

- Seventy-three per cent of SIS clients who exited the SIS program in 2023-24 did not return to SIS within 12 months.

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<sup>1</sup> Measure added in response to recommendation from the Provincial Auditor.

**SIS Tenure for Service Level 1 and Service Level 2 Clients<sup>2</sup>**

- Among SIS Service Level 1 and Service Level 2 clients who began receiving SIS benefits in 2023-24, 40% were still receiving SIS benefits after one year.

**Complete the Government of Saskatchewan Accessibility Plan by December 3, 2024**

- On December 3, 2024, the Government of Saskatchewan publicly posted its first accessibility plan as required under *The Accessible Saskatchewan Act*. The plan outlines seven goals and 28 actions that the government will take to prevent and remove accessibility barriers related to executive government. With the release of the accessibility plan, the Saskatchewan Accessibility Office is working to establish a new inter-ministry Accessibility Plan Implementation Committee to oversee the implementation of the actions outlined in the plan. This committee will be comprised of senior leaders across the Government of Saskatchewan and will provide oversight and accountability to meet commitments included in the plan by December 3, 2027.

**Number of households receiving Saskatchewan Employment Incentive**

- In 2024-25, 1,316 families received SEI.

**Number of new supportive housing units in Regina and Saskatoon**

- Target: 100 new supportive housing spaces in Regina and Saskatoon.
  - In 2024-25, 100 new supportive spaces became operational in Saskatoon and Regina. Through the Provincial Approach to Homelessness, a total of 155 new supportive housing spaces have been developed. Most of these new spaces are in buildings owned by the Saskatchewan Housing Corporation and the Saskatchewan Health Authority manages the contracts with community-based service providers to deliver support services.

**Number of Community Based Organizations (CBOs) the ministry partners with through the Income Assistance mobile workforce**

- In 2024-25, the ministry reached the targeted increase, with mobile outreach being offered at over 30 locations operated by community partners across the province.

**Number of CBO-based trusteeship spaces available to clients**

- In 2024-25, the ministry reached the targeted increase of 150 spaces.

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<sup>2</sup> Measure added in response to recommendation from the Provincial Auditor.

## Progress on Goal 2: Enhanced Indigenous engagement, collaboration, and outcomes.

Many of Social Services' clients are Indigenous. We believe clients should see themselves in the staff delivering services, and that staff understand clients' cultural and historical experiences. The ministry also funds Indigenous partners and service providers across the province to provide a wide range of services and supports. The ministry will continue to build these partnerships and strengthen our capacity to be a better employer and partner in supporting clients.

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

Embed Indigenous perspectives, knowledge, and cultural practices within the ministry.

#### **Key Actions:** *What we did to get there*

- Actively recruit and retain Indigenous employees.
  - The ministry continues to prioritize recruitment and retention of Indigenous employees through job postings that include a hiring preference for a diversity group candidate/Indigenous person, based on the ministry's recruitment plan and strategic direction.
  - The ministry continues to encourage staff and candidates to self-declare their diversity group or Indigenous status
  - CFP has worked on various measures to increase recruitment and retention, including enhanced advertising, relationships with post secondary institutions, additional supports for practicum students, and reviewed and enhanced hiring policies and practices.
- Continue to provide Indigenous cultural awareness training to all ministry employees.
  - The ministry provides opportunities for all staff members to complete Indigenous cultural awareness training and supports employee participation in activities that expand cultural knowledge and experiences (i.e., Indigenous blanket exercise, Powwows, Round Dances, Aboriginal networks, and ongoing Indigenous teachings at monthly staff meetings).

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

Partner with Indigenous organizations and communities to support culturally appropriate and community driven services.

#### **Key Actions:** *What we did to get there*

- Collaborate with Indigenous partners on implementation of An Act respecting First Nations, Inuit and Métis children, youth and families.
  - The work to renew the child welfare system is continuing with First Nations and Métis partners, so Indigenous children and families are supported by their communities, within their own customs and traditions.
  - There have been 12 notices provided by First Nation Bands and one notice provided by a Métis Authority since January 1, 2020, pursuant to Section 20 of

- the federal Indigenous child welfare legislation known as An Act respecting First Nations, Inuit, and Métis children, youth, and families.
- The Big Island Lake Cree Nation Coordination Agreement negotiations with the ministry and Indigenous Services Canada (ISC) commenced in March 2025.
  - Muskeg Lake commenced Coordination Agreement table discussions with the ministry and ISC in October 2023.
  - The Okanese First Nation Coordination Agreement table with the ministry and ISC commenced in February 2023.
  - The ministry continues to collaborate with Cowessess First Nation on transitional planning following the sign-off of their Coordination Agreement in July 2021.
- Enhance and strengthen relationships with Indigenous organizations, communities, and other service providers to design and deliver programs that better serve clients.
    - The ministry works to ensure that any new development being procured is awarded to organizations that are Indigenous led or provide a service that aligns with the Truth and Reconciliation Calls to Action.
    - Child and Family Programs continues to support 19 delegated First Nations Child and Family agencies to provide child and family services on-reserve to 62 First Nations and to three remote off reserve communities. The ministry also provided services directly to nine First Nations.
    - Child and Family Programs currently has 102 contracts with Indigenous organizations who provide a range of services like supportive family living, youth mentorship, outreach, elder services, and group homes.
    - SHC has 63 active agreements with 23 First Nations and Métis housing groups in 17 communities to provide affordable housing units, social housing units and shelter enhancement program units across the province.
  - Increase opportunities for Indigenous perspectives to inform services, program design, and policy changes.
    - This year the ministry implemented a cultural readiness tool that is used with foster families to create clear, measurable goals for supporting children in their cultural journey. Prior to 2024-25, more than two years was spent in consultation with Indigenous professionals and on development and testing of this tool.
    - Cultural components are included in all areas of PRIDE including during the assessment and approval of potential foster families, in the onboarding of new foster families, and throughout training. Ninety pre-service participants received Cultural Component training in 2024-25.
  - Continue to respond to the Truth and Reconciliation Calls to Action.
    - Ministry employees across the province continue to observe national days of significance including, but not limited to, Moose Hide Campaign Day and Orange Shirt Day.
    - The Ministry of Social Services continues to work in collaboration with First Nations Child and Family Services Agencies to develop culturally relevant resources to provide care for children affiliated to their agencies. The ministry currently contracts with multiple agencies to provide care to Indigenous children.

**Performance Measure Results:****Percentage of ministry employees who self-identify as Indigenous**

- Target: At least 12.6 per cent of ministry employees self-identify as Indigenous by March 31, 2025.
  - Approximately 11.9 per cent of ministry employees self-identify as Indigenous as of March 31, 2025.

**Number of ministry employees who complete Reconciliation and Indigenous cultural awareness training**

- Target: All new ministry employees complete introductory Indigenous awareness training within their first six months of onboarding.
  - Offering Truth and Reconciliation and Indigenous cultural training to staff is essential for advancing reconciliation efforts. In 2024-25, 429 ministry employees, including 298 new employees, received online Indigenous cultural awareness training.

## Progress on Goal 3: Ministry employees are engaged and supported to deliver high quality service to our clients and partners.

The ministry prioritizes employee well-being and engagement and supports employee efforts to build a supportive and positive work environment. Inclusion, diversity, and a healthy workplace culture all contribute to our ability to deliver excellent client service. The ministry's vision and plan for enhancing employee engagement will enable all staff to be strong partners in meeting the needs of clients now and into the future.

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

Continue to enhance innovation and improve accountability to support the ministry's existing and emerging business needs

#### **Key Actions:** *What we did to get there*

- Improve accountability and client outcomes through a more comprehensive approach to working with third-party service providers.
  - The ministry has completed its third year of piloting an Outcomes Based Service Delivery project working with third-party service providers to evaluate client outcomes with the aim of improving the quality of life and services for people with intellectual disabilities.
- Continue to implement improvements and make progress on delivering effective and efficient services and programs.
  - On June 12, 2024, *The Child and Family Services Act* (CFSA) amendments and Regulations came into force. Amendments focus on strengthening services for youth by raising the age of the child from up to 16 years to up to 18 years of age, clarifying and enhancing the legal framework around information sharing, and strengthening family, community, and cultural connections for children and families.

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

Provide a safe and healthy workplace

#### **Key Actions:** *What we did to get there*

- Continue to implement the ministry-wide Building Organizational Community initiative to improve workplace culture and employee wellness (i.e., attract, keep, and grow talent; promote healthy workplaces; support leadership excellence).
  - The Building Organizational Community committees on the identified priorities were struck and began planning a range of programs and initiatives to support employees. Initiatives on Middle Management Excellence and workplace culture launched and several other initiatives supporting these and other priorities, have been approved for the upcoming year.
- Continue to champion and provide workplace health and safety supports for employees

- The ministry reported regularly to staff on health and safety performance (e.g., Incidents, Safety Survey results, Workplace Inspections, etc.) and launched a Health and Safety SharePoint site for all staff to access safety information and resources.
- The ministry is currently piloting a Personal Emergency Response System. Staff working after-hours or in remote locations are testing a personal wearable device that allows the user access to emergency support.
- The ministry continued to participate in the Employee Mental Health Strategy launched by the Government of Saskatchewan in January 2024. The strategy aims to build awareness and reduce stigma around mental health and mental illness.
- Safety training is required for all staff which includes incident reporting, workplace hazardous materials information systems, substance use in the workplace and respect in the workplace. In addition, the ministry supports a variety of other safety training opportunities for employees and supervisors depending on the type of work they perform (e.g., de-escalating potentially violent situations, trauma informed care, situational awareness training, personal assault response training, Occupational Health Committee training, etc.).
- Safety reminders were shared regularly with all staff and discussed in staff meetings to promote awareness regarding various safety issues. Topics included Hot Weather Conditions, Employee and Family Assistance Program, A Clean Workspace is a Safe Workspace, Influenza Vaccination, Winter Driving, Air Quality and Exposure to Wildfire Smoke, etc.

**Performance Measure Results:**

**The ministry workplace injury rate**

**Target: Reduce the workplace injury rate and continue to progress toward Mission Zero.**

- Based on the number of Workers Compensation Board approved claims the total injury rate in 2024 (January to December) was 1.61 per cent, which is higher than the 2023 rate (1.07 per cent) but still below the 2019 rate.

	2019	2020	2021	2022	2023	2024
<b>Total Injury Rate</b>	3.78%	1.96%	1.64%	1.22%	1.07%	1.61%

**Psychological safety score**

**Target: Maintain or improve a psychological safety score of 3.24 out of 5 or higher by March 31, 2025.**

- Over 56 per cent of ministry employees participated in the government-wide Saskatchewan Safety Survey. This year’s psychological safety climate score was 3.38 out of 5, which is a 4.6 per cent improvement from 2023. The results indicated that leadership “considers the psychological health of employees to be of great importance” and “acts decisively when concerns about the psychological health of employees are raised”.

**Percentage of ministry employees who feel they have support at work to provide a high level of service.**

- In 2023, 61 per cent of ministry employees agreed or strongly agreed that they had support at work to provide a high level of service.
- This measure is based on the results of the biennial Culture and Engagement survey. The next survey is planned for Fall 2025.

**Maintain or improve the percentage of ministry employees who feel the work they do is meaningful.**

- In 2023, 80 per cent of ministry employees agreed or strongly agreed that they feel that the work they do is meaningful.
- This measure is based on the results of the biennial Culture and Engagement survey. The next survey is planned for Fall 2025.

# 2024-25 Improvement and Innovation Highlights

<b>1</b>	<p><b>Implementation of Saskatchewan Employment Incentive (SEI)</b></p> <p>The SEI provides working families who have lower incomes with a monthly financial incentive, supplementary health benefits, access to discount bus passes (where available), connections to employment supports through the Ministry of Immigration and Career Training (ICT) and access to the Saskatchewan Housing Benefit through the Saskatchewan Housing Corporation.</p> <p>The SEI replaced the Saskatchewan Employment Supplement (SES) and Childcare Subsidy (CCS).</p> <p>Paying for the costs of being at work, like transportation and childcare, can be difficult for families working lower income jobs, especially single parents. The SEI supports parents with low income, so they are financially better off working than being on income assistance.</p> <p>Program design features:</p> <ul style="list-style-type: none"><li>• An online portal that is accessible to clients 24/7;</li><li>• Supplementary health benefits;</li><li>• Access to the Saskatchewan Housing Benefit;</li><li>• Access to discount bus passes (where available); and,</li><li>• Employment supports through ICT.</li></ul> <p>The SEI aims to:</p> <ul style="list-style-type: none"><li>• Support families to connect with and maintain employment;</li><li>• Reduce reliance on income assistance by promoting self-sufficiency.</li></ul> <p>The SEI was implemented in January 2024 and the 2024-25 budget provided SEI with its first full year of funding.</p> <ul style="list-style-type: none"><li>○ 2024-25 marked the first full year of the SEI program, making life more affordable for low income working families with children.<ul style="list-style-type: none"><li>○ In 2024-25:<ul style="list-style-type: none"><li>▪ One thousand three hundred and sixteen families received SEI.</li><li>▪ All families that received SEI were nominated for Supplementary Health Benefits through the Ministry of Health. The Supplementary Health Benefits program helps households with the cost of certain non-insured health services (e.g., dental services, drug coverage, optometric services, etc.), which is in addition to universal health benefits that are available for all Saskatchewan residents.</li><li>▪ Approximately 50 per cent of those families indicated they had a need for financial support for rent and were referred to the Saskatchewan Housing Benefit.</li></ul></li></ul></li></ul>
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	<ul style="list-style-type: none"><li>▪ Interested SEI clients were able to access employment services provided by the Ministry of Immigration and Career Training which included job searching, job matching, job coaching, career planning, and job training for Saskatchewan residents throughout the province.</li><li>▪ SEI clients in the province’s seven largest centres were able to access Discounted Bus Passes.</li></ul>
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# Financial Summary

Social Service's actual expenditures for 2024-25 were \$1.584 billion, which is \$39.4 million greater than the ministry's 2024-25 budget. The increased expenditures were primarily due to higher than budgeted costs to deliver Child and Family Services and pressures related to the ratification of bargaining agreements and corresponding out-of-scope employee compensation.

Social Services collects revenues related to fees from the Saskatchewan Housing Corporation, transfers from the federal government, and receipts from clients who have been overpaid public assistance benefits in prior years.

In 2024-25, the ministry recorded revenue of \$55.5 million as compared to the budget of \$46.2 million. The difference in actual revenue compared to budget is primarily due to higher than budgeted transfer payments from the federal government and repayments from clients.

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

## Expense Summary

The following table outlines actual budget and expenditures by subvote and subprogram and provides explanations for significant variances.

### Ministry of Social Services

#### Expense Actuals

Subvote/Allocation	2023-24 Actuals (\$000s)	2024-25 Budget (\$000s)	2024-25 Actuals (\$000s)	2024-25 Variance (\$000s)	Notes
<b>Central Management and Services (SS01)</b>					
Minister's Salary	\$ 54	\$ 56	\$ 56	\$ 0	
Executive Management	1,945	1,875	2,156	281	
Central Services	41,891	40,500	44,505	4,005	
Accommodation Services	15,163	16,577	16,559	(18)	
<b>Subvote Total</b>	<b>\$ 59,053</b>	<b>\$ 59,008</b>	<b>\$ 63,275</b>	<b>\$ 4,267</b>	<b>1</b>
<b>Income Assistance Services (SS03)</b>					
Saskatchewan Income Support	\$ 242,351	\$ 257,242	\$ 271,253	\$ 14,011	2
Saskatchewan Assured Income for Disability	298,631	307,047	304,350	(2,697)	3
Saskatchewan Employment Incentive	242	17,000	2,576	(14,424)	3
Saskatchewan Employment Supplement	2,580	500	779	279	
Child Care Parent Subsidies	1,032	500	270	(230)	
Rental Housing Supplements	13,832	11,521	11,551	30	
Seniors Income Plan	38,837	37,171	39,618	2,447	2
Seniors Personal Care Home Benefit	2,738	4,416	3,790	(626)	3
Income Assistance Community Services	7,870	4,969	4,986	17	
Income Assistance Program Delivery	30,780	27,550	32,909	5,359	4
<b>Subvote Total</b>	<b>\$ 638,893</b>	<b>\$ 667,916</b>	<b>\$ 672,082</b>	<b>\$ 4,166</b>	
<b>Child and Family Services (SS04)</b>					
Child and Family Program Maintenance and Support	\$ 179,943	\$ 147,732	\$ 183,272	\$ 35,540	2
Child and Family Community-Based Organization Services	160,930	182,640	180,002	(2,638)	5
Child and Family Program Delivery	60,920	59,047	66,388	7,341	4
<b>Subvote Total</b>	<b>\$ 401,793</b>	<b>\$ 389,419</b>	<b>\$ 429,662</b>	<b>\$ 40,243</b>	
<b>Client Support</b>					
Service Centre Client Support	\$ 14,634	\$ 12,963	\$ 15,154	\$ 2,191	
<b>Subvote Total</b>	<b>\$ 14,634</b>	<b>\$ 12,963</b>	<b>\$ 15,154</b>	<b>\$ 2,191</b>	<b>1</b>

<b>Housing (SS12)</b>									
Program Delivery	\$	7,000	\$	7,626	\$	7,899	\$	273	
Saskatchewan Housing Corporation		25,136		67,101		48,801		(18,300)	6
<b>Subvote Total</b>	<b>\$</b>	<b>32,136</b>	<b>\$</b>	<b>74,727</b>	<b>\$</b>	<b>56,700</b>	<b>\$</b>	<b>(18,027)</b>	
<b>Disability Programs and Services (SS14)</b>									
Disability Services	\$	288,822	\$	318,987	\$	323,488	\$	4,501	7
Disability Program Delivery		21,102		21,790		23,802		2,012	4
<b>Subvote Total</b>	<b>\$</b>	<b>309,924</b>	<b>\$</b>	<b>340,777</b>	<b>\$</b>	<b>347,290</b>	<b>\$</b>	<b>6,513</b>	
<b>Total Appropriation</b>	<b>\$</b>	<b>1,456,433</b>	<b>\$</b>	<b>1,544,810</b>	<b>\$</b>	<b>1,584,164</b>	<b>\$</b>	<b>39,354</b>	
Less: Capital Asset Acquisitions	\$	(5,791)		(6,382)	\$	(5,271)		1,111	8
Add: Non-Appropriated Expense Adjustment		3,028		6,453		5,372		(1,082)	
<b>Total Expense</b>	<b>\$</b>	<b>1,453,670</b>	<b>\$</b>	<b>1,544,881</b>	<b>\$</b>	<b>1,584,264</b>	<b>\$</b>	<b>39,383</b>	

### Notes:

1. Higher than budgeted salaries and operating costs.
2. Higher than budgeted program utilization.
3. Lower than budgeted program utilization.
4. Due to updated compensation for government employees that was negotiated with union and resulted in a mid-year in-scope collective bargaining agreement settlement, out-of-scope economic adjustments and classification plan renewal adjustments.
5. Under expenditure attributed to contract development deferrals and CBO recoveries.
6. Under expenditure attributed to using Saskatchewan Housing Corporation owned properties for Provincial Approach to Homelessness (PATH) projects and slower than anticipated need for provincial cash support.
7. Higher than budgeted program utilization, partially offset by delays in capital project timing.
8. Under expenditure due to capital project timing.

### Special Warrants

During 2024-25, the ministry received \$50.0 million via Special Warrant funding to address pressures largely driven by the provision of critical services for vulnerable children and youth, and to address government's compensation commitments.

## Revenue Summary

A summary of the ministry's 2024-25 budgeted revenue compared to actual revenue is presented below with explanations for significant variances.

### Ministry of Social Services Revenue

Revenue by Source	2023-24 Actuals (\$000s)	2024-25 Budget (\$000s)	2024-25 Actuals (\$000s)	2024-25 Variance (\$000s)	Notes
<b>Sales, Services and Service Fees</b>					
Management and Collection Services	\$ 4,422	\$ 4,422	\$ 4,368	\$ (55)	
Sale of Previously Expensed Asset	1	-	-	-	
Freedom of Information	3	-	1	1	
Miscellaneous Deductions					
– Staff Salaries	-	66	-	(66)	
Other Miscellaneous Services	-	2	-	(2)	
<b>Subtotal</b>	<b>\$ 4,425</b>	<b>\$ 4,490</b>	<b>\$ 4,369</b>	<b>\$ (121)</b>	
<b>Transfers from the Federal Government</b>					
Special Allowance for Children in Care	\$ 35,459	\$ 32,000	\$ 36,519	\$ 4,519	1
Indigenous Services Canada	6,560	7,016	7,509	493	
<b>Subtotal</b>	<b>\$ 42,019</b>	<b>\$ 39,016</b>	<b>\$ 44,028</b>	<b>\$ 5,013</b>	
<b>Other Revenue</b>					
Maintenance Order Revenues	\$ 168	\$ 625	\$ 33	\$ (592)	
Casual Revenue	312	45	115	70	
Repayment – Public Assistance, Pensions and Allowance Programs	3,526	1,500	4,205	2,705	2
Refunds of Previous Years' Expenses	1,174	500	924	424	
Changes in Previous Years' Estimate	(120)	-	1,850	1,850	3
Salary Overpayment Refunds – Previous Years' Expense	140	-	39	39	
Collection Agency Fees Withheld	-	-	(53)	(53)	
Accrued Revenue – Sales, Services and Service Fees	(31)	-	-	-	
<b>Subtotal</b>	<b>\$ 5,169</b>	<b>\$ 2,670</b>	<b>\$ 7,113</b>	<b>\$ 4,443</b>	
<b>Total Revenue</b>	<b>\$ 51,612</b>	<b>\$ 46,176</b>	<b>\$ 55,510</b>	<b>\$ 9,334</b>	

#### Notes:

1. Variance due to higher than budgeted federal transfers for children in care.
2. Variance due to an increase in repayments from clients.
3. Variance due to overstated prior year accruals.

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