

BUDGET 2023

GOVERNMENT OF ALBERTA | 2023-26

Ministry Business Plan

Jobs, Economy and Northern Development

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Business Plan 2023-26

Ministry Fact Sheet – Mandate and Structure

The Ministry of Jobs, Economy and Northern Development enhances Alberta's competitive advantage by attracting investment to grow and diversify the economy, attracting and developing a highly skilled workforce, and promoting safe, fair and healthy workplaces.

The ministry's agencies, boards and commissions support northern Alberta communities in realizing their rich potential to strengthen their diverse economies, support the fair resolution of disputes among work site parties, and support a sustainable workers' compensation system through delivery of independent adjudication services.

The department serves as government's driver of economic policy and strategy, delivering programs and creating a policy environment that will help grow Alberta's economy so more Albertans can prosper. Promoting safe, fair and healthy workplaces helps Albertans to succeed at work and supports capital investment and job creation. A key focus for the ministry is building and maintaining relationships with business and industry to promote a Renewed Alberta Advantage. Connecting communities that drive economic activity builds a foundation for businesses and domestic trade to flourish. This important work not only requires collaboration with our industry partners and stakeholders, but also coordination across government.

Alberta's economy is prospering

Alberta has always been attractive to those seeking economic opportunity and prosperity. Focusing on economic development and interconnectedness in northern Alberta benefits the entire province. Major population and economic centres in the north attract investment, which in turn spurs job creation and economic growth opportunities. Collaborating across government on the expansion of economic corridors from Fort McMurray to Grande Prairie to other provinces and territories will facilitate easier trade, transportation and logistics. Economic impact analysis and economic modelling supports work across all regions in Alberta to promote economic growth, attract investment and maintain a competitive business environment. Continuing to grow more diverse sectors, including cultural industries through the Alberta Film and Television Tax Credit, will help attract more investment and jobs.

The Northern Alberta Development Council identifies, promotes and advises on practical measures to advance economic and social development in northern Alberta. It provides a northern lens on existing and proposed government services and programs, while facilitating opportunities for stakeholders to connect and collaborate on northern issues of common interest.

Alberta has a skilled and resilient labour force

The ministry supports Albertans by providing training and re-training programs that help them find and keep a job and succeed in the workplace. Alberta at Work initiatives provide a framework to address current and longer-term labour market challenges including attracting talent, delivering responsive programming and ensuring businesses have access to the skilled workforce required to grow and diversify Alberta's economy. Targeted attraction and retention strategies, including the Alberta is Calling campaign, promote Alberta as a destination of choice for skilled talent from both domestic and international markets. The ministry's Training for Work suite of programs and the Canada-Alberta Job Grant provide support to ensure workers have the skills and knowledge employers need. Robust economic and labour market intelligence facilitates efficient delivery of these programs, which helps to build a workforce that meets the province's short and long-term labour market needs.

Albertans are safe at work and treated fairly in the workplace

Jobs, Economy and Northern Development is focused on ensuring all Albertans can return home safely from work while, at the same time, helping Alberta to be a more attractive and competitive place to work and do business. The ministry collaborates with workers, employers, health and safety associations, industry associations, and labour groups

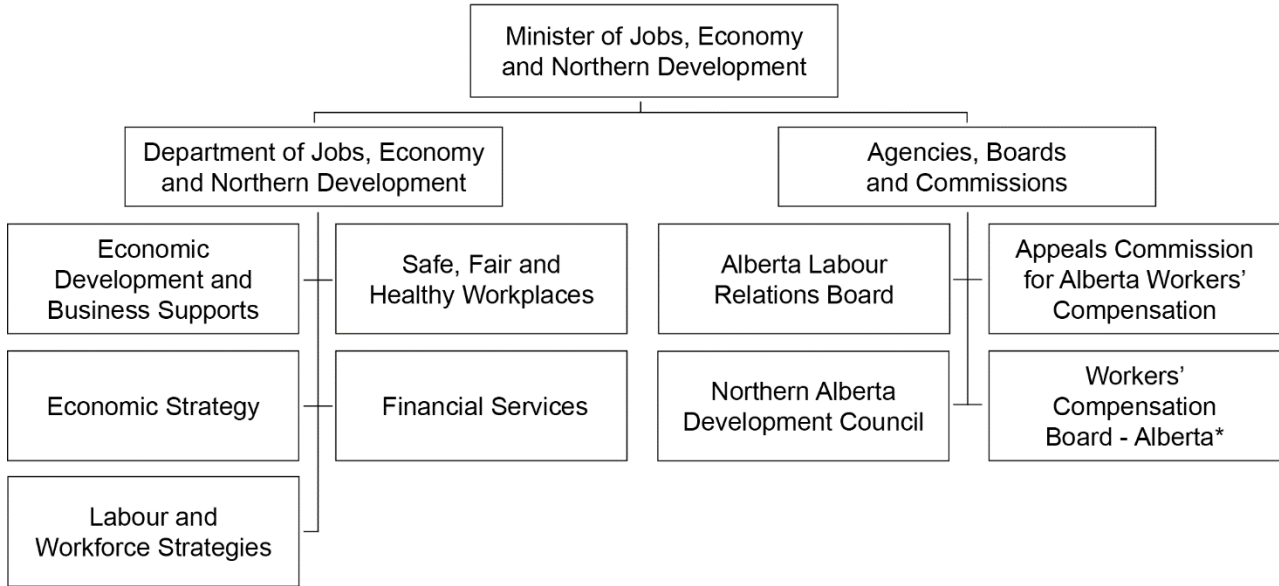
to promote an informed and knowledgeable workforce regarding both rights and responsibilities through efforts such as the Prevention Initiative. The ministry uses an evidence-based approach and research to identify emerging trends and where it deems proactive action would be beneficial. A stable and balanced approach to compliance supports capital investment, job creation and, most importantly, workplaces that are safe, fair and healthy. Reducing workplace illness and injury helps to reduce costs for employers.

Better services for workers, investors and employers

The ministry implements legislative changes and service enhancements that reduce the costs of employment for employers, while maintaining protections for workers.

Balanced, stable and responsive labour laws enhance Alberta’s competitive advantage, support economic growth, protect workers, reduce regulatory burden and promote ease of access to services for Albertans. Alberta’s labour laws not only maintain high standards for health and safety as well as fair workplaces, but also promote the free movement of labour.

Mediation services provided by the ministry support a healthy and robust labour climate in Alberta by supporting unions and employers. The ministry is also responsible for promoting positive labour and management relations throughout Alberta. The Alberta Labour Relations Board is an independent and impartial tribunal responsible for the day-to-day interpretation and application of Alberta’s collective bargaining laws. In addition, the Appeals Commission for Alberta Workers’ Compensation and its programs are committed to fair, efficient and client-focused services that are independent of the Workers’ Compensation Board.



* The Workers’ Compensation Board – Alberta is a separate entity that is also accountable to the minister. The WCB has its own budget and reporting processes.

A more detailed description of Jobs, Economy and Northern Development and its programs and initiatives can be found at: <https://www.alberta.ca/jobs-economy-and-northern-development.aspx>.

The Ministry of Jobs, Economy and Northern Development remains committed to regulatory approaches and program delivery that reduce unnecessary government oversight and emphasizes outcomes, in order to improve access to government services, attract investment, support innovation and competitiveness, and grow Alberta businesses.

Ministry business plans should be considered in conjunction with all budget documents - including the Fiscal Plan, Government Strategic Plan, and Estimates - which work together to provide a complete overview of government’s commitment to responsible fiscal management.

2023-26 - Business Plan

Outcome 1

Alberta’s economy is prospering

Creating jobs and strengthening our economy means all Albertans and families can prosper.

Key Objectives

- 1.1 Work with partner ministries and the Northern Alberta Development Council to enhance economic opportunities in northern Alberta, including the development of economic corridors.
- 1.2 Lead a cross-ministry effort to develop and promote the Renewed Alberta Advantage to continue attracting investment and diversifying the Alberta economy.
- 1.3 Engage with businesses and stakeholders to develop and implement policies that create an environment that attracts investment and job creation opportunities from across Canada and around the world.
- 1.4 Support regional efforts to diversify and grow the economy, attract investment and maintain a positive and competitive business environment.
- 1.5 Deliver programs and tools to support Alberta’s economic growth and diversification, including the Alberta Film and Television Tax Credit.

Initiatives Supporting Key Objectives

- In 2023-24, \$125.0 million in funding is allocated to the Alberta Film and Television Tax Credit.
- \$0.5 million is allocated to the Northern Alberta Development Council Bursary in 2023-24.

Performance Metrics

1.a Performance Measure: Net investment in Alberta film and television productions for every \$1 of Alberta Film and Television Tax Credits (\$ dollars)

This measure demonstrates Alberta’s ability to attract medium and large production firms and corresponding investments, indicating economic capacity and competitiveness within the sector, in alignment with the government’s commitment to grow cultural industries. In 2021-22, every dollar of tax credit attracted \$4 of investment into Alberta productions supporting economic growth and Alberta’s film and television industry.

Targets	2023-24	2024-25	2025-26
	\$4.2	\$4.2	\$4.2

1.b Performance Indicator: Year-over-year change in Alberta’s economic activity (per cent)

This indicator demonstrates the ministry’s success in enabling a competitive investment environment. In 2021-22, the year-over-year change in Alberta’s economic activity was 5.78 per cent.

	2019-20	2020-21	2021-22
Per cent change (year ending in October)	-5.08	7.31	5.78

Outcome 2

Alberta has a skilled and resilient labour force

Ensuring workers have the skills and knowledge employers need helps businesses and the economy grow and thrive.

Key Objectives

- 2.1 Implement Alberta at Work initiatives to address current and longer-term labour market challenges by supporting Alberta’s workforce through responsive programming, attracting talent, and advocating for Albertans.

- 2.2 Deliver responsive training and employment programs that build on and develop skills that enable workers to succeed in our increasingly diverse economy.
- 2.3 Leverage targeted attraction and retention strategies, including Alberta is Calling, to attract talent to Alberta from international markets and markets in Canada and to retain those workers in Alberta.

Initiatives Supporting Key Objectives

- \$96.5 million in funding is allocated to support skills and training support programs in 2023-24.

Performance Metrics

2.a Performance Measure: Outcomes for Training for Work program clients

This measure demonstrates the ministry’s success in assisting clients to transition to employment or further education or training. The target for this measure represents the ministry’s service standard. In 2021-22, 75.5 per cent of clients reported they are either employed or in further training after leaving a skills training program.

Targets	2023-24	70%	2024-25	70%	2025-26	70%
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2.b Performance Indicator: Employment Rate

The employment rate provides an indicator of labour market performance. In 2022, Alberta’s employment rate (proportion of the population aged 15+ that is employed) was 65.1 per cent.

	2020	2021	2022
Employment Rate	60.7%	63.2%	65.1%

Outcome 3

Albertans are safe at work and treated fairly in the workplace

Ensuring Albertans are treated fairly in the workplace and can return home safely from work helps workers and their families prosper. It also helps make Alberta a more attractive place to work and do business.

Key Objectives

- 3.1 Work with stakeholders, employers and workers to implement changes to the Occupational Health and Safety Code to protect the health and welfare of Alberta workers.
- 3.2 Support a coordinated provincial occupational health and safety approach through education and outreach based prevention initiatives, regulatory compliance through proactive, evidence-based inspections, and reactive inspection and investigation programs.
- 3.3 Work with employers and employees to promote compliance with employment standards by providing timely complaint resolution, effective enforcement and assistance to vulnerable workers.

Initiatives Supporting Key Objectives

- In 2023-24, \$64.2 million is allocated to ensuring safe, fair and healthy workplaces.

Performance Metrics

3.a Performance Indicator: Occupational Health and Safety (OHS)

OHS field activities support safe and healthy workplaces with 26,392 field activities completed in 2021-22. Alberta is committed to helping reduce the lost-time claim rate (number of lost-time claims per 100 person-years worked) and the disabling injury rate (number of disabling injuries per 100 person-years worked) by implementing effective prevention programs and labour legislation. Lost-time claims represent work-related injury or illness claims that result in a worker missing work beyond the day they were injured. In 2021, the lost-time claim rate was 1.81. The

disabling injury rate includes claims made for both lost-time and modified work. In 2021, the disabling injury rate was 2.84.

	2019-20	2020-21	2021-22
OHS Field Activities	24,456	35,306	26,392
	2019	2020	2021
Lost-time claim rate	1.56	1.72	1.81
Disabling injury rate	2.69	2.66	2.84

Outcome 4

Better services for workers, investors and employers

Streamlining services for industry, businesses and investors, while maintaining a balanced, stable and responsive set of labour laws, enhances Alberta's competitive advantage and supports economic growth. It also protects workers, reduces regulatory burden and promotes ease of access to services for Albertans.

Key Objectives

- 4.1 Ensure labour legislation, regulation, programs and policies are responsive to meet the needs of employers to enable economic growth and diversification while protecting workers' rights.
- 4.2 Remove barriers and support the growth of entrepreneurs and businesses, by reducing red tape and implementing policy and programs.
- 4.3 Support Alberta industry, businesses, and investors through improved concierge services to navigate approvals and attract investment.
- 4.4 Promote positive labour and management relations and provide effective labour relations dispute resolution services through ministry-appointed mediators.
- 4.5 Provide efficient, timely, effective and consistent services through the Alberta Labour Relations Board.
- 4.6 Provide timely, fair and efficient appeal services independent of the Workers' Compensation Board through the Appeals Commission for Alberta Workers' Compensation.

Initiatives Supporting Key Objectives

- \$4.6 million is allocated to the Alberta Labour Relations Board in 2023-24.
- \$16.9 million is allocated to the Appeals Commission for Alberta Workers' Compensation in 2023-24.

Performance Metrics

4.a Performance Measure: Collective bargaining cases with the assistance of a ministry-appointed mediator

Appointing appropriate and effective mediators so that parties may come to a resolution benefits both employers and workers. In 2021-22, 96.0 per cent of collective bargaining cases with the assistance of a ministry-appointed mediator were settled without a work stoppage.

Targets	2023-24	98%	2024-25	98%	2025-26	98%
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4.b Performance Measure: Alberta Labour Relations Board (ALRB) decisions rendered within 90 days

Timeliness of ALRB decisions supports the principle that justice delayed is justice denied. In 2021-22, 67 per cent of decisions were rendered by the ALRB within 90 days from completion of the hearing(s). The target for this measure represents the level of service the ALRB aims to provide to stakeholders.

Targets	2023-24	85%	2024-25	85%	2025-26	85%
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STATEMENT OF OPERATIONS

(thousands of dollars)

	Comparable		2023-24 Estimate	2024-25 Target	2025-26 Target
	2022-23 Budget	2022-23 Forecast			
REVENUE					
Labour Market Development	72,253	72,253	75,133	75,133	75,133
Premiums, Fees and Licences	1	1	-	-	-
Other Revenue	66,899	64,184	66,799	67,163	67,198
Consolidated Total	139,153	136,438	141,932	142,296	142,331
EXPENSE					
Ministry Support Services	4,361	4,560	4,637	4,665	4,667
Workforce Strategies	213,497	206,604	124,993	127,492	114,232
Safe, Fair and Healthy Workplaces	63,502	60,787	64,648	65,057	65,094
Strategic Economic Partnerships	117,806	115,632	159,958	138,131	138,144
Labour Relations Board	3,947	3,931	4,563	4,594	4,596
Appeals Commission for Alberta Workers' Compensation	17,020	17,020	17,020	17,102	17,110
Ministry Total	420,133	408,534	375,819	357,041	343,843
Inter-Ministry Consolidation Adjustment	(2,000)	(2,000)	(2,000)	(2,000)	(2,000)
Consolidated Total	418,133	406,534	373,819	355,041	341,843
Net Operating Result	(278,980)	(270,096)	(231,887)	(212,745)	(199,512)
CAPITAL INVESTMENT					
Ministry Support Services	-	16	-	-	-
Workforce Strategies	150	1,043	-	-	-
Safe, Fair and Healthy Workplaces	900	900	900	900	900
Strategic Economic Partnerships	2,600	1,530	1,070	-	-
Labour Relations Board	-	16	-	-	-
Consolidated Total	3,650	3,505	1,970	900	900