

# Business Plan

2024-25

Ministry of Immigration and Career Training

*Saskatchewan!* 

# Statement from the Minister



*The Honourable Jeremy Harrison  
Minister of Immigration and Career Training*

I am honoured to present the 2024-25 Ministry of Immigration and Career Training Business Plan.

Guided by the recently released Saskatchewan Labour Market Strategy, this year, the ministry is investing in strategic partnerships, programs and services to grow and develop Saskatchewan's workforce.

To ensure Saskatchewan people always have the first chance to benefit from the opportunities our growing economy presents, the ministry is investing in targeted workforce development supports that translates into a better quality of life for Saskatchewan people. These investments also include funding to ensure our training system aligns with industry needs and address critical labour shortages, such as increasing our support for the Saskatchewan Apprenticeship and Trade Certification Commission to add 250 apprentice training seats for Saskatchewan students to pursue rewarding and in-demand careers in construction-related trades.

The ministry is also prioritizing recognizing the skills that people already have in Saskatchewan by cutting red tape to more efficiently recognize credentials obtained elsewhere in Canada or abroad. The province has the most aggressive and forward-thinking approach to credential recognition in Canada, and in 2024-25 the ministry will continue to focus on providing one-on-one navigational support through Saskatchewan's Credential Recognition Service. This support will help fill critical vacancies in the province and increase immigrant settlement and retention in Saskatchewan.

In addition, in 2024-25, the ministry will continue to conduct targeted recruitment missions. Not only do these missions help employers find the talent they need, but they also provide important pre-arrival support to people looking to move to Saskatchewan.

The ministry is also further enhancing the Saskatchewan Immigrant Nominee Program with additional investments that provide support to employers and newcomers. This includes the introduction of new legislation, *The Immigration Services Act*, which will strengthen the ministry's authority to protect the integrity of the immigration system and improve settlement and retention.

Developing the workforce and supporting our economy means more opportunity for Saskatchewan people. The following plan outlines the steps the ministry will take in 2024-25, focusing on providing more opportunities for Saskatchewan people to connect to jobs and ensuring Saskatchewan has the labour force we need to support the province's continued economic growth.

# 2024-25 Budget Highlights

<p><b>1</b></p>	<p>Continued support for skills training programs and services for unemployed or underemployed persons. Specific investments include:</p> <ul style="list-style-type: none"> <li>• \$24.1 million for adult essential skills training;</li> <li>• \$23.0 million for pre-employment programs and services;</li> <li>• \$21.8 million for credentialed skills training programs delivered through post-secondary institutions; and</li> <li>• \$9.9 million to support employment for persons with disabilities.</li> </ul>
<p><b>2</b></p>	<p>To support the increased demand for skilled trades, an increase of \$1.5 million will be allocated to the Saskatchewan Apprenticeship and Trade Certification Commission to add 250 apprentice training seats for construction-related trades. This addition brings the total investment in apprenticeship training to \$22.9 million and will increase the total number of trainings seats to 4,850.</p>
<p><b>3</b></p>	<p>Continued investment of \$853,000 for the Saskatchewan Credential Recognition Service to be fully implemented, ensuring individuals who have obtained credentials elsewhere can integrate into the labour force. The ministry will also work with regulatory bodies to streamline pathways for credential recognition in Saskatchewan.</p>
<p><b>4</b></p>	<p>An increase of \$856,000 to support a record high allocation of 8,000 nominations through the Saskatchewan Immigrant Nominee Program, helping directly address the labour needs of Saskatchewan employers. The ministry will also be enhancing fraud detection and program integrity services within the program, safeguarding the quality of the immigration system and improving settlement and retention outcomes.</p>
<p><b>5</b></p>	<p>An investment of \$4.1 million for training and settlement supports for in-demand health occupations, which will support the province’s Health Human Resource action plan. Priority investments include:</p> <ul style="list-style-type: none"> <li>• \$2.3 million to support training seats for continuing care aides, licensed practical nurses and medical lab assistants; and</li> <li>• \$1.8 million for credential recognition supports, including streamlined and accelerated assessments, training and licensure pathways and settlement programming for internationally trained healthcare workers.</li> </ul>

# Government Vision and Goals

## Saskatchewan’s Vision

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

>> Government Goals

A Strong Economy

Strong Communities

Strong Families

Saskatchewan’s vision and three goals provide the strategic direction for organizations to align their programs and services to build a strong Saskatchewan.

All organizations will report on progress in their 2024-25 annual reports.

## Ministry of Immigration and Career Training 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.

## 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. Ensuring the training system is responsive to industry needs means job opportunities for Indigenous peoples in Saskatchewan. 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 will take to achieve our goal*  
Develop an Indigenous workforce strategy.

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

- Enhance partnerships with Indigenous-led or owned businesses, training providers and employment organizations to increase participation in the workforce.
- Enhance partnerships to support northern workforce development, particularly in the natural resource economy.

**Performance Measures:** *What success looks like*

**Number of Indigenous Clients Completing Programs**

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

**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 population that is participating in the labour force.

**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.

## 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 towards the goals laid out in Saskatchewan's Growth Plan, 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.

**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.
- Target program investments with training partners to align to current and future jobs in-demand, including mining, manufacturing, nuclear energy, digital transformation and healthcare.
- Create opportunities to connect more individuals with skills development opportunities for jobs in-demand, particularly for Indigenous peoples.

**Strategy:** *The approach we will take to achieve our goal*  
Increase capacity of training providers.

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

- Expand investments in training seats to meet current and future investment attraction needs.

**Strategy:** *The approach we will take to achieve our goal*  
Expand use of work-integrated and experiential learning.

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

- Invest in and increase work-integrated learning opportunities in pre-employment training programs to provide learners with the opportunity to develop new skills and gain practical experience.

**Performance Measures:** *What success looks like*

**Conversions to Employment Post-training**

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

### **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.

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

Increase newcomer recruitment.

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

- Support employers to recruit skilled workers through domestic and international recruitment missions.
- Expand credential recognition and labour mobility services for professionals educated outside of Saskatchewan.
- Strengthen program integrity measures in the immigration system.

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

Expand services for newcomers.

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

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

**Performance Measure:** *What success looks like*

**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.

**Immigrant Retention Rate**

Measures the percentage of immigrants, who arrived in Saskatchewan over the most recent five-year period and remained in the province. Measuring this is important, as it shows how many immigrants are settling successfully 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.

**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 that is participating in the labour force (either employed or looking for work).

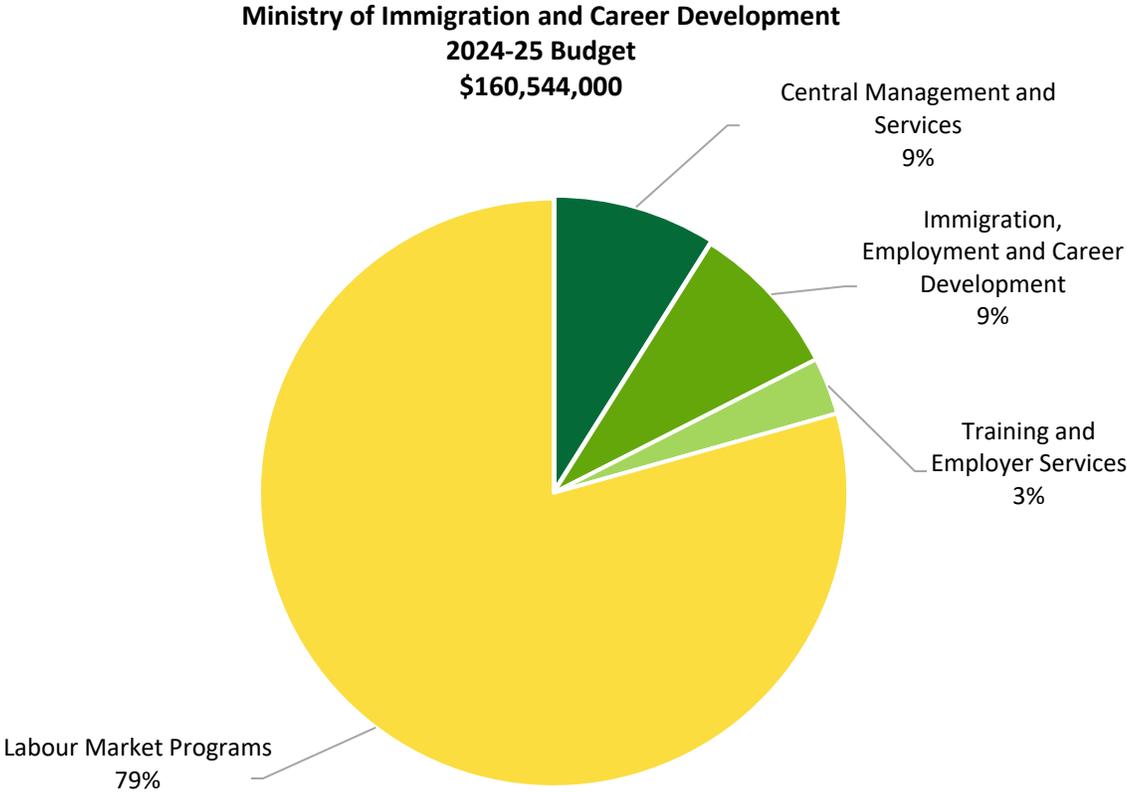
# 2024-25 Improvement and Innovation Highlights



<b>1</b>	Confidence in the immigration system is critical to build Saskatchewan’s vibrant communities and help meet provincial labour market needs. The ministry is introducing legislation to increase provincial autonomy and protect the integrity of the system, which will in turn enhance outcomes for immigrant recruitment and retention.
<b>2</b>	The credential recognition process is often complex and challenging. This year, the ministry is enhancing 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.
<b>3</b>	The existing GED® is over 20 years old and the infrastructure to administer the exam is nearing its end of life. A new pan-Canadian assessment, the Canadian Adult Education Credential (CAEC), will replace the GED® program in spring of 2024. The CAEC will provide 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.

# Financial Summary

<b>Ministry of Immigration and Career Training 2024-25 Estimates</b>		<b>(in thousands of dollars)</b>
<b>(\$160,544,000)</b>		
Central Management and Services		\$14,326
Immigration, Employment and Career Development		\$13,724
Training and Employer Services		\$5,041
Labour Market Programs		\$127,189
<b>Total Appropriation</b>		<b>\$160,280</b>
Capital Asset Acquisition		\$(1,500)
Non-appropriated Expense Adjustment		\$1,764
<b>Total Expense</b>		<b>\$160,544</b>



**Links to More Information**

- [Ministry of Immigration and Career Training](#)
- [Government of Saskatchewan Budget, Planning and Reporting](#)