



Immigration and Multiculturalism

Ministry Business Plan

Immigration and Multiculturalism

Business Plan 2024-27

Ministry Fact Sheet – Mandate and Structure

The Ministry of Immigration and Multiculturalism is responsible for promoting and enabling an inclusive, multicultural society that embraces Alberta’s diverse communities, and attracts and supports immigrants to strengthen and grow Alberta's economy.

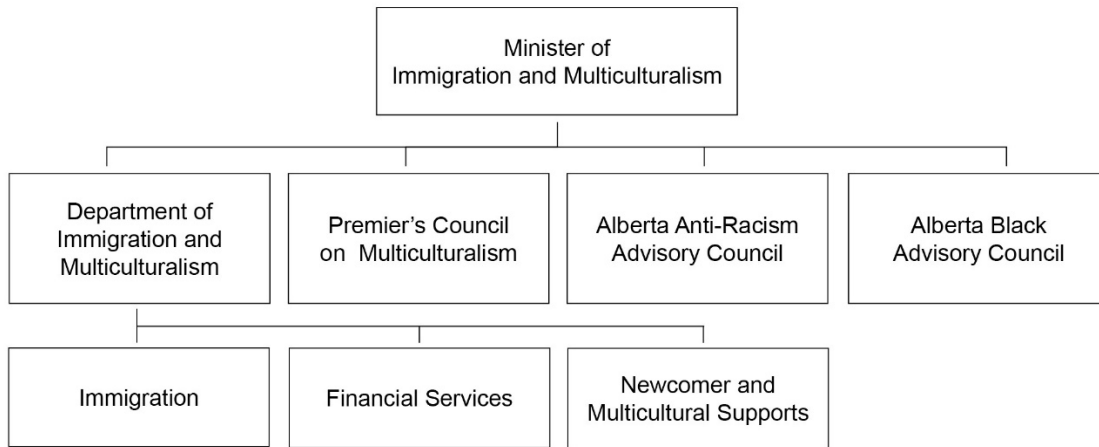
The ministry works collaboratively with other government ministries, partners, and businesses to ensure that Alberta’s immigration programming grows Alberta’s labour force to address the province’s labour market needs, including addressing shortages in key sectors through international talent attraction. 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.

The ministry consists of 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 councils play a vital role in supporting the department to deliver on its outcomes, objectives, and initiatives, including the various strategies identified in this plan.

The Premier’s Council on Multiculturalism will help support multicultural communities to foster their heritage, promote equity and respect for cultural values, and will support and inspire all Albertans to appreciate cultural diversity and cultivate social cohesion.

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 provides advice on how to address specific barriers and systemic challenges faced by the Black community. These barriers include, among others: education, employment - including opportunities for career advancement and job stability, income disparity, food insecurity, health, mental health and wellbeing, housing, and within the justice system.



A more detailed description of Immigration and Multiculturalism and its programs and initiatives can be found at: <https://www.alberta.ca/immigration-and-multiculturalism>

The Ministry of Immigration and Multiculturalism 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.

2024-27 Business Plan

Outcome 1

International talent is attracted and supported to strengthen and grow Alberta’s economy

The growth of Alberta’s labour force, a key contributor to economic growth, is dependent on the province’s ability to attract and retain international talent. The ministry works to address Alberta’s labour market needs through strategies to attract, support and retain immigrants to the province.

Key Objectives

- 1.1 Maximize the nomination allocations made available annually to the Alberta Advantage Immigration Program by the federal government, and support opportunities for all sectors of the provincial economy to attract international talent.
 - Continue to work to streamline immigration processes to support health care staffing challenges, particularly in rural areas.
- 1.2 Work with partner ministries to address Alberta’s labour market gaps, including through the recognition of international credentials and supports for the retention of international talent.
 - Work with Advanced Education on increasing and accelerating auto-credentialing for workers from national and international jurisdictions with similar standards.
 - Assist partner ministries to design ministry-specific job attraction strategies that include raising awareness among new Albertans changing careers of the skilled trades and professions available in each economic sector, including pathways for education, apprenticeship, and training.
- 1.3 Assist prospective and newly arrived international talent with supports and services to help them integrate into Alberta’s labour market.
 - Increase access and enhance funding opportunities for mentoring, labour attachment, and other related labour market integration programs for immigrants and newcomers.

Initiatives Supporting Key Objectives

- A cumulative total of \$25.3 million in funding over three fiscal years, from 2024-25 to 2026-27, for the Alberta Advantage Immigration Program to attract newcomers to support the province’s labour market needs and economic growth by issuing nomination certificates towards permanent residence.
- A cumulative total of \$7.8 million in funding over three fiscal years, from 2024-25 to 2026-27, for grants to support labour market attachment to assist newcomers with integrating into the province’s labour market.

Performance Metrics

1.a **Performance Measure: 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 (number)** The federal government provides the AAIP with an annual allocation of nomination certificates that can be issued by the province. Meeting its annual allocation of nomination certificates ensures Alberta is maximizing opportunities to attract international talent to the province. In 2023, the number of nomination allocations issued by AAIP was 10,029.

| | | | | | | |
|----------------|-------------|--------|-------------|--------|-------------|--------|
| Targets | 2024 | 10,140 | 2025 | 14,700 | 2026 | 15,435 |
|----------------|-------------|--------|-------------|--------|-------------|--------|

1.b **Performance Measure: Total number of newcomers supported by Alberta Settlement and Integration Program (ASIP) (number)** This measure demonstrates the number of individuals ASIP has impacted through the provision of settlement and language services to support newcomers' integration through Supports for Newcomer Integration (SNI)¹ services grants, including into Alberta's labour market. In 2022-23, ASIP supported 16,279 newcomers.

| Targets | 2024-25 | 16,000 | 2025-26 | 16,000 | 2026-27 | 16,000 |
|---------|---------|--------|---------|--------|---------|--------|
|---------|---------|--------|---------|--------|---------|--------|

¹The SNI services grants provide three streams of services: English as an Additional Language (EAL) Drop-in Services, Language Assessment and Referral Services, and Settlement and Community Support Services.

1.c **Performance Indicator: 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 skilled international professionals 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. Source: Immigration, Refugees and Citizenship Canada.

| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 |
|---|---------|---------|---------|---------|---------|
| Alberta's percentage share of the total number of permanent residents | 13 | 12 | 11 | 11 | 12 |

1.d **Performance Indicator: Total growth of Alberta's labour force and per cent contribution of landed immigrants to total growth. (number and per cent)** This indicator demonstrates the extent to which immigrants contribute to the growth of Alberta's labour force. In 2022, Alberta labour force grew by 51,600; landed immigrants contributed 56 per cent to this total growth. Source: Statistics Canada Table 14-10-0083-01.

| | 2018 | 2019 | 2020 | 2021 | 2022 |
|---|--------|--------|------------------|--------|--------|
| Annual total number of participants added to Alberta's labour force (total growth) ¹ | 24,700 | 37,400 | -59,500 | 53,200 | 51,600 |
| Per cent contribution of landed immigrants to total growth | 64 | 72 | N/A ² | 123 | 56 |

¹ Includes participants born in Canada, landed immigrants and other.

² In 2020, due to the COVID-19 pandemic, Alberta's labour force decreased by a total of 59,500 participants, including a decrease of 27,500 landed immigrants.

Outcome 2

Diverse and inclusive multicultural communities are fostered, where newcomers are supported and retained, as part of a strong and prosperous Alberta

Inclusive communities, where diversity is respected and celebrated, are an important part of what makes Alberta a great place to live and work. The ministry provides multicultural, and newcomer supports as well as anti-racism initiatives to help ensure Albertans from diverse ethnocultural backgrounds are able to achieve their full potential.

Key Objectives

- Promote welcoming and diverse communities with advice from the Premier's Council on Multiculturalism and the Alberta Black Advisory Council.
 - Establish and support working councils to advise on supports for Alberta's diverse ethnocultural communities.
 - Ensure enhanced funding for more effective engagement and promotion of Alberta's ethnocultural communities and organizations.
 - Develop legislation that permits Alberta's ethnocultural community members to more easily observe major holidays without placing undue hardship or expense on Alberta businesses.

2.2. Advance the province’s anti-racism initiatives, with advice from the Alberta Anti-Racism Advisory Council, to address systemic barriers and challenges facing racially marginalized and Indigenous peoples.

- Develop and implement anti-racism legislation to build on Alberta's culture of inclusion, respect, and celebration of our diverse cultural communities.

2.3. Provide continued supports for newcomers to settle and integrate into communities across the province and celebrate their outstanding contributions through The Alberta Newcomer Recognition Awards.

- Ensure newcomers have access to English as a Second Language training and settlement services.

Initiatives Supporting Key Objectives

- A cumulative total of \$13.5 million in funding over three fiscal years, from 2024-25 to 2026-27, for grants to ethnocultural communities and organizations to provide supports and services to help address racism and build diverse and inclusive multicultural communities throughout the province.

Performance Metrics

2.a **Performance Measure: Average amount of funding provided to organizations through the Ethnocultural Grant Program (dollar)**¹ This measure demonstrates the financial resources ethnocultural, community and faith-based organizations have successfully accessed on average per recipient to deliver ethnocultural events and activities and build their capacity to support the people and communities they represent.

| Targets | 2024-25 | 27,174 | 2025-26 | 27,174 | 2026-27 | 27,174 |
|---------|---------|--------|---------|--------|---------|--------|
|---------|---------|--------|---------|--------|---------|--------|

¹ Program was launched December 2023. Last actual results for 2023-24 were not available at the time of publication.

2.b **Performance Measure: Average amount of funding provided to organizations through the Anti-Racism Grant Program (dollar)**¹ This measure demonstrates the financial resources not-for-profit and community organizations have successfully accessed on average per recipient to deliver anti-racism initiatives and build their capacity to support the people and communities they represent.

| Targets | 2024-25 | 7,692 | 2025-26 | 7,692 | 2026-27 | 7,692 |
|---------|---------|-------|---------|-------|---------|-------|
|---------|---------|-------|---------|-------|---------|-------|

¹ Program was launched December 2023. Last actual results for 2023-24 were not available at the time of publication.

2.c **Performance Indicator: Year-over-year change in the number of complaints of discrimination based on the grounds of race/colour/ancestry/origin/religious beliefs received by the Alberta Human Rights Commission (per cent)** The number of complaints received by the Alberta Human Rights Commission provides insight into discrimination against race/colour/ancestry/origin/religious beliefs in Alberta and is an indicator of inclusivity. Source: Alberta Human Rights Commission

| | 2018-19 | 2019-20 | 2020-21 | 2021-22 |
|----------|---------|---------|---------|-----------------|
| Per cent | -16 | 9 | -4 | 75 ¹ |

¹The number of complaints of discrimination against religious beliefs increased in 2020-21. Notably, the majority of vaccine-related complaints received by the Human Rights Commission were made on the grounds of religious beliefs.

2.d **Performance Indicator: Alberta’s Average Five-Year Immigrant Retention Rate (per cent)** This indicator demonstrates the province’s ability to retain immigrants in the province five years after admission. Five years after immigrants landed in 2015, 84.5% of immigrants continued to live and work in Alberta in 2020¹. Source: Statistics Canada Table 43-10-0018-01

| Admission Year | 2011 | 2012 | 2013 | 2014 | 2015 |
|---|------|------|------|------|------|
| Five-Year Immigrant Retention Rate (per cent) | 90.4 | 91.5 | 90.3 | 88.9 | 84.5 |

STATEMENT OF OPERATIONS

(thousands of dollars)

| | Comparable | | 2024-25 Estimate | 2025-26 Target | 2026-27 Target |
|-------------------------------------|-------------------|---------------------|---------------------|-------------------|-------------------|
| | 2023-24 Budget | 2023-24 Forecast | | | |
| REVENUE | | | | | |
| Premiums, Fees and Licences | 8,225 | 12,518 | 17,099 | 17,499 | 18,650 |
| Labour Market Development | 1,647 | 1,647 | 1,647 | 1,647 | 1,647 |
| Other Revenue | 30 | 30 | 30 | 30 | 30 |
| Consolidated Total | 9,902 | 14,195 | 18,776 | 19,176 | 20,327 |
| EXPENSE | | | | | |
| Ministry Support Services | 7,200 | 6,628 | 6,477 | 6,596 | 6,689 |
| Immigration | 10,896 | 10,320 | 16,262 | 16,570 | 16,697 |
| Newcomer and Multicultural Supports | 21,649 | 22,221 | 19,109 | 19,261 | 19,323 |
| Consolidated Total | 39,745 | 39,169 | 41,848 | 42,427 | 42,709 |
| Net Operating Result | (29,843) | (24,974) | (23,072) | (23,251) | (22,382) |
| CAPITAL INVESTMENT | | | | | |
| Ministry Support Services | 25 | 25 | 25 | 25 | 25 |
| Consolidated Total | 25 | 25 | 25 | 25 | 25 |