

GOVERNMENT OF ALBERTA

Immigration and Multiculturalism

Annual Report
2023-24

Alberta 

Immigration and Multiculturalism, Government of Alberta | Immigration and Multiculturalism 2023–2024
Annual Report

©2024 Government of Alberta | Published: June 2024

ISBN 978-1-4601-6071-8

ISSN 2818-3541

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www.alberta.ca

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Preface

The Public Accounts of Alberta are prepared in accordance with the *Financial Administration Act* and the *Sustainable Fiscal Planning and Reporting Act*. The Public Accounts consist of the annual report of the Government of Alberta and the annual reports of each ministry.

On June 9, 2023, the government announced new ministry structures. As part of this, the immigration and multiculturalism responsibilities of the former Ministry of Trade, Immigration and Multiculturalism were transferred to the new Ministry of Immigration and Multiculturalism. The 2023-24 Annual Report reflects the 2023-26 Ministry Business Plans, the Government of Alberta Strategic Plan, as well as the ministry's activities and accomplishments during the 2023-24 fiscal year, which ended on March 31, 2024.

The Annual Report of the Government of Alberta contains Budget 2023 Key Results, the audited Consolidated Financial Statements and Performance Results, which compares actual performance results to desired results set out in the government's strategic plan.

This annual report of the Ministry of Immigration and Multiculturalism contains the Minister's Accountability Statement, the ministry's Financial Information and Results Analysis, a comparison of actual performance results to desired results set out in the Ministry Business Plan. This ministry annual report also includes:

- other financial information as required by the *Financial Administration Act* and *Sustainable Fiscal Planning and Reporting Act*, as separate reports, to the extent that the ministry has anything to report.

All Ministry Annual Reports should be considered along with the Government of Alberta Annual Report to provide a complete overview of government's commitment to openness, accountability, and fiscal transparency.

Minister's Accountability Statement

The ministry's annual report for the year ended March 31, 2024, was prepared under my direction in accordance with the *Sustainable Fiscal Planning and Reporting Act* and the government's accounting policies. All the government's policy decisions as at June 3, 2024, with material economic or fiscal implications of which I am aware have been considered in the preparation of this report.

[Original signed by Muhammad Yaseen Minister of Immigration and Multiculturalism]

Honourable Muhammad Yaseen

Minister of Immigration and Multiculturalism

Message from the Minister



Alberta's government is committed to ensuring our province continues to be a top destination for talented people from all over the globe. The Ministry of Immigration and Multiculturalism's mandate is to attract skilled workers, support new immigrants, and build welcoming, diverse and inclusive communities across our province.

Alberta continues to be a land of great opportunity and Canada's economic engine. Each year, our province draws people from around the world, who bring with them important skills and new perspectives.

Throughout the 2023-24 fiscal year, we remained focused on addressing key labour gaps and retaining workers with the skills Alberta needs for growth and prosperity. Key achievements made last year include:

- a dedicated Healthcare Pathway to help address healthcare staffing challenges, including in rural areas. As of December 31, we nominated 122 in-demand health-care professionals for permanent residence, almost half of whom are destined for rural communities.
- a new Tourism and Hospitality stream, to help the sector address labour challenges and grow Alberta's visitor economy, and
- work on extra measures to increase protections and safeguards for immigrants, and improve immigration fraud detection.

After immigrants arrive, they sometimes need help integrating into life in Alberta. To help support this we provide grant funding for immigrant-serving organizations to provide settlement services, language assessment and English as an Additional Language drop-in services, employment support, and help navigating other services available. We continue to support newcomers through grants to provide mentorship programs, by providing microloans for newcomer professionals to cover professional licensure related expenses and by helping newcomers get their education and training received outside of Canada recognized.

Newcomers not only bring new ideas and skills that help strengthen and grow our economy, they also contribute in many ways to our communities. In recognition of this, we hold a Newcomer Recognition Awards event every year. In October 2023, we celebrated 31 newcomers for their outstanding contributions to Alberta.

Another large part of our work last year was in providing supports for Ukrainian evacuees arriving in Alberta. We did this through grant programs, temporary accommodation support, and waiving fees and prioritizing applications for permanent residence through our Alberta Advantage Immigration Program. As of March 2024, we had welcomed more than 60,000 Ukrainians in 209 communities across our province.

The ministry's mandate includes promoting the value of a multicultural society. Last year, we:

- created the Premier's Council on Multiculturalism, to provide advice on ways to support, inspire and promote cultural diversity and inclusion in Alberta.

- hosted several cultural events such as Black History Month and Lunar New Year, and
- supported cross cultural awareness and exchange through our Ethnocultural Grant Program, funding 182 initiatives by grassroots organizations.

I am extremely proud of our continued Anti-Racism work. Last year, 26 out of 28 recommended anti-racism actions were completed across 25 government ministries. In February 2024, we launched the Alberta Black Advisory Council to provide additional advice to help address anti-Black racism and systemic barriers. Additionally, our Anti-Racism Grant program intake was extremely well subscribed. We funded 49 community anti-racism projects to help increase awareness of racism, its impact, and the challenges faced by Indigenous and racialized groups.

Over the last year, Immigration and Multiculturalism has delivered on our commitment to fill labour gaps through our unique economic immigration programs, support multiculturalism and make our communities even more welcoming and inclusive.

[Original signed by Muhammad Yaseen Minister of Immigration and Multiculturalism]

*Honourable Muhammad Yaseen
Minister of Immigration and Multiculturalism*

Management's Responsibility for Reporting

The Ministry of Immigration and Multiculturalism includes the Department of Immigration and Multiculturalism, the Premier's Council on Multiculturalism, the Alberta Anti-Racism Advisory Council, and the Alberta Black Advisory Council.

The executives of the individual entities within the ministry have the primary responsibility and accountability for the respective entities. Collectively, the executives ensure the ministry complies with all relevant legislation, regulations and policies.

Ministry business plans, annual reports, performance results and the supporting management information are integral to the government's fiscal and strategic plan, annual report, quarterly reports, and other financial and performance reporting.

Responsibility for the integrity and objectivity of the accompanying ministry financial information and performance results for the ministry rests with the Minister of Immigration and Multiculturalism. Under the direction of the Minister, I oversee the preparation of the ministry's annual report, which includes the financial information, performance results on all objectives and initiatives identified in the Ministry Business Plan, and performance results for all ministry-supported commitments that were included in the 2023-26 Government of Alberta Strategic Plan. The financial information and performance results, out of necessity, include amounts that are based on estimates and judgments. The financial information is prepared using the government's stated accounting policies, which are based on Canadian public sector accounting standards. The performance measures are prepared in accordance with the following criteria:

- Reliable – information used in applying performance measure methodologies agrees with the underlying source data for the current and prior years' results.
- Understandable – the performance measure methodologies and results are presented clearly.
- Comparable – the methodologies for performance measure preparation are applied consistently for the current and prior years' results.
- Complete – outcomes, performance measures, and related targets match those included in the ministry's Budget 2023.

As Deputy Minister, in addition to program responsibilities, I am responsible for the ministry's financial administration and reporting functions. The ministry maintains systems of financial management and internal control which give consideration to costs, benefits, and risks that are designed to:

- provide reasonable assurance that transactions are properly authorized, executed in accordance with prescribed legislation and regulations, and properly recorded so as to maintain accountability of public money;
- provide information to manage and report on performance;
- safeguard the assets and properties of the province under ministry administration;
- provide Executive Council, the President of Treasury Board and Minister of Finance, and the Minister of Immigration and Multiculturalism the information needed to fulfill their responsibilities; and
- facilitate preparation of ministry business plans and annual reports required under the *Sustainable Fiscal Planning and Reporting Act*.

Introduction

In fulfilling my responsibilities for the ministry, I have relied, as necessary, on the executives of the individual entities within the ministry.

[Original signed by Akolisa Ufodike Deputy Minister of Immigration and Multiculturalism]

Deputy Minister Akolisa Ufodike, FCPA
Deputy Minister of Immigration and Multiculturalism
June 3, 2024

Results Analysis

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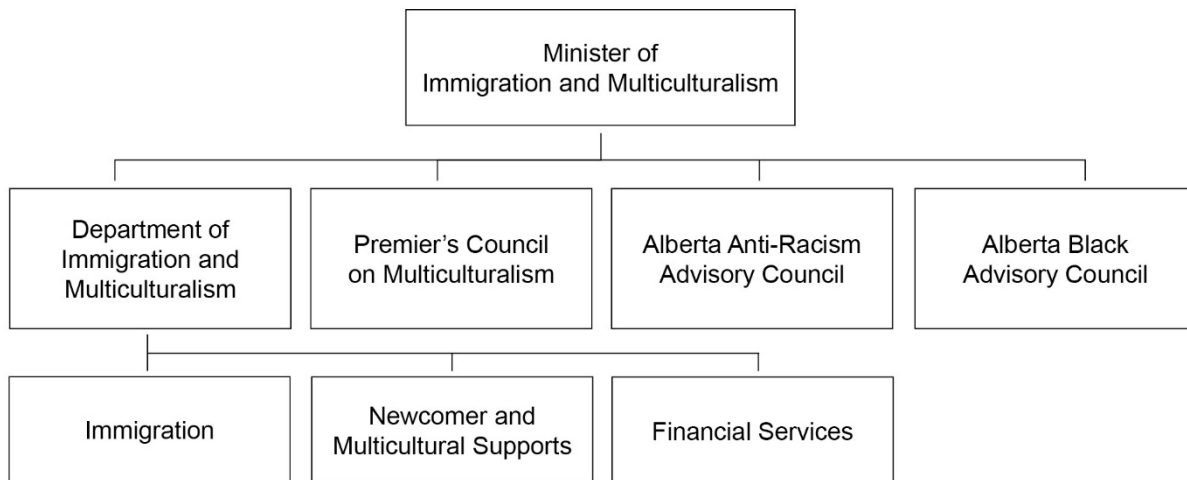
Ministry Overview

On June 9, 2023, the Ministry of Immigration and Multiculturalism was established to attract new immigrants and skilled workers to diversify, strengthen and grow Alberta’s economy and support inclusive, multicultural communities.

The ministry works collaboratively with other government ministries, partners, and businesses to ensure that Alberta’s immigration programming grows Alberta’s labour force to address the province’s labour market needs, including addressing shortages in key sectors through international talent attraction. The ministry provides access to language training, labour market attachment, and settlement services that allow Albertans to fully utilize their education, skills, and experience. The ministry also provides multiculturalism and anti-racism initiatives that foster welcoming and inclusive communities where new and established Albertans of all ethnocultural backgrounds want to live and work in the province.

Organizational Structure

In 2023-24, the ministry consisted of the Department of Immigration and Multiculturalism, the Alberta Anti-Racism Advisory Council, and the Premier’s Council on Multiculturalism. The ministry also created the Alberta Black Advisory Council in February 2024 as part of its mandated priority to establish new working councils to offer advice on addressing systemic barriers and challenges in Alberta’s diverse ethnocultural communities. The councils played a vital role in supporting the department in delivering on its outcomes, objectives, and initiatives, including the various strategies identified in this plan.



Operational Overview

During the reporting period, the department of Immigration and Multiculturalism included three divisions. The responsibilities of these divisions were as follows:

Immigration Division

Develop immigration policies and strategies and deliver programs that attract talent from around the world to address labour gaps and to strengthen and grow the Alberta economy and Alberta communities.

Newcomer and Multicultural Supports Division

Deliver programs and services for newcomers to support their successful integration in Alberta and help foster inclusive communities through multicultural supports and anti-racism initiatives.

Financial Services Division

Provide financial planning, reporting and operations services for the department.

Councils

The ministry of Immigration and Multiculturalism also included three advisory councils that fall under the *Alberta Public Agencies Governance Act*. The advisory councils provide advice to government. Each council has a mandate to support specific needs of the province's diverse ethnocultural communities as follows:

Premier's Council on Multiculturalism

The Premier's Council on Multiculturalism provides advice on ways to support, inspire and promote cultural diversity and inclusion in Alberta. As part of its mandate, the Council will explore ways to promote cross-cultural understanding and celebrate Indigenous and multicultural communities; support innovative cultural initiatives and opportunities for diverse social interactions; increase educational initiatives and public awareness about the importance of diversity; increase opportunities for Indigenous people and newcomers to share their skills and talents and contribute to the growth of Alberta's economy; and create a province where everyone feels they are included and their cultures and heritage are valued.

The Alberta Anti-Racism Advisory Council

The Alberta Anti-Racism Advisory Council provides advice on efforts to combat racism and promote more inclusive and accepting communities across Alberta. As part of its mandate, the Council provides advice to government on ways to: remove systemic barriers to accessing government programs and services; remove language barriers in accessing information; educate and inform Albertans to encourage acceptance and prevent future racism; connect with law enforcement agencies and communities to raise awareness and assist local collaboration across Alberta; and identify strategies and actions to combat racism.

The Alberta Black Advisory Council

The Alberta Black Advisory Council provides advice on how to address specific barriers and systemic challenges faced by the Black community. As part of its mandate, the Council provides advice on developing and implementing initiatives that improve the socioeconomic well-being of Black Albertans; increasing educational initiatives and public awareness on the contributions of Black Albertans; promoting cross-cultural understanding and celebrating Black heritage including during each annual Black History Month; and creating a province where Black Albertans feel safe, valued and have opportunities to fully contribute to the growth of Alberta's economy.

Key Highlights

The Ministry of Immigration and Multiculturalism focused on accomplishing two outcomes identified in the 2023-26 Ministry of Trade, Immigration and Multiculturalism Business Plan:

- International talent is attracted and retained to support Alberta's economy and prosperity.
- Diverse and inclusive multicultural communities are supported and are part of a strong and prosperous Alberta.

Key highlights and results achieved by the Ministry of Immigration and Multiculturalism in 2023-24 include:

- Issued 10,029 nomination certificates for permanent residence in 2023 under the Alberta Advantage Immigration Program (AAIP) supporting all sectors of the economy. Through program fees, the ministry's 2023-24 AAIP revenue totaled \$8.7 million to help offset immigration program costs.
- Launched a Tourism and Hospitality immigration stream under the AAIP to help industry address critical labour shortages in the sector.
- Implemented a Dedicated Healthcare Pathway through the AAIP to streamline immigration processes and help to address healthcare staffing challenges, including in rural areas.
- Supported approximately 18,000 newcomers with educational credential assessments issued by International Qualifications Assessment Service (IQAS). Through applications fees, IQAS generated \$2.4 million in revenue in 2023-24 to help offset the costs of the program.
- Collaborated with the federal government, business community, Ukrainian Canadian community, and settlement organizations to ensure Ukrainian evacuees had access to information and supports to help them settle and integrate into Alberta communities. To this end, in 2023-24 the ministry:
 - Funded agencies to support 3,225 households to receive emergency hotel accommodations with a total funding of \$2.7 million.
 - Provided an additional \$2.1 million to settlement agencies to provide employment and language supports and to address emerging needs to further support Ukrainian evacuees.
- Delivered the Alberta Settlement and Integration Program (ASIP), providing total funding of \$8.1 million to agencies to ensure newcomers have access to English as a Second Language (ESL) assessment and drop-in services, and are provided skill development training with embedded ESL supports, and to help communities build their capacity and readiness to attract and retain newcomers.
- Supported internationally trained professionals by providing employment and mentorship opportunities in partnership with industry and professional regulatory organizations and enhanced access to microloans to help with the cost of securing professional licensure with a total funding of close to \$1.3 million for these initiatives.

-
- Launched two new grant programs, an Ethnocultural Grant Program and an Anti-Racism Grant Program.
 - Under the Ethnocultural Grant Program, 182 projects were funded for a total of \$5.1 million, which helped build capacity for small ethnocultural organizations to deliver initiatives that celebrate and raise awareness of Alberta’s multicultural communities.
 - Under the Anti-Racism Grant program, 49 projects were funded for a total of \$424,000, which helped build capacity for small ethnocultural organizations to deliver initiatives to raise awareness of and address racism.
 - Recognized and celebrated the outstanding contributions and accomplishments of 31 Albertans born abroad with the second annual Alberta Newcomer Recognition Awards
 - Established the Alberta Black Advisory Council to consider the unique needs and challenges facing the Alberta Black community.
 - Published the first annual report on Alberta's Anti-Racism Action Plan, highlighting the 26 actions completed across 25 ministries.
 - Continued to work to reduce regulatory requirements for the ministry’s established programs and services and ensured that any new requirements were kept to a minimum in the development and implementation of new programming. As a result of the collective efforts of all ministries, including Immigration and Multiculturalism, the Government of Alberta achieved its goal of reducing red tape by 33 per cent.
 - In March 2024, the ministry initiated process improvement projects for three streams under the Alberta Advantage Immigration Program and for the International Qualifications Assessment Service to identify opportunities to streamline and continuously improve its programming.

The Ministry of Immigration and Multiculturalism remains committed to regulatory approaches and program delivery that reduces unnecessary government oversight and emphasizes outcomes, to improve access to government services, attract investment, support innovation and competitiveness, and grow Alberta businesses.

Discussion and Analysis of Results

Actions that support the priorities of the Government of Alberta Strategic Plan

Key Priority One, Securing Alberta's Future:

Objective two: Attracting investment and growing the economy.

The ministry supported economic growth, job creation and diversification through the Alberta Advantage Immigration Program streams to attract job-creating entrepreneurs, specialized skills and talent to support Alberta's economic growth.

Detailed reporting found on page 5-6, 12-13, 18-23, 31.

Key Priority Two, Standing up for Albertans:

Objective four: Ensuring an accessible and modernized health care system.

The ministry implemented a Dedicated Healthcare Pathway to streamline immigration processes and help address healthcare staffing challenges, including in rural areas.

Detailed reporting found on page 5, 12-13, 16-21, 26-27.

Key Priority Two, Standing up for Albertans:

Objective eight: Building better communities.

The ministry supported diverse and inclusive multicultural communities and provided support to immigrant-serving organizations to help immigrants settle and integrate into the province.

Detailed reporting found on page 5-6, 11, 12-13, 16-18, 20-22, 26-30.

Outcome One: Alberta's trade and investment interests are advanced to support a strong and prosperous Alberta.

Increase Alberta's international trade and attract investment to the province, and ensure that the province's international trade interests are advanced and protected to enhance Alberta's economic competitiveness, growth and prosperity.

Key Objectives

- 1.1 Enhance Alberta's trade market access in collaboration with partner ministries, and deliver programs and services to help Alberta businesses diversify into new international markets. Deliver newcomer programming so international talent can put their skills to work in Alberta, including by ensuring new Albertans have access to language and settlement services.**
- 1.2 Engage key stakeholders, including businesses and other governments, to promote and support export expansion and investment attraction efforts, and work with partner ministries and Invest Alberta Corporation to deliver programs and path-finding services for prospective investors.**
- 1.3 Advance and defend Alberta's interests with the federal government in the negotiation of international agreements to enhance trade and investment.**

On June 9, 2023, the government announced new ministry structures, including the transfer of the Trade responsibilities of the former Ministry of Trade, Immigration and Multiculturalism to the new Ministry of Jobs, Economy and Trade. Accordingly, responsibility for outcome one and key objectives 1.1, 1.2 and 1.3 were also transferred to that ministry.

Outcome Two: International talent is attracted and retained to support Alberta's economy and prosperity.

Address Alberta's labour market needs through attraction, retention and settlement strategies and the recognition of international credentials.

Key Objectives

2.1 Deliver newcomer programming so international talent can put their skills to work in Alberta, including by ensuring new Albertans have access to language and settlement services.

The ministry delivered and supported various programs and initiatives to help newcomers settle and integrate into Alberta communities and workplaces, including:

Opportunity Alberta Website

The ministry managed the **Opportunity Alberta website** to provide newcomers and prospective immigrants with information on Alberta immigration pathways and streams, and information about relocating to Alberta. In 2023-24 the website received 31,258 visits from people seeking information on settling in the province. The website is available in English and French and also offers a downloadable guide in 15 languages on living, working, settling and starting a business in Alberta. For regulated professionals, there is information about international foreign credential qualification recognition, including a step-by-step process on how to become licensed and work in regulated occupations in the province.

Alberta Newcomer Recognition Awards

On October 12, 2023, the ministry held the second annual **Alberta Newcomer Recognition Awards** to recognize and celebrate remarkable Albertans born abroad who helped make the province a better place socially, economically and culturally. Nominations were open June 10 to July 24, 2023, and evaluated on criteria such as the nominee's overall contributions, how their actions fulfilled a need and affected others, and how they demonstrated leadership. To qualify, nominees must have been born outside Canada but now be permanent residents or Canadian citizens.

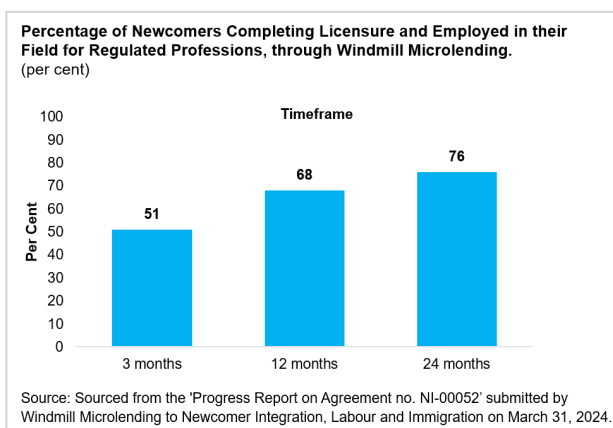
The 2023 awards recognized the achievements of 31 individuals in nine different award categories, including Career and Academics Contribution Award; Entrepreneurial Spirit Award; Inclusive Workplaces Award; Newcomer Champion Award; Senior Spirit Award; Small Community Enhancement Award; Student Inspiration Award; Women's Newcomer Impact Award; and the Young Leader Award.

Newcomer Programming

The ministry also supported newcomers in Alberta by funding agencies to provide settlement, integration, language assessment, and English language drop-in services. Newcomer labour market integration needs were addressed by providing mentorship opportunities, licensure support, community capacity building, and system improvement.

- Through **Supports for Newcomer Integration grants**, the ministry provided \$4.9 million to agencies to deliver settlement and language supports and services. As the federal government also plays a role in providing newcomers settlement and language supports, the ministry continued to collaborate with Immigration, Refugees and Citizenship Canada to minimize overlap and duplication when funding immigrant settlement agencies.

- Through **Settlement, Integration and Language Projects grants** the ministry invested \$3.2 million in initiatives to help communities develop their capacity and readiness to attract and retain newcomers and to fund training projects that provide skill development with embedded English as a Second Language supports for underemployed and unemployed newcomers.
- The ministry continued to monitor 11 multi-year projects funded over 2021-22 and 2022-23 through the **Alberta Immigrant Mentorship Innovation Grant (AIMIG)**. AIMIG supports organizations in delivering career mentorship programs to help newcomers find meaningful employment based on their work experience, education, and skills, and falls under the **Foreign Qualification Recognition (FQR) Program**. The 11 AIMIG projects are expected to help over 1,800 internationally trained newcomers to find meaningful employment based on their work experience, education and skills for the period between 2022 and 2026.
- The **Microloan Initiative** also falls under the FQR Program and includes the Servus-Bredin Microloan Pilot and Windmill Microlending projects. The Microloan Initiative supports the administrative costs of these two projects that provide microloans of up to \$15,000 to help newcomer professionals with the costs of upgrading and certification to enable them to work in their occupation in Alberta.
 - The five-year Servus-Bredin Microloan Pilot was launched in 2020 and provided total funding of \$500,000 to support administrative costs and data collection for evaluation. In 2023-24, the Servus-Bredin Microloan Pilot entered its last phase, with continued support and advice to borrowers and completing follow-ups with loan recipients for evaluation purposes.
 - The three-year project with Windmill Microlending was launched in 2022 and provides total funding of \$1,041,000 (\$347,000 per year) to support administrative costs. An additional \$150,000 was funded in 2023-24 to enhance support for administrative costs associated with delivering services to a higher number of Albertan newcomer clients than expected. To date, approximately 869 newcomer professionals have been supported through Windmill Microlending initiative, helping to ensure they were able to apply their education and experience in their chosen field in Alberta. Within 24 months of completing their licensure with the assistance of microloans through the Windmill Microlending, 76 per cent of newcomers were employed in their regulated profession. Windmill Microlending has another year to provide microloans to internationally trained professionals.



2.2 Deliver the Alberta Advantage Immigration Program, including by working with the federal government to significantly expand the number of immigrants accepted under the program, and develop or promote pathways to support the dynamic needs of Alberta's economy and labour market.

The Alberta Advantage Immigration Program (AAIP) is an economic immigration program that helps strengthen and grow the province's economy by attracting talented, in-demand workers to fill labour gaps, as well as entrepreneurs wanting to start or grow a business. The ministry created specific streams and pathways to support labour gaps in rural Alberta, and address labour shortages in critical sectors such as health care, technology, tourism and hospitality.

AAIP has a eight separate streams:

- **Alberta Opportunity Stream:** for qualified candidates who live and work in Alberta and have a job offer from an Alberta employer.
- **Alberta Express Entry Stream:** offers expedited processing for targeted provincial priorities or sectors and includes Family Connection and Occupation in Demand, Accelerated Tech Pathway, Dedicated Healthcare Pathway and Priority Sectors.
- **Rural Renewal Stream:** supports rural economic development through a two-step process whereby communities first apply for designation; if approved, a designated community can then endorse candidates for nomination who have a full-time job offer from an Alberta employer.
- **Tourism and Hospitality Stream:** helps the sector attract and retain experienced workers to help strengthen and grow Alberta's visitor economy.
- **Rural Entrepreneur Stream:** for entrepreneurs wanting to start a business or buy an existing business in a participating rural Alberta community.
- **Graduate Entrepreneur Stream:** for international students who have graduated from a publicly funded Alberta postsecondary institution and want to start a business or buy an existing business.
- **Farm Stream:** for experienced farmers who plan to buy or start a primary production farm in Alberta.
- **Foreign Graduate Entrepreneur Stream:** attracts foreign graduates from outside of Canada who want to start or buy an existing business and are recommended by a designated agency.

The dedicated Tourism and Hospitality Stream was launched March 1, 2024. 194 complete applications were received and 31 nominations issued under this new stream between March 1 and March 31, 2024.

Individuals nominated through AAIP, may apply for permanent residence together with their spouse or common-law partner, and dependent children. Immigration, Refugees and Citizenship Canada manages and makes final decisions on all permanent residence applications. AAIP operations are supported in part by a program fee. In 2023-24, AAIP program fee revenue totaled \$8.7 million. This revenue does not include \$528,000 in program fees reimbursed to Ukrainian nationals, as part of the ministry's supports for Ukrainian evacuees.

Nomination Allocations

The federal government grants each province and territory an allocation of permanent resident nominations for the calendar year, as well as notional allocations for future years. Each year, the ministry requests allocations that reflect Alberta's economic and labour needs. The nomination allocations from the federal government serve as the targets for the overall program and are distributed across AAIP's eight streams.

In 2023, Alberta was granted 9,750 nominations, a 50 per cent increase to the 2022 allocation of 6,500, and agreement on notional increases for 2024 (10,140) and 2025 (10,849). The ministry was able to exceed its 9,750 allocation by issuing 279 additional nominations for a total of 10,029 nominations as permitted under Immigration, Refugees and Citizenship Canada's administrative buffer for the Express Entry Stream.

More Opportunities to Attract Immigrants

The ministry implemented new pathways and initiatives under the AAIP Express Entry Stream to help make Alberta more competitive in attracting in-demand workers and entrepreneurs to become permanent residents. Priority processing was implemented for in demand occupations such as tech workers (Accelerated Tech Pathway), healthcare workers (Dedicated Healthcare Pathway), Rural Renewal Stream applicants, and Ukrainian evacuees. The family connection initiative was launched to facilitate opportunities for applicants in high demand occupations with an immediate family member living in Alberta.

Under Alberta's new Dedicated Healthcare Pathway, 122 nominations were issued in 2023, including 19 for family physicians, 52 for registered nurses and 51 for other eligible healthcare professionals authorized to practice in Alberta.

The ministry also continued to support French-speaking newcomers under the AAIP by accepting applications and communications in French. French-speaking AAIP staff were also available to communicate with French-speaking candidates during the assessment of their application.

2023 Nominations Issued

In 2023, the ministry issued the following number of nominations under AAIP streams and pathways active during the calendar year:

AAIP Nominations Issued by Stream	Number of Nominations
Alberta Opportunity Stream	4,971
Alberta Express Entry Stream	4,179
<i>Accelerated Tech Pathway</i>	1,996
<i>Dedicated Healthcare Pathway</i>	122
<i>Family connection</i>	1220
<i>General</i>	36
<i>Sector Priority - Agriculture</i>	71
<i>Sector Priority - Construction</i>	189
<i>Sector Priority - Tourism and Hospitality</i>	545
Rural Renewal Stream	875
Graduate Entrepreneur Stream	1
Foreign Graduate Entrepreneur Stream	0
Rural Entrepreneur Stream	1
Farm Stream	2
Total Certificates Issued	10,029

Support for Rural Alberta

The ministry implemented improvements to the AAIP Rural Entrepreneur and Rural Renewal streams in April 2023, to help Alberta's rural communities remain vibrant and grow.

- The requirement for a letter from a settlement agency was removed under the Rural Renewal Stream to help make it easier for rural communities to attract, recruit and welcome newcomers based on local needs. In 2023, the Rural Renewal Stream had 83 designated community participants and issued 875 nominations to support the labour needs in those designated communities.
- The investment threshold for the Rural Entrepreneur Stream was reduced from \$200,000 to \$100,000 to enable additional qualified entrepreneurs to establish or purchase an existing business in participating rural Alberta communities, in alignment with investment requirements under entrepreneur streams in other jurisdictions. In 2023, the Rural Entrepreneur Stream had 53 rural communities with 21 entrepreneurs approved to own and operate businesses, for one year in order to become eligible for nomination in 2024. In comparison, one eligible entrepreneur was issued a nomination certificate in 2023.

The ministry also expanded the **Alberta Settlement and Integration Program** in 2023-24 to include a Building Community Capacity Stream to provide settlement, integration and language projects grants to support communities interested in being designated or that were already designated community participants under the AAIP Rural Renewal Stream. In total, four Rural Renewal Stream designated communities received funding through the Building Community Capacity Stream under the Alberta Settlement and Integration Program. The funding will support projects to enhance the capacity of local communities and employers to attract, welcome and retain newcomers through increased awareness, knowledge and ability to support the settlement and integration process of newcomers, and to ensure the community is welcoming and inclusive. The Dedicated Healthcare Pathway was launched in April 2023 to attract medical professionals to Alberta. Under this new pathway, up to 30 per cent of Alberta's Express Entry Stream allocation in 2023 was reserved for health-care professionals with an Alberta job offer from a health-care sector employer and who met the requirements to work in one of the eligible health occupations. Of the 122 nominations issued under this pathway, 58 were for healthcare professionals either destined for or connected to jobs outside of Calgary and Edmonton, including 8 family physicians, 25 registered nurses and 25 other eligible healthcare professionals.

Enhanced Immigration Fraud Measures

Immigration fraud is an ongoing issue in Canada and for other jurisdictions around the world. The ministry identified an increase in immigration fraud from applicants to the AAIP in the 2023 calendar year. Fraud or misrepresentation confirmed by AAIP increased 150 per cent, year-over-year, from the number of confirmed fraud or misrepresentation cases in 2022. The ministry continued to take steps to address this issue, including:

- Participation in the federal-provincial-territorial Anti-Fraud Working Group meeting in December 2023 to share information and learn more from other jurisdictions on fraud detection techniques, fraud trends, reporting methodology and investigation methodology.
- Strengthening existing anti-fraud mechanisms and requirements to verify job offer eligibility and validation thresholds in March 2024, to increase protections for immigrants and better safeguard positive economic immigration outcomes.

2.3 Work with partner ministries to address Alberta's labour market gaps for the benefit of Albertans and support recognition of international credentials.

Throughout 2023-24, Immigration and Multiculturalism worked closely with its partner ministries to address labour market challenges, including collaborating with 18 ministries on an initiative led by Jobs, Economy and Trade to support the development of a job attraction strategy and to seek cross-ministry solutions to labour shortages.

The ministry also collaborated with other ministries, including Advanced Education and Jobs, Economy and Trade, and engaged with government and non-government representatives internationally to promote Alberta and streamline talent attraction to the province. The ministry worked with Alberta's international offices to support Alberta's international presence, with a key focus on talent attraction. A talent attraction approach was developed by the ministry for Alberta, that includes identification of the province's labour needs and international markets that that could serve to meet those needs, promoting Alberta as a destination for international labour migration, particularly in areas of labour shortage, and organizing international talent attraction missions.

Newcomer Language and Integration Support

Under the umbrella of the **Alberta Settlement and Integration Program** the ministry funds ongoing settlement and language services to support newcomers' integration while they live and work in Alberta. This includes naturalized Canadian citizens and temporary residents who hold a work permit under the Temporary Foreign Worker program, International Mobility Program, Post-Graduation Work Permit program and Refugee Claimants. In 2023-24, 36,694 newcomers accessed settlement, language assessment and English as Second Language drop-in services.

Ongoing services and projects are provided through two grant streams under the program, Supports for Newcomer Integration and Settlement, Integration and Language Projects, as reported under Key Objective 2.1:

- **Supports for Newcomer Integration grants** fund ongoing settlement and language services to support newcomers' integration into life in Alberta. Effective April 1, 2022, the department signed two-year agreements with 15 organizations across Alberta to deliver support for newcomer integration services that complement federal funding, with a total funding of \$9.7 million over two years (\$4.8 million in 2022-23 and \$4.9 million in 2023-24). The ministry amended these grant agreements, extending them for a third year through 2024-25 to ensure that services continued to be provided until new grant agreements can be established.
- **Settlement, Integration and Language Projects grants** respond to emerging settlement needs such as system improvement, capacity building, labour market attachment, and other government priorities. In 2023-24, the department signed grant agreements with 14 organizations across Alberta to fund initiatives to help communities develop their capacity and readiness to attract and retain newcomers and to fund training projects that provide skill development with embedded English as a Second Language supports for underemployed and unemployed newcomers. Total funding for these projects was \$3.2 million for 2023-24.

Auto-credentialing

Auto-credentialing aims to enable regulatory bodies to review their registration and assessment practices, identifying areas for process improvements. Newcomers who want to work in jobs that require a license or certificate must have their international skills, education and work experience recognized. The licensure process can take a long time. Increasing auto-credentialing can expedite foreign credential recognition but requires engagement with professional regulatory organizations to ensure it can be achieved within their registration and assessment pathways.

Immigration and Multiculturalism was mandated to work with Advanced Education to increase and accelerate auto-credentialing for workers from national and international jurisdictions with similar standards. As a crucial first step, the ministry worked with Advanced Education and other partners to establish a common understanding of auto-credentialing and its implementation within professional regulatory organizations' registration and assessment pathways.

International Qualification Assessment Service (IQAS)

For newcomers wanting to work or study in Alberta, the ministry's IQAS program offers assessments and issues certificates comparing international educational credentials to Canadian educational credentials. IQAS also supports employers, professional regulatory organizations, and post-secondary institutions in making informed, fair and consistent qualification recognition decisions and supports economic growth by offering qualification assessments for newcomers so they can put their skills to work in Alberta.

IQAS developed country specific resources on international education systems which are publicly available on the IQAS website, offered webinars to stakeholders, and provided support for over 100 enquiries from stakeholders. Over 50 regulatory bodies and 30 post-secondary institutions in Alberta use IQAS assessments as part of their licensure or admission process.

In 2023-24, approximately 18,000 assessments were completed by IQAS to provide newcomers with supporting documentation necessary to help them secure jobs, access post-secondary and licensure processes. The ministry continued to make the IQAS program accessible to francophone clients by providing information in French on the program website.

Outcome Two Performance Metrics

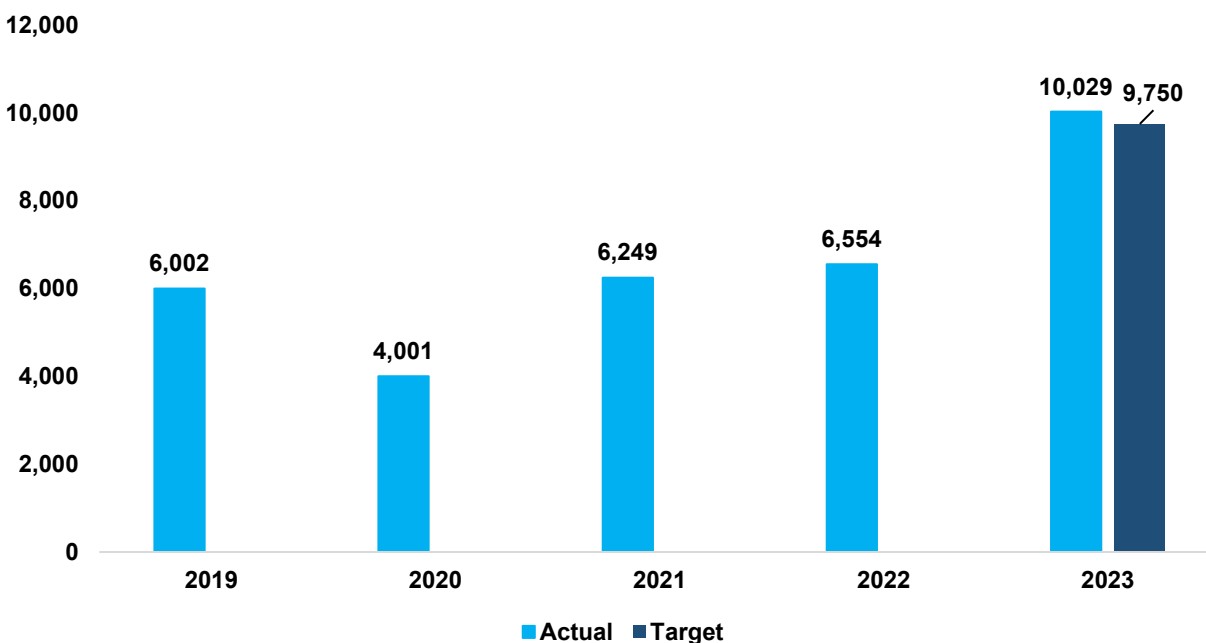
Performance measure 2.a: Number of nomination certificates issued by the Alberta Advantage Immigration Program (AAIP) based on the allocation and within the parameters permitted by Immigration, Refugees and Citizenship Canada (IRCC) (number).

This measure demonstrates the ministry's ability to maximize the number of nomination certificates towards permanent residence in Alberta issued to people with the skills needed to address the province's labour market needs and economic growth through the AAIP. Data and reporting for this measure are based on the calendar year.

For the 2023 calendar year, the federal government allocated 9,750 nomination certificates to Alberta. The 2023 target for this measure was based on the federal allocation. The ministry exceeded this target for the AAIP by 279 nomination certificates, issuing a total of 10,029 nomination certificates in 2023. The ministry was able to capitalize on an administrative buffer allowed by the federal government for certain types of nomination certificates under the Express Entry stream, thereby maximizing the nomination allocation made available to the province through the AAIP.

Number of nomination certificates issued by Alberta Advantage Immigration Program (AAIP), based on the allocation and within the parameters permitted by Immigration, Refugees and Citizenship Canada (IRCC).

(number)



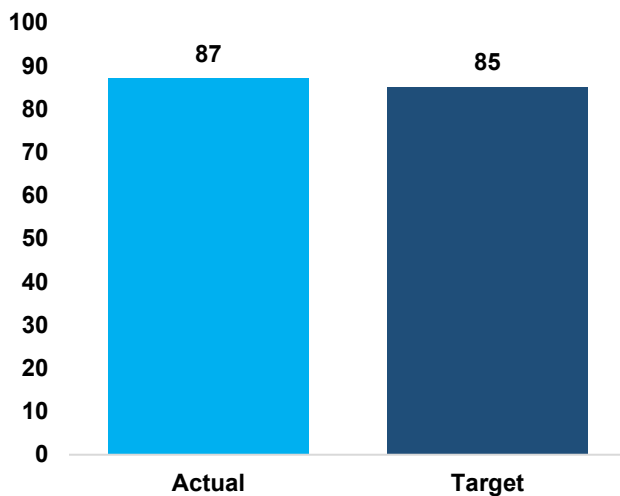
Source: Alberta Advantage Immigration Program.

Performance Measure 2b: Percentage of International Qualifications Assessment Service (IQAS) domestic applicants who are satisfied with the services received (per cent).

This measure provides an indication of how well IQAS meets its clients' expectations for the services provided through the program that intended to help the clients receive recognition for education earned outside Canada, to help enable employment, begin licensure processes, or continue further studies.

The ministry conducted a survey of clients who obtained international education and applied for IQAS assessments to gauge their satisfaction with IQAS and how the IQAS assessment supported their employment, educational and professional goals. In 2023-24, 87 per cent of respondents indicated overall satisfaction with services they received from IQAS. Overall client satisfaction with IQAS services increased slightly for the 2023-24 survey year compared with previous survey results from 2021-22. Ongoing process improvements to create a more convenient and efficient process for submitting documents to IQAS have enhanced the overall experience for clients and likely contributed this increase in client satisfaction.

Percentage of International Qualifications Assessment Service (IQAS) domestic applicants who are satisfied with the services received.
(per cent)



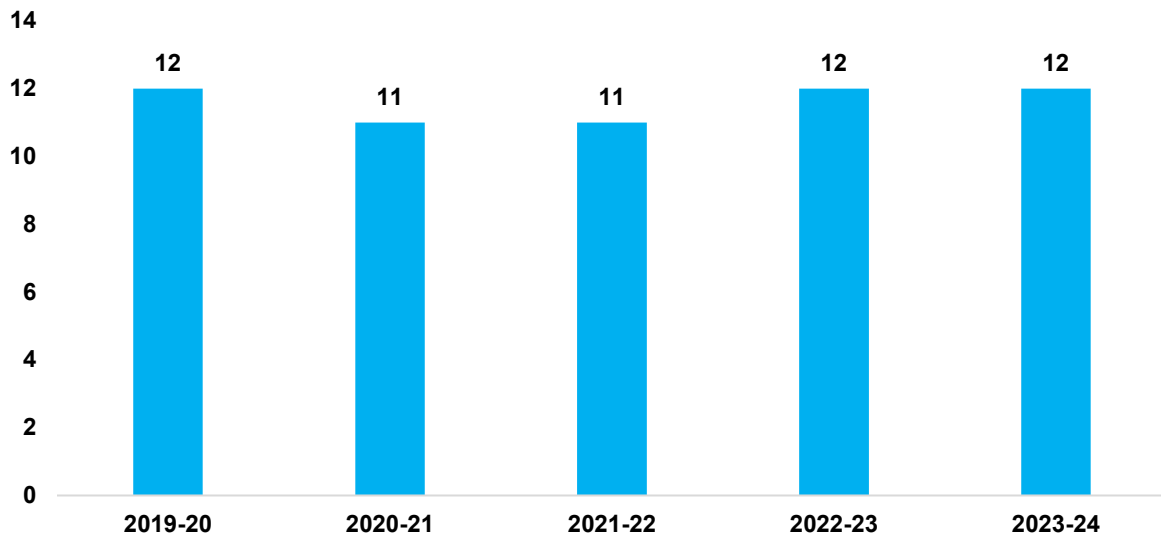
Source: IQAS Client Satisfaction Survey.

Performance Indicator 2.c: Alberta's percentage share of the total number of permanent residents in Canada (per cent).

Alberta's share of permanent residents is an indicator of the province's ability to attract international talent compared to the rest of Canada. A percentage share that is equal to or greater than Alberta's population relative to the rest of Canada is an indicator of the province's success.

In 2023-24, out of the 447,935 permanent residents who arrived in Canada, Alberta welcomed 55,790. Alberta's share of the total number of permanent residents in Canada in 2023-24 was 12 per cent. From 2019-20 to 2023-24, the province's share of total number of permanent residents ranged from 11 to 12 per cent, rounded to the nearest percentage. These results indicate a consistent and stable trend that is consistent with the proportion of Alberta's population relative to the rest of Canada.

Alberta's percentage share of the total number of permanent residents in Canada. (per cent)



Source: Immigration, Refugees and Citizenship Canada Monthly Updates.

Outcome Three: Diverse and inclusive multicultural communities are supported and are part of a strong and prosperous Alberta.

Build inclusive communities in Alberta through multicultural supports and anti-racism initiatives to help ensure people from diverse ethnocultural backgrounds want to live and work in Alberta.

Key Objectives

3.1 Promote welcoming and diverse communities, including through enhanced funding for ethnocultural communities and organizations, and with the advice from the Premier's Council on Multiculturalism.

The **Premier's Council on Multiculturalism** was established in April 2023 under the ministry to provide advice on ways to support, inspire and promote cultural diversity and inclusion in Alberta. The council subsequently formed three working groups to focus on specific topics related to its mandate:

- **Cultural and faith-based holidays** working group to provide recommendations on the mandate item to permit Alberta's cultural community members the flexibility to observe major holidays more easily without placing undue hardship or expense on Alberta businesses.
- Education working group to provide greater **education and public awareness** about the importance of diversity.
- A working group to support **innovative cultural initiatives and opportunities** for diverse social interactions.

In March 2024, the Premier's Council on Multiculturalism, provided recommendations on the observance of major ethnocultural holidays for consideration by the government. The ministry subsequently initiated work with Jobs, Economy and Trade, the ministry responsible for Alberta's Employment Standards Code, to assess the recommendations for potential implementation.

In February 2024, the ministry established the **Alberta Black Advisory Council**, in support of its mandated priority to work with Premier's Council on Multiculturalism and the Premier's Office to establish new working councils to offer advice on addressing systemic barriers and challenges in Alberta's diverse ethnocultural communities. The Alberta Black Advisory Council will provide advice to government to address anti-Black racism and systemic barriers faced by Black Albertans, and on initiatives to improve their socioeconomic wellbeing, and promote cross-cultural exchange and understanding.

The Alberta Black Advisory Council's role differs from that of other councils, as it is focused specifically on providing advice to support the Black community, a group that has experienced barriers and challenges in education, employment, health, housing and over-representation within the justice system. While Black Canadians currently make up less than five per cent of Alberta's population, Alberta has the third highest Black population in Canada and had the highest growth rate outside of the territories between 2001 and 2021.

The Alberta Black Advisory Council was created in February 2024, to provide advice to government on addressing anti-Black racism and systemic barriers.

Ethnocultural Grant Program

The ministry launched the **Ethnocultural Grant Program** in December 2023, to support

community initiatives that foster and promote Alberta's multicultural diversity and inclusivity, and support Indigenous communities in celebrating and sharing their historical and cultural heritage. The program is focused on building the capacity of small ethnocultural and Indigenous communities and organizations to create opportunities for intercultural connections and celebrate diversity.

The Ethnocultural Grant Program has two funding streams:

- **Stream 1 – Intercultural Connections** to create opportunities for intercultural connections with ethnocultural and Indigenous groups, and
- **Stream 2 – Celebrating Diversity** to support performance, displays and expressions of ethnocultural and Indigenous groups.

Applications for both streams of the Ethnocultural Grant Program closed on January 26, 2024, with a total of 380 applications received. In 2023-24, 182 applicants received \$5,139,969.50 in funding through the program, with 99 organizations receiving funding under Stream 1, Intercultural Connections, and 83 organizations receiving funding under Stream 2, Celebrating Diversity.

3.2 Assist Ukrainian evacuees fleeing Russia's invasion of Ukraine through the provision of emergent supports and services to help them settle and integrate into communities across the province.

The ministry continued to lead the government response and provided critical assistance to Ukrainian evacuees fleeing Russia's invasion of Ukraine through emergency supports and services to help them settle and integrate into communities across the province. In 2023-24, the government spent more than \$93 million to provide a suite of services to Ukrainian evacuees, encompassing settlement aid, language support, emergency financial aid and housing, childcare, education, and healthcare.

The ministry worked closely with partner ministries and Immigration, Refugees and Citizenship Canada to support Ukrainian evacuees with programs and services to help them settle and work in Alberta. The ministry also provided access to provincial emergency hotel accommodation in Calgary, Edmonton, Red Deer, Lethbridge, and Medicine Hat.

In 2023-24, the ministry provided funding to assist 3,225 households in obtaining emergency hotel accommodations, totaling \$2.7 million. An additional \$2.1 million was provided for 19 grants supporting 21 projects to agencies to deliver language and employment supports and address the emerging needs of Ukrainian evacuees.

As of March 28, 2024, over 59,165 Ukrainian evacuees have registered with Alberta Health in 205 communities across the province. This number represents approximately 20 per cent of all visa holders who have arrived in Canada.

3.3 Advance the province's anti-racism initiatives with advice from the Alberta Anti-racism Advisory Council.

The ministry led initiatives to address systemic barriers and challenges faced by racially marginalized and Indigenous peoples including:

- Providing advice, through the Alberta Anti-Racism Advisory Council, on efforts to combat racism and promote more inclusive and accepting communities across Alberta.

- Coordinating cross-ministry efforts through Alberta’s Anti-Racism Action Plan.
- Providing funding for community organizations to undertake anti-racism education and capacity building initiatives through the Anti-Racism Grant program.
- Establishing the new Alberta Black Advisory Council to consider the unique needs and challenges of Alberta’s Black community.

Anti-Racism Initiatives

The **Alberta Anti-Racism Advisory Council** was established to provide insight and advice on addressing racism from those with lived experience. In 2021, the Council submitted 48 recommendations to government on actions to address racism. These recommendations informed the development of Alberta’s Anti-Racism Action Plan, government’s roadmap to combat racism, promote social inclusion and celebrate diversity and multiculturalism.

Alberta’s **Anti-Racism Action Plan** commitments continued to be implemented through 2023-24. In December 2023, the first annual report on the plan was published highlighting the 26 out of 28 anti-racism actions that have been implemented across 25 ministries between July 2022, when the plan was first implemented, and July 2023.

Actions highlighted in the first annual report on the Anti-Racism Action Plan include:

- Establishment of a new grant program to address racism and discrimination and enable Albertans to recognize and value cultural differences and heritage through Immigration and Multiculturalism’s Multiculturalism and Anti-Racism Grant program.
- Creation of a Premier's Council on Multiculturalism to provide advice on ways to support, inspire, and promote cultural diversity and inclusion in Alberta.
- Development and implementation of a Newcomer Recognition Awards program to celebrate and share the success of newcomers and immigrants from diverse cultural groups.
- Albertans engaged for their perspectives on diversity and anti-racism through an online survey, in-person engagement sessions and through the Anti-Racism Community Engagement Grant.
- Appointment of two hate crimes community liaisons.
- Institution of government-wide training and support initiatives, including Respect in the Workplace and Unconscious Bias training, and the Indigenous and Visible Minority Mobility Program.

New Grant Programs

At the advice of the Alberta Anti-Racism Advisory Council, the ministry's previous Multiculturalism and Anti-Racism Grant Program was separated into two grant programs in late 2023: the **Ethnocultural Grant Program** and the **Anti-Racism Grant Program**. This action recognized that multiculturalism and anti-racism are distinct concepts.

As reported under Key Objective 3.1, the Ethnocultural Grant Program supports community initiatives that foster and celebrate Alberta's multicultural diversity and inclusivity.

The **Anti-Racism Grant Program** was launched in December 2023, to increase awareness of racism and its impacts, the challenges faced by Indigenous and racialized groups, and to support community anti-racism initiatives. It helps to grow the capacity of small ethnocultural communities and organizations across Alberta to develop and deliver anti-racism projects. The program has two objectives: promoting awareness of racism and the impacts of racism faced by Indigenous and racialized groups; and enabling community organizations to develop their ability to support anti-racism projects.

The Anti-Racism Grant Program has two funding streams:

- **Stream 1** projects are required to support outcomes under either one of the two program objectives, and
- **Stream 2** projects are required to support outcomes listed under both of the two program objectives.

Applications for both streams of the Anti-Racism Grant Program closed on February 9, 2024, with a total of 142 applications received. In 2023-24, 49 organizations received a total of \$424,000 in funding. Thirteen organizations received funding under Stream 1 and 36 organizations received funding under Stream 2.

Multicultural Events and Celebrations

The ministry actively participated in and hosted various multicultural events within the province, including the government-led Lunar New Year and Black History Month celebrations in Calgary and Edmonton in 2024. These events showcased Alberta's commitment to promoting diversity and inclusivity within the province through meaningful engagement in cultural festivities and initiatives.

The ministry launched the Ethnocultural Grant Program and the Anti-Racism Grant Program to build the capacity of small ethnocultural and Indigenous communities and organizations to foster and promote Alberta's multicultural diversity and inclusivity and help address racism.

Outcome Three Performance Metrics

Performance Indicator 3.a: Year-over-year change in the number of complaints of discrimination against race/colour/ancestry/origin/religious beliefs received by the Alberta Human Rights Commission (per cent).

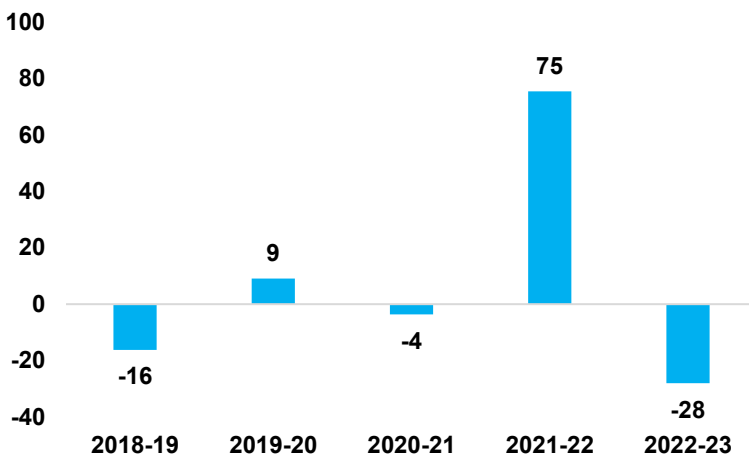
The frequency of reports regarding race/colour/ancestry/origin/religious beliefs received by the Alberta Human Rights Commission provides insight into Albertans’ experience of discrimination based on these grounds and is an indicator of inclusivity and acceptance of diverse ethnocultural communities across the province.

In 2022-23, the grounds of race/colour/ancestry/origin/religious beliefs were cited 571 times in complaints of discrimination made to the Alberta Human Rights Commission, resulting in a decrease of 28 per cent compared to citations in 793 complaints in 2021-22.

The number of times the grounds of race/colour and ancestry/origin were cited in complaints did not change significantly from 2021-22 to 2022-23. However, the number of complaints of discrimination against religious beliefs decreased from 378 in 2021-22 to 201 in 2022-23.

Year-over-year change in the number of grounds citing discrimination in race/colour/ancestry/origin/religious beliefs in complaints received by the Alberta Human Rights Commission.

(per cent)



Source: Annual reports, Alberta Human Rights Commission.

Performance Measure and Indicator Methodology

Performance Measure 2.a: Number of nomination certificates issued by Alberta Advantage Immigration Program (AAIP), based on the allocation and within the parameters permitted by Immigration, Refugees and Citizenship Canada (IRCC) (number).

Prior Years' Results				2023 Target	2023 Actual
2019	2020	2021	2022		
6,002	4,001	6,249	6,554	9,750	10,029

Source: Alberta Advantage Immigration Program

AAIP's Client Relationship Management (CRM) system is used for the AAIP application and approval processes. The CRM system is used to communicate with IRCC for adjustment, validation, and reporting of nomination certificates. If an applicant meets AAIP requirements, the program officer approves the application by entering the date of approval into the Certificate Issued date field of CRM, along with posting a case note in CRM advising the application is approved. The nomination certificate is emailed to the principal applicant, and the applicant is responsible for submitting an application for permanent residence. The number of certificates issued is generated based on the CRM certificate issued date field. Data and reporting are based on the calendar year.

Targets are based on departmental expectation that AAIP will meet its allocation for each calendar year. Alberta sought 13,000 nominations for use in 2023 and was granted with a 50 per cent increase of 9750 up from 6,500 nominations in 2022. IRCC accommodated this increase as its levels plan allowed for increased permanent residence admissions under the Provincial Nominee Program. In 2023, the AAIP issued 10,029 nomination certificates, meeting its annual target of 9,750 certificates along with issuing an additional 279 Express Entry nominations as permitted under IRCC's administrative Express Entry buffer, available to all provincial nominee programs each year.

Performance Measure 2.b: Percentage of International Qualification Assessment Service (IQAS) domestic applicants who are satisfied with the services received (per cent)

Prior Years' Results				2023-24 Target	2023-24 Actual
2019-20	2020-21	2021-22	2022-23		
88	--	86	--	85	87

Source: International Qualification Assessment Service.

Data for this performance measure are collected by using Novi survey IQAS survey responses and administrative data combined to validate and analyze data. Approximately 4,000 clients, who accessed IQAS' domestic assessment services, for employment, professional licensing or post-secondary study from July 1, 2020 through June 30, 2021 were included in the survey population. The satisfaction with IQAS services is determined using the following question: "Overall, I was

satisfied with the IQAS assessment.” Responses that indicate the survey respondent agreed or strongly agreed are used for the performance measure result based on the following formula:

$$\text{Percentage} = \frac{(\text{agreed} + \text{strongly agreed})}{(\text{all responses})} \times 100$$

Weighting was done to ensure that results are representative of the population. Post-survey weight was assigned based on the proportion of the actual responses in each of the assessment categories in the target population. Non-responders are filtered out of the final dataset. The percentage is obtained by dividing the weighted sum of satisfied responses for all programs divided by the weighted sum of all respondents. The calculation excludes “Don’t know/Prefer not to respond” and “Not applicable” responses. A performance target of 85 per cent was determined based on IQAS striving to maintain a high level of satisfaction for users of the service.

Performance Indicator 2.c: Alberta’s percentage share of the total number of permanent residents in Canada (per cent).

Prior Years’ Results				2023-24 Actual
2019-20	2020-21	2021-22	2022-23	
12	11	11	12	12

Source: Immigration, Refugees and Citizenship Canada (IRCC).

Data are extracted from Permanent Residents – Monthly Updates provided by the IRCC. Permanent residents are people who have been granted permanent resident status in Canada. Annual data on permanent residents for Alberta and Canada were used for calculation of the province’s share of permanent residents in Canada. A percentage share that is equal to or greater than Alberta’s population to the rest of Canada is an indicator of the province’s success.

Alberta’s percentage share of the total number of permanent residents in Canada is the total number of permanent residents in Alberta divided by the total number of permanent residents in Canada expressed as a percentage.

$$\text{Alberta's Percentage Share} = \frac{\text{Total number of permanent residents in Alberta}}{\text{Total number of permanent residents in Canada}} \times 100$$

Population and Permanent Residents in Provinces and Territories

Province/Territories	Population (Person) Q1 2024	Share (%)	Permanent Resident 2023-24	Share (%)
Newfoundland and Labrador	540,552	1	4,845	1
Prince Edward Island	176,162	0	3,675	1
Nova Scotia	1,069,364	3	11,265	3
New Brunswick	846,190	2	11,905	3
Quebec	8,984,918	22	50,095	11
Ontario	15,911,285	39	198,690	44
Manitoba	1,474,439	4	21,735	5
Saskatchewan	1,225,493	3	23,390	5
Alberta	4,800,768	12	55,790	12
British Columbia	5,609,870	14	64,070	14
Yukon	45,387	0	840	0
Northwest Territories	44,741	0	320	0
Nunavut	40,721	0	55	0

Source: IRCC Monthly Updates and Statistics Canada, Population Estimates Quarterly.

Performance Indicator 3.a: Year-over-year change in the number of grounds citing discrimination in race/colour/ancestry/origin/religious beliefs in complaints received by the Alberta Human Rights Commission (per cent).

Prior Years' Results				2022-23 Actual
2018-19	2019-20	2020-21	2021-22	
-16	9	-4	75	-28

Source: Annual reports, Alberta Human Rights Commission.

Data are collected and compiled from annual reports and the Alberta Human Rights Commission. The latest available data for this indicator is from 2022-23. Annual reports publish the number of complaints based on protected grounds and independent areas. The protected grounds include: physical disability, mental disability, gender, race/colour, ancestry/origin, family status, age, religious beliefs, sexual orientation, retaliation, marital status, source of income, gender expression, gender identity, equal pay, and malicious intent. Each complaint may cite more than one ground. The number of protected grounds cited in complaints for race/colour, ancestry/origin and religious beliefs were used for calculation of year-over-year change.

Number of protected grounds cited in complaints of discrimination against race/colour/ancestry/origin/religious beliefs in Alberta.

	2017-18	2018-19	2019-20	2020-21	2021-22	2022-2023
Race/colour	227	203	212	244	258	222
Ancestry/origin	203	181	174	156	157	148
Religious beliefs	83	46	83	52	378	201
Total	513	430	469	452	793	571
Year-over-year change		-16	9	-4	75	-28

Source: Annual reports, Alberta Human Rights Commission.

The year-over-year change in complaints is calculated by taking the number of complaints for one year and subtracting the number of complaints for the previous year to get the total change. The total change is then divided by the number of complaints for the previous year and multiplied by 100 for the percentage.

The year-over-year change in complaints is calculated as follows:

Year-over-year change is denoted by C

Number of complaints in the current year is denoted by X_2

Number of complaints in the previous year is denoted by X_1

$$C = \frac{X_2 - X_1}{X_1} * 100$$

Financial Information

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Reporting Entity and Method Consolidation

The annual report of the Ministry of Immigration and Multiculturalism (the ministry) contains the financial information and a comparison of actual performance results to planned results set out in the ministry business plan.

The financial information is prepared in accordance with government's stated accounting policies, which are based on Canadian Public Sector Accounting Standards.

The financial information includes the transactions and affairs of the Ministry of Immigration and Multiculturalism, for which the Minister Immigration and Multiculturalism is responsible.

The ministry annual report also includes other financial information as required by the *Financial Administration Act (FAA)* and *Sustainable Fiscal Planning and Transparency Act (SFPPRA)*, as separate reports, to the extent that the ministry has anything to report.

Ministry Financial Highlights

Statement of Revenues and Expenses (unaudited)

Year ended March 31, 2024

	2024		2023	Change from	
	Budget	Actual	Restated Actual	Budget	Restated Actual
Revenues	<i>(in thousands)</i>				
Government transfers					
Workforce Development Agreement and other grants	\$ 1,647	\$ 1,647	\$ -	\$ -	\$ 1,647
Premiums, fees and licenses	8,225	11,140	7,942	2,915	3,198
Other revenue	30	733	35	703	698
Ministry total	9,902	13,520	7,977	3,618	5,543
Inter-ministry consolidation adjustments	-	-	-	-	-
Adjusted ministry total	9,902	13,520	7,977	3,618	5,543
Expenses - directly incurred					
Programs					
Ministry Support Services	7,200	5,543	5,506	(1,657)	37
Immigration	23,310	22,040	22,173	(1,270)	(133)
Multiculturalism	9,235	12,226	11,115	2,991	1,111
Ministry total	39,745	39,809	38,794	64	1,015
Inter-ministry consolidation adjustments	-	(440)	(1,036)	(440)	596
Adjusted ministry total	39,745	39,369	37,758	(376)	1,611
Annual deficit	\$ (29,843)	\$ (25,849)	\$ (29,781)	\$ 3,994	\$ 3,932

Revenue and Expense Highlights

Revenues

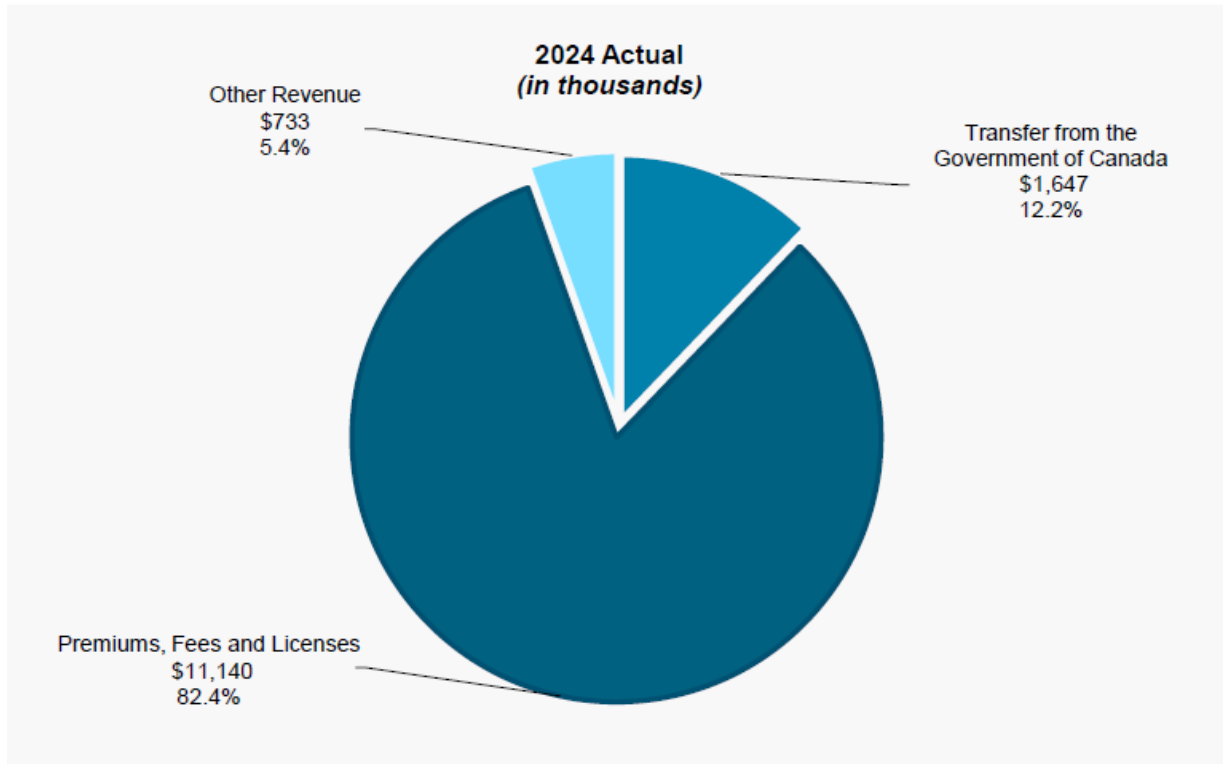
- Revenues totaled \$13.5 million in 2023-24, which is \$3.6 million higher than budget and \$5.5 million higher than 2022-23 restated actual. The increases are mainly due to higher revenue collected under the Alberta Advantage Immigration Program (AAIP) resulting from increases in provincial nominations and applications received.
- Federal revenue under the Workforce Development Agreement (WDA) is for Settlement, Integration and Language programs to help adult immigrants with insufficient relevant knowledge and English language proficiency skills to obtain and retain employment or pursue employment-related training.
Difference between actuals is due to recognizing the WDA revenue by Jobs, Economy and Trade in 2022-23.
- Premiums, fees and licenses totaled \$11.1 million of which \$2.4 million is from the International Qualifications Assessment Service (IQAS) and \$8.7 million is for the Alberta Advantage Immigration Program (AAIP) application assessment fees.
- Other Revenue totaled \$0.7 million and reflects write-offs of prior year's accruals as a result of government reorganizations.

Expenses

- Expenses totaled \$39.8 million in 2023-24, which is \$64 thousand higher than budget and \$1.0 million higher than 2022-23 restated actual.
- The increase of \$1.0 million compared to 2022-23 restated actuals is primarily due to program growth to align with expanded mandate on multiculturalism.

Breakdown of Revenues (unaudited)

The following information represents detailed revenues of the ministry. The objective of detailed revenues disclosure is to provide information that is useful in understanding and assessing the financial impact of the ministry's revenue.



The following information represents detailed revenues of the ministry.

Revenues totaled \$13.5 million, an increase of \$5.5 million from prior year. The increases are mainly due to higher revenue collected under the Alberta Advantage Immigration Program (AAIP) resulting from increases in provincial nominations and applications received.

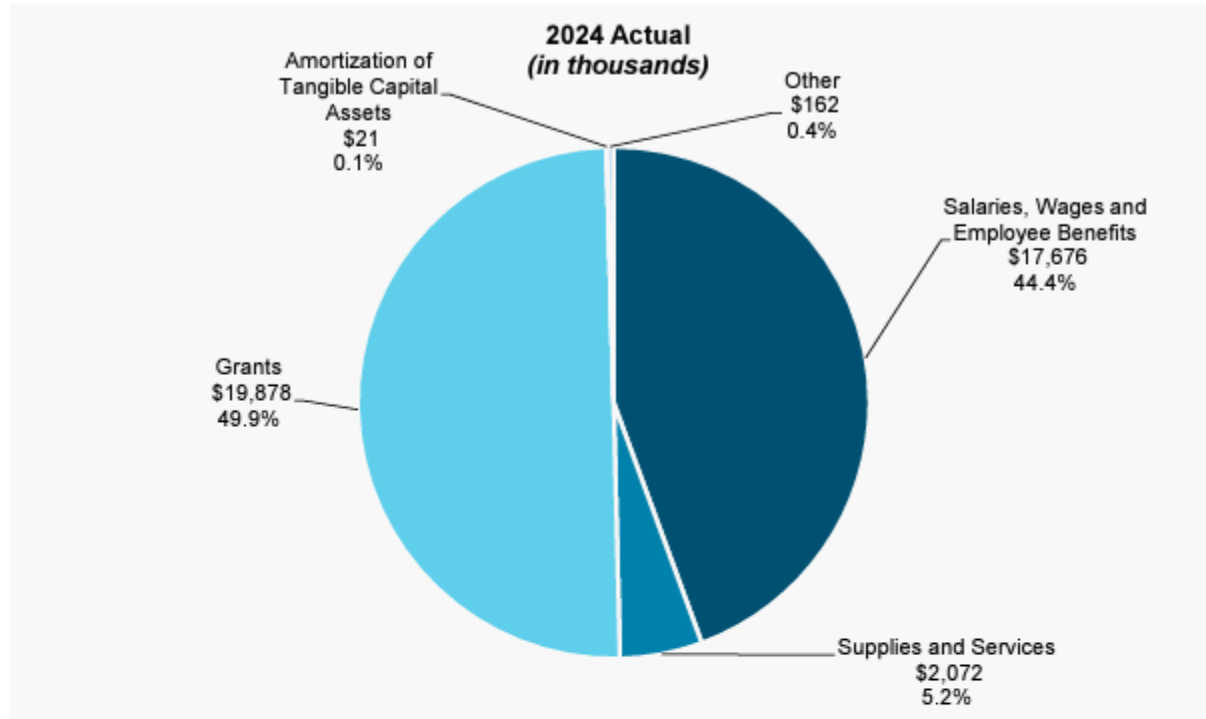
In 2023-24, \$11.1 million of revenue is from premiums, fees and licenses, of which \$2.4 million is from the International Qualifications Assessment Service (IQAS) and \$8.7 million is for the Alberta Advantage Immigration Program (AAIP) application assessment fees.

IQAS completes assessments and issues certificates that compare educational credentials from other countries to Canada educational standards. This fee-for-service is provided to individuals who have a formal academic technical degree, diploma or certificate earned outside of Canada.

The AAIP is an economic immigration program that nominates people for permanent residence in Alberta. It began charging for application fees and value-added services on October 1, 2020. The fee covers the cost to manage the program, and is required regardless of whether a nomination certificate is issued.

Expenses – Directly Incurred Detailed by Object (unaudited)

The following information presents expenses of the ministry that were directly incurred by object of expenditures. The objective of the disclosure of expenses by object is to provide information that is useful in evaluating the economic impact of government acquiring or consuming various types of resources.



The following information presents expenses of the ministry that were directly incurred by object of expenditures.

Grants

Grants accounted for \$19.9 million or 50.0 per cent of the ministry’s total operating expenses. Spending included \$8.1 million for the Alberta Settlement and Integration Programs; \$4.8 million for emergency hotel accommodations and funding to settlement agencies providing supports to Ukrainian Evacuees; \$5.7 million for the Ethnocultural and Anti-Racism Grant Programs; and \$1.3 million towards the labour attachment and microloans for skilled professionals to enable them to work in their occupation in Alberta.

Salaries, Wages and Employee Benefits

Expenditures for salaries, wages and benefits totaled \$17.7 million or 44.4 per cent of ministry expenses. This expense supports the ministry’s operations, programs and administration of grants.

Supplies and Services

Supplies and services of \$2.1 million or 5.2 per cent of ministry’s expenses support administration of the ministry’s programs.

The remainder of the ministry expenses of \$0.1 million related to other expenses such as amortization and write-offs.

Other Financial Information

Statement of Credit or Recovery (unaudited)

DEPARTMENT OF IMMIGRATION AND MULTICULTURALISM
FOR THE YEAR ENDED MARCH 31, 2024

In thousands

The following has been prepared pursuant to Section 24(3) of the Financial Administration Act.

	Authorized Spending	Actual Revenue Recognized	Unearned Revenue/ Deferred Contributions	Total Amount Received/ Receivable	(Shortfall)/ Excess
EXPENSE AMOUNTS					
2. Immigration	\$ 3,749	\$ 2,448	\$ 874	\$ 3,322	\$ (427)
Credit or Recovery (Shortfall)	\$ 3,749	\$ 2,448	\$ 874	\$ 3,322	\$ (427)

Lapse/Encumbrance (unaudited)

DEPARTMENT OF IMMIGRATION AND MULTICULTURALISM
FOR THE YEAR ENDED MARCH 31, 2024

	Voted Estimate (Restated) ⁽¹⁾	Supplementary Estimate	Adjustments ⁽²⁾	Adjusted Voted Estimate (Restated)	Voted Actuals ⁽³⁾	Over Expended (Unexpended)
EXPENSE VOTE BY PROGRAM						
1.0 Ministry Support Services						
1.1 Minister's Office	\$ 964	\$ -	\$ -	\$ 964	\$ 654	\$ (310)
1.2 Deputy Minister's Office	834	-	-	834	865	31
1.3 Corporate Services	5,377	-	(572)	4,805	4,090	(715)
	<u>7,175</u>	<u>-</u>	<u>(572)</u>	<u>6,603</u>	<u>5,609</u>	<u>(994)</u>
2.0 Immigration						
2.1 Immigration	23,310	-	(576)	22,734	22,024	(710)
	<u>23,310</u>	<u>-</u>	<u>(576)</u>	<u>22,734</u>	<u>22,024</u>	<u>(710)</u>
3.0 Multiculturalism						
3.1 Multiculturalism and Newcomer Supports	9,235	-	572	9,807	12,063	2,256
	<u>9,235</u>	<u>-</u>	<u>572</u>	<u>9,807</u>	<u>12,063</u>	<u>2,256</u>
Total	<u>39,720</u>	<u>-</u>	<u>(576)</u>	<u>39,144</u>	<u>39,696</u>	<u>552</u>
Credit or Recovery (Shortfall)			(427)	(427)	-	427
	<u>\$ 39,720</u>	<u>\$ -</u>	<u>\$ (1,003)</u>	<u>\$ 38,717</u>	<u>\$ 39,696</u>	<u>\$ 979</u>
(Lapse)/Encumbrance ⁽⁴⁾						<u>\$ 979</u>
CAPITAL INVESTMENT VOTE BY PROGRAM						
1.3 Strategic and Corporate Services	\$ 25	-	-	\$ 25	-	\$ (25)
Total	<u>25</u>	<u>-</u>	<u>-</u>	<u>25</u>	<u>-</u>	<u>(25)</u>
Credit or Recovery (Shortfall)						
	<u>\$ 25</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 25</u>	<u>\$ -</u>	<u>\$ (25)</u>
(Lapse)/Encumbrance						<u>\$ (25)</u>

⁽¹⁾ The Restated Voted Estimate column reflects the adjustments to supply vote amounts provided to the department by the Designation and Transfer of Responsibility Regulations under Order in Council 157/2023 passed on June 9, 2023, as reported to the legislature in the 2023-24 Supplementary Supply Estimates.

⁽²⁾ Adjustments include encumbrances, capital carry over amounts, transfers between votes and credit or recovery increases approved by Treasury Board and credit or recovery shortfalls. An encumbrance is incurred when, on a vote by vote basis, the total of actual disbursements in the prior year exceed the total adjusted estimate. All calculated encumbrances from the prior year are reflected as an adjustment to reduce the corresponding voted estimate in the current year.

⁽³⁾ Actuals exclude non-voted amounts as no cash disbursement is required (non-cash amounts), or because the Legislative Assembly has already provided the funding authority pursuant to a statute other than an appropriation act. Non-cash amounts (such as amortization, accretion, valuation adjustments, and other provisions) are excluded as these amounts do not require any expenditure or payment of public money. Year end expense accruals & payables which will immediately require a cash outlay (payment of public money) to settle or otherwise extinguish the liabilities are included in Actuals.

⁽⁴⁾ Overspending due to additional funding required to provide provincially funded emergency accommodations. Alberta experienced a surge in Ukrainian evacuees who travel to Canada and resettle in Alberta due to the March 31, 2024, deadline for the Canada Ukraine Authorization for Emergency Travel (CUAET) program, imposed by the federal government.

Annual Report Extracts and Other Statutory Reports

Statutory Report: Public Interest Disclosure Act

Section 32 of the *Public Interest Disclosure (Whistleblower Protection) Act* reads:

- 32(1) Every chief officer must prepare a report annually on all disclosures that have been made to the designated officer of the department, public entity or office of the Legislature for which the chief officer is responsible.
- (2) The report under subsection (1) must include the following information:
- (a) the number of disclosures received by the designated officer, the number of disclosures acted on and the number of disclosures not acted on by the designated officer;
 - (b) the number of investigations commenced by the designated officer as a result of disclosures;
 - (c) in the case of an investigation that results in a finding of wrongdoing, a description of the wrongdoing and any recommendations made or corrective measures taken in relation to the wrongdoing or the reasons why no corrective measure was taken.
- (3) The report under subsection (1) must be included in the annual report of the department, public entity or office of the Legislature if the annual report is made publicly available.

There were no disclosures of wrongdoing filed with my office for your department between April 1, 2023 and March 31, 2024.