

Annual Report

2025-26

Ministry of Immigration and Career Training

Letters of Transmittal



The Honourable Eric
Schmalz
Minister of Immigration and
Career Training

Office of the Lieutenant Governor of Saskatchewan

I respectfully submit the Annual Report for the Ministry of Immigration and Career Training for the fiscal year ending March 31, 2026.

Eric Schmalz
Minister of Immigration and Career Training



Greg Tuer
Deputy Minister of
Immigration and Career
Training

The Honourable Eric Schmalz
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, 2026.

Greg Tuer
Deputy Minister of Immigration and Career Training

Organization 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

In 2025-26, the Ministry of Immigration and Career Training (ICT) invested \$118.7 million in programs and services to ensure Saskatchewan residents continue to benefit from the growing economy and employers have access to a skilled workforce. Guided by *The Saskatchewan Labour Market Strategy* that was released in 2024, the ministry invests in strategic partnerships, programs, and services to grow and develop Saskatchewan's workforce through:

- **Preparing Saskatchewan People for Jobs** - Supporting 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>

This Annual Report presents results from the goals, strategies, and key actions outlined in the Ministry of Immigration and Career Training Business Plan for 2025-26, available here:

<https://publications.saskatchewan.ca/#/products/125826>

Legislation

The list of the legislation the ministry is responsible for is available here:

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

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

The ministry is helping grow the Indigenous workforce by investing in employment, education and training opportunities for Indigenous people 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.

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

Develop an Indigenous workforce strategy.

Key Actions: *What we did to get there*

- **Leverage partnerships with priority sectors and industries, focusing on Indigenous-led businesses, training providers, and employment organizations to increase Indigenous training for in-demand occupations.**
 - Strengthened partnerships with Indigenous-led organizations, training providers, and employers to co-develop workforce initiatives aligned with in-demand occupations.
 - Provided \$662,250 to the Saskatchewan Indian Institute of Technologies (SIIT) to deliver four additional programs including Pipe Insulation, Scaffolding, and two tri-trades programs to address workforce needs and grow the Indigenous workforce. This included \$500,000 in program funding and \$162,250 in income supports for program participants.
 - Continued to fund Essential Skills programs that provide literacy and foundational skills to assist clients in furthering their education and to expand employment opportunities. Over \$10.3 million in Essential Skills funding was dedicated to support Indigenous learners through the provincial post-secondary system.
 - Collaborated with partners across the natural resource, construction, and service sectors to identify workforce needs and expand culturally relevant training opportunities.
 - Partnered with the Saskatchewan First Nations Natural Resource Centre of Excellence with an investment of \$385,000 to accelerate Indigenous workforce capacity in priority sectors.
 - Supported Indigenous-led delivery models that integrate community-based training approaches and wraparound supports to remove barriers and improve access to services and program completion rates.
 - Partnered with George Gordon Developments Ltd. with an investment of \$267,700 to deliver the Wicehtowak Workforce Development Program, supporting Indigenous participants in gaining employment-ready skills and connecting to job opportunities.
 - Provided \$165,000 to Wakayos Employment & Training Center Inc. to deliver employment and training programming that supports Indigenous clients in developing skills and transitioning into the workforce.

- **Enhance partnerships to support northern workforce development, particularly in the natural resource economy.**
 - Targeted engagement with northern communities, employers, and training institutions to enhance northern workforce development.
 - Investment of \$70,825 through a partnership with Orano Canada Inc. to deliver a Mill Operator Training Program, providing northern participants with hands-on, site-based training and pathways to employment in uranium mining operations.
 - Invested \$249,780 in partnership with Cameco Corporation to deliver Northern Indigenous Trades Training, introducing participants to skilled trades and supporting workforce development in the northern resource sector.
 - Partnered with SIIT with an investment of \$282,000 to deliver the Forestry Log Haul Step Program, supporting participants in gaining the hours and experience required to become licensed drivers and connect to employment in the forestry sector.
 - Partnered on the Northern Trades and Skills Pilot with Keewatin Community Development Association (KCDA) providing \$850,000 to enhance skills development and workforce participation across northern communities. This included support for the development of targeted training and strengthened partnerships with employers, post-secondary institutions, and service providers to address barriers such as needs for childcare, transportation, and geographic accessibility.
 - Advanced work to better align training pathways with employment opportunities in the northern and resource sectors.
 - Supported the implementation of the Athabasca Basin Adaptive Labour Market Strategy with an investment of \$30,000 to support coordinated employer engagement, labour market information development, and regional workforce planning to increase Indigenous participation in the mining and critical minerals sectors.
 - Supported community-informed approaches to workforce development, including local capacity building and improved transition into employment in northern industries.
 - Provided \$337,500 to the Ya'thi Néné Land and Resource Office to support the Northern Pilot Pathway Project, creating employment pathways for northern Indigenous residents through community-based training and partnerships with industry.
 - Continued collaboration with northern stakeholders to identify barriers to labour force participation, including mobility, foundational skills, and retention.
 - Strengthened apprenticeship participation through an investment of \$150,000 to support KCDA in Northern Saskatchewan through the hiring of a Northern Apprenticeship Coordinator, focused on improving employer connections, apprenticeship uptake, and completion rates.

Performance Measure Results:

Number of Indigenous Clients Completing Programs

Measures the total number of Indigenous clients who completed programming.

- For the most recent academic year, 76 per cent of Indigenous learners completed their Skills Training Program and 48 per cent completed their Essential Skills Program.

Indigenous Labour Force Participation Rate

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

- In 2025, the off-reserve Indigenous labour force participation rate for those aged 15 years and over in Saskatchewan was 64.9 per cent, while the national average (provinces only) was 63.9 per cent.

Indigenous Employment Rate

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

- In 2025, the off-reserve Indigenous employment rate for those aged 15 years and over in Saskatchewan was 58.8 per cent, while the national average (provinces only) was 57.4 per cent.

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 is investing in training and workforce development programming to respond to the needs of a growing economy and the diverse needs of Saskatchewan communities, employers, industries, Indigenous people, women, youth, and persons experiencing disabilities. 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. These investments and initiatives contribute towards the goals laid out in *Saskatchewan's Growth Plan*, by supporting the workforce development needed to implement new investments and help employers fill jobs across the province.

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

Align training programs to jobs in-demand.

Key Actions: *What we did to get there*

- **Connect employers and training partners to inform programming that meets industry needs.**
 - Strengthened collaboration between employers, training providers, and communities to better align training with labour market needs.
 - Provided ongoing support to the BHP Potash Academy at Carlton Trail College in Humboldt by co-funding additional seats in the Industrial Mechanics Applied Certificate program. This support helps underrepresented groups start careers in mining. Graduates earn a Certificate in Mining Essentials, an Applied Certificate in Industrial Mechanics, and are ready for full-time employment at the Jansen mine site.
 - Implemented enhancements to the contracting framework with service providers to strengthen connections to employers and job opportunities and to enhance reporting to focus on measurable outcomes for employment and progression of education or training, in order to improve overall employment outcomes through more coordinated service delivery.
 - Engaged with Indigenous and northern partners to inform program design and delivery and ensure training pathways reflect local labour market realities and community priorities.
- **Target program investments with training partners to align to current and future jobs in-demand, including mining, manufacturing, nuclear energy, digital transformation, and healthcare.**
 - Prioritized program investments across priority sectors to respond to current and emerging labour market demands.
 - Investments included a focus on increasing participation among underrepresented groups, including Indigenous people, through culturally responsive and community-informed training approaches.

- Over \$19 million was invested through the Skills Training Allocation to address employers' workforce training needs across various sectors. Post-secondary institutions delivered 254 skills training programs in 44 communities across Saskatchewan in priority sectors including healthcare, construction trades, and manufacturing.
 - Partnered with Regina and Saskatoon Trades and Skills Centres through an investment of \$1.9 million to deliver in-demand programs that are responsive to employer needs. These centers offer a variety of short-term training programs related to manufacturing and healthcare and a large proportion of their earners are from underrepresented groups.
 - Investments included a focus on increasing participation among underrepresented groups, including Indigenous people, through culturally responsive and community-informed training approaches.
- **Create opportunities to connect more individuals with skills development opportunities for jobs in-demand, particularly for Indigenous peoples.**
 - Expanded access to skills development opportunities for individuals facing barriers to employment.
 - Strengthened collaboration with the Ministry of Social Services, increasing initial engagement by 60 per cent, to improve employment outcomes for job-ready clients by clarifying expectations and improving coordination of employment services.
 - Provided \$609,000 to SIIT for healthcare training seats to support 20 additional seats in the Indigenous Continuing Care Assistant program and 25 additional seats in the Indigenous Practical Nurse (IPN) program. As of January 31, 2026, a total of 30 Indigenous learners were enrolled in these two programs.
 - Provided \$4.2 million to SIIT to support Job Connections Centres, Mobile Connections, and Training Wage Supports, increasing access to employment services, skills training, and job readiness supports for Indigenous clients across Saskatchewan.
 - Contributed to enhancing opportunities for Ministry of Social Services (MSS) clients who are job-ready through more coordinated, aligned service delivery between MSS and ICT, resulting in a 60 per cent increase in clients engaging with ICT Career and Employment Services.
 - Supported initiatives that improve transitions into training and employment for Indigenous participants, including community-based delivery and partnerships with Indigenous organizations.
 - Supported Northlands College and the Northern community of Black Lake in a partnership to offer a Water and Wastewater Operator Course Program in Black Lake. The program is designed to provide skill sets to meet the growing need for qualified operators in the North.
 - To strengthen northern workforce transition supports, partnered with KCDA to increase participation in apprenticeships and improve program completion rates across Northern Saskatchewan.
 - Partnered with Rise Air to deliver the Dziret'ái Pilot Training Program and support Indigenous workforce transitions into aviation careers by removing barriers to specialized training for northern Saskatchewan residents.

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 increase skilled trades training capacity to support new private and public capital investments and priorities.**
 - Supported the Saskatchewan Apprenticeship and Trade Certification Commission with an allocated investment of \$25.6 million, an increase of \$2 million over 2024-25, to increase net-new seats by 150 for a total of 5,000 annualized training seats.
 - Partnered with the International Brotherhood of Electrical Workers (IBEW) to deliver construction electrician apprenticeship training, offering a total of 72 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*

- **Increase work-integrated learning opportunities in pre-employment training programs to provide learners with the opportunity to develop new skills and gain practical experience.**
 - Supported Saskatchewan Industry of Education Council (SIEC) with an investment of \$319,000 to provide labour market and career development information through experiential learning to students in the Saskatoon Public School Division, the Saskatoon Catholic School Division, the Prairie Spirit School Division, and attending programs delivered by the Saskatoon Tribal Council. A further investment of \$40,000 supported a youth summit that brought together education, industry, government, and community partners to strengthen alignment and improve youth career pathways and employment outcomes across Saskatchewan.
 - Invested \$2.4M to deliver 10 employment programs with classroom training and employer-connected work experiences. Of the 337 job seekers who completed programming, 70 per cent became employed or went on to further training.
 - Worked with 26 employers and industry associations representing a wide range of sectors to establish a tool kit for employers to successfully recruit and retain people with disabilities.
 - Encouraged partnerships with employers to create meaningful, hands-on learning experiences, including opportunities for Indigenous learners to connect directly with industry.
 - Delivered the Essential Skills in the Workplace Program (ES-ESWP) which connected learners with local employers through work-integrated learning. A total of 25 ESWP programs were offered across the province with almost 300 learners enrolled.

Performance Measure Results:

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.

- Almost 24,000 individuals initiated a case plan with Career and Employment Services, with 67 per cent completing the actions in the plans. Of those enrolled, 33 per cent self-identify as Indigenous and 14 per cent as a person with a disability.
- Over 7,200 learners participated in the Essential Skills programs, with 64 per cent of learners completing their program. Of those enrolled, 51 per cent self-identified as Indigenous.
- Over 3,000 learners participated in a program funded through the Skills Training Allocation, with 82 per cent completing their program. Of those enrolled, 47 per cent self-identify as Indigenous and 13 per cent as a visible minority.
- Over 4,892 learners attended technical apprenticeship training. Of those registered, 17.2 per cent self-identified as Indigenous and 12 per cent as a person with a disability.
- Over 300 learners enrolled in programming with the Trades and Skills Centres, 85 per cent completed their program.
- In 2025, 581 individuals have made progress toward completing their Canadian Adult Education Credential (CAEC), formerly known as General Education Development (GED), by writing a total of 1,662 test sessions. Of the 581 individuals in progress, 146 were successful in completing the requirements to receive their credential.

Conversions to Employment Post-training

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

- 1,002 apprentices received their Journeyperson Certificate of Qualification indicating that they have completed all levels of required training for their trade, accumulated the required trade hours, and passed the journeyperson exam.
- Of the individuals that completed Trades and Skills programming 87 per cent secured employment following program completion.
- Of the individuals that completed Essential Skills programs 19 per cent obtained employment and 72 per cent continued to further education.
- Of the individuals that completed Skills Training programs 62 per cent obtained employment.
- Of the 11,277 job seekers who completed Career and Employment Services programs, 67 per cent either became employed or went on to further training.

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

The ministry helps employers address persistent and critical labour shortages by attracting skilled workers to Saskatchewan from other jurisdictions in Canada or abroad. A focus on employer-led recruitment missions, coupled with credential recognition services for newcomers to Saskatchewan, will help ensure the province meets its labour market needs efficiently and effectively. The ministry provides pre-and post-arrival settlement services that help newcomers to 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 and engaging internationally to support the growth of the province.

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

Strengthen newcomer inclusion and align workforce capabilities to address Saskatchewan labour market needs.

Key Actions: *What we did to get there*

- **Support priority sectors to recruit skilled workers into critical vacancies through domestic and international recruitment missions.**
 - Supported employers to attract and retain skilled talent through the Saskatchewan Immigrant Nominee Program (SINP). With the 50 per cent reduction by the federal government to the SINP allocation in 2025, the program nominated 1,779 priority sector workers for permanent residence in 2025, directly filling critical vacancies in Healthcare, Agriculture, and Skilled Trades.
 - SINP processing times for skilled worker applications with job offers were reduced to approximately two weeks by the end of 2025, a six-week improvement over 2024, accelerating the timeline from nomination to active workforce participation.
 - In 2025-26, the SINP supported the retention and international recruitment of 31 workers for an agricultural equipment dealership operating across 17 Saskatchewan communities, strengthening rural workforce capacity through a single employer engagement.
 - A labour recruitment mission to Mexico brought together 13 Saskatchewan employers and is expected to result in approximately 50 nominations of skilled workers across priority sectors. Employers participating in the mission confirmed that nearly all vacancies originally identified for international recruitment were filled.
 - While engaging in the above labour recruitment mission, Saskatchewan entered into a new Memorandum of Understanding with Mexico's National Employment Services to strengthen labour mobility and improve the coordination of international recruitment activities. This framework is intended to support more consistent, scalable recruitment outcomes for Saskatchewan employers.

- **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 fairer.
 - In 2025-26, ICT Navigators connected with 428 internationally trained professionals to work through complex licensing barriers.
 - Since the inception of the Credential Recognition Grant program in December 2022, almost 1,500 health professionals, including nurses, accessed \$4.47 million funding to support their respective licensure pathways.
- **Strengthen program integrity measures in the immigration system.**
 - Continued implementation of powers and measures under *The Immigration Services Act* (ISA), which strengthens the integrity of Saskatchewan's immigration system. The ISA grants increased investigative powers and enforcement measures to tackle immigration fraud and address evolving fraud trends and emerging integrity challenges in the immigration system. It also protects foreign workers from exploitation and improves oversight of recruiters, immigration consultants, and employers of foreign workers.
 - Appointed and designated six enforcement officers as peace officers with the authority to conduct inspections, obtain search warrants and production orders, and employ more advanced investigative techniques.
 - Conducted investigations into complaints of foreign worker exploitation and other ISA violations.
 - Laid four charges against business owners and an immigration consultant for the first time under provincial immigration legislation for various offences.
 - Imposed five administrative monetary penalties totaling \$27,000 for violations of the ISA.
 - Issued four compensation orders, with one collected for a total of \$96,000, to reimburse foreign workers.
 - Increased site visits for compliance to detect fraud, verify employment details, and ensure adherence to applicable laws and related program policies, conducting 199 compliance site visits in 2025-26.
 - Licensing and registration of immigration consultants, foreign worker recruiters and employers.
 - Sixty-six licences and registrations were suspended or cancelled due to non-compliance with the ISA, terms and conditions, and code of conduct.
 - Conducted 95 compliance reviews of the immigration programs for integrity concerns in 2025-26. Collaborated with law enforcement agencies and provincial and federal governments to address immigration fraud risks.
- **Support the successful attachment of newcomers into Saskatchewan's workforce**
 - In 2025, of the 2,462 newcomers who completed workforce development programming, 60 per cent became employed or went on to further training.
 - In 2025, the SINP issued 5,061 nominations, of which 4,799 were to applicants with employment offers. Of those nominees, 95 per cent were temporary residents at the time of nomination.

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

Expand services for newcomers.

Key Actions: *What we did to get there*

- **Expand pre-and post-arrival employment and settlement services to increase retention.**
 - Established the Settlement Services Unit to deliver expanded programming, including pre-arrival services and longer-term newcomer retention strategies. The unit oversees the newcomer settlement programs, language programs, and credential recognition grants program. A new pre-arrival orientation to Saskatchewan was created for SINP nominees to offer essential information and support regarding life and work in Saskatchewan, facilitating the beginning of their settlement journey while they are still abroad.
 - Allocated \$13.8 million for settlement related programming in 2025-26. Contracted service providers delivered:
 - \$5.12 million for general settlement supports which promote the successful settlement and retention of newcomers. In 2025-26, the program logged 35,300 client inquiries for “first stop” service for newcomers arriving in Saskatchewan. In addition, a total of 4,600 clients received individualized one-on-one supports to address specific settlement needs including referrals to language training and employment services.
 - \$2.92 million for language assessments and programs to build foundational communication skills for laying the groundwork for labour market participation. In 2025-26, 907 clients completed the assessment and approximately 1,100 clients entered literacy training.
 - \$1.11 million for foreign credential recognition programs which provide support to internationally trained healthcare professionals to obtain the licensing/certification required to work in their regulated health occupations in Saskatchewan. In 2025-26, 508 health professionals received funding.
 - \$4.63 million for newcomer employability supports to retain newcomers by providing a range of supports that help newcomers build the skills needed to attain and maintain employment, achieve career growth, and/or strengthen their employability. In 2025-26, 2,462 newcomer job seekers completed programming.

Performance Measure Results:

Net In-Migration to Saskatchewan

Measures the annual net change in population in the province (total of those who came less those who left). Measuring this is important for the goal of growing the population, as it shows the balance of how many people are moving to and leaving Saskatchewan.

- In 2025, Saskatchewan gained 2,400 residents through net in-migration.
- While the 50 per cent reduction by the federal government to the SINP allocation in 2025 will impact population growth trajectories, the Government of Saskatchewan will work to attract skilled workers to the province. Immigration remains an important component of population growth; alongside improved interprovincial migration flows and newcomer retention outcomes.

Saskatchewan Immigrant Retention Rate

Measures how many immigrants to Saskatchewan are settling in the province, staying long-term and increasing the overall provincial population. The target is to achieve a retention rate of 85 per cent for Saskatchewan by 2030.

- For immigrants who received permanent residency in Saskatchewan over 2019-23, and who filed taxes in 2022 (the most recent data available), the five-year retention rate is 65 per cent. This marks the second consecutive retention rate increase after a decade of decline.

Saskatchewan Landed Immigrant Labour Force Participation Rate

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

- In 2025, the labour force participation rate for very recent landed immigrants in Saskatchewan aged 15 and over was 78.9 per cent while the national average (provinces only) was 78.1 per cent.

2025-26 Improvement and Innovation Highlights

1	The Immigration Services Act: Confidence in the immigration system is critical to growing Saskatchewan’s vibrant communities and helping meet provincial labour market needs. In 2025, the ministry raised public awareness about <i>The Immigration Services Act (ISA)</i> and its authorities and obligations and collaborated to address risks to the immigration system. • In 2025-26, the ministry published a list on the Saskatchewan.ca website of foreign worker recruiters, immigration consultants, and employers found non-compliant to deter others from violating the ISA and to raise public awareness of immigration fraud risks. • ICT also introduced a new online complaint form and process to file a complaint with the ministry. • A new webpage on Saskatchewan.ca now publishes nomination usage by sector, giving employers and workers real-time visibility into how SINP allocations are being used.
2	Credential Recognition Services: In 2025-26, the ministry improved accessibility and awareness of Credential Recognition Services to strengthen Saskatchewan's workforce and improve the likelihood of newcomers working in their intended fields. The ministry enhanced its engagement with key stakeholders and regulatory bodies to better understand barriers to licensure and find ways to strengthen fair, transparent, and objective registration practices. Additionally, the ministry collaborated with the Saskatchewan Healthcare Recruitment Agency, Ministry of Health, and other health system partners to support filling critical shortages in priority healthcare occupations. • In 2025, the ministry commenced the implementation of a new reporting framework for regulatory bodies that enables earlier identification of challenges in credential recognition and labour mobility. • Saskatchewan advanced labour mobility objectives by supporting ongoing efforts to revise the Labour Mobility chapter of the Canadian Free Trade Agreement, aligned with Saskatchewan’s Labour Mobility and Fair Registration Practices Act. These efforts promote progress toward more consistent and transparent licensing requirements across jurisdictions. • The ministry strengthened its role in national foreign credential recognition initiatives by supporting the Forum of Labour Market Ministers and the Forum of Ministers Responsible for Immigration Joint Task Force. The Joint Task Force was established to reduce systemic barriers, identify priority occupations, and improve employment outcomes for internationally trained professionals.

3

Address Critical Labour Shortages:

In 2025–26, the ministry accelerated innovative, talent-focused solutions by forging dynamic connections between employers and skilled candidates across priority sectors, directly addressing Saskatchewan’s most pressing labour shortages. Through targeted engagement with Indigenous workers, employers, and training partners, the ministry expanded inclusive participation in the workforce. This integrated approach strengthened real-time alignment between labour supply and demand, improving access to in-demand talent and positioning Saskatchewan’s economy for sustained growth and resilience.

- Many of the actions under Goal 2 demonstrate these efforts.
- A new initiative in 2025-26 was the delivery of the new Canada–Saskatchewan Workforce Tariff Response, which led to the investment of \$1.8M to support tariff impacted workers in the steel, softwood lumber, and other affected sectors to upskill, reskill and prepare for in demand jobs.

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	2024-25 Actuals (\$000s)	2025-26 Budget (\$000s)	2025-26 Actuals (\$000s)	2025-26 Variance (\$000s)
IC01 Central Management and Services				
Executive Management	526	507	545	38
Central Services	9,116	9,806	7,682	(2,124) ¹
Accommodation Services	4,012	3,931	4,073	142
IC01 Central Management and Services Total	13,654	14,244	12,300	(1,944)
IC02 Immigration, Settlement and Credential Recognition	14,712	8,585	9,622	1,037²
IC03 Training and Employment Services	4,121	12,248	9,689	(2,559)³
IC04 Labour Market Programs				
Essential Skills	24,080	24,145	24,032	(113)
Skills Training	21,848	22,564	22,872	308
Workforce Development	22,537	17,767	20,051	2,284 ⁴
Saskatchewan Apprenticeship and Trade Certification Commission	23,384	25,591	25,591	0
Apprenticeship Training Allowance	2,888	3,240	3,276	36
Employability Assistance for Persons with Disabilities	10,786	10,393	10,096	(297)
Canada-Saskatchewan Job Grant	10,037	725	617	(108)
Newcomer and Settlement	13,376	12,874	12,169	(705)
IC04 Labour Market Programs Total	128,936	117,299	118,704	1,405
Total Appropriation	161,423	152,376	150,314	(2,061)
Capital Asset Acquisitions	(453)	(2,500)	(761)	1,739
Capital Asset Amortization	1,014	1,662	1,483	(179)
Total Expense	161,985	151,538	151,037	(501)

Variance Explanations:

1. Reduced capital and salary spending.
2. Increased salary spending due to transfer of functions from another subvote.
3. Decreased salary spending due to transfer of functions to another subvote.
4. Increased uptake and utilization of programs.

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 2025-26 budgeted revenue compared to actual revenue is presented below. Variance explanations are provided for individual variances that are greater than \$1.0 million.

The Ministry's actual revenue for 2024-25 was \$72.1 million, an increase of \$3.1 million from the 2025-26 budget estimates.

Ministry of Immigration and Career Training Revenue

Summary of Revenue Revenue Category	2025-26	2025-26	2024-25
	Budget	Actuals	Variance
	(\$000s)	(\$000s)	(\$000s)
Other Revenue			
General Education Diploma Transcripts	5	5	0
Other Confiscations and Forfeits	2,850	3,721	871
Other Registration Fees	250	44	(206)
Casual Revenue	50	60	10
Cash Refunds of Previous Years' Expenses	50	165	115
Changes in Previous Years' Estimates	0	156	156
Other Revenue Total	3,205	4,151	946
Other Federal Transfers			
Workforce Development Agreement (WDA)	21,555	23,700	2,145 ¹
Labour Market Development Agreement (LMDA)	44,215	44,215	0
Other Federal Transfers Total	65,770	67,915	2,144
Total Revenue Ministry of Immigration and Career Training	68,975	72,066	3,091

Notes:

1. Increase from the Government of Canada of \$1,864K to protect tariff-impacted workers.

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