

BUDGET 2023

GOVERNMENT OF ALBERTA | 2023-26

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# Ministry Business Plan Skilled Trades and Professions

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# Skilled Trades and Professions

## Business Plan 2023-26

### Ministry Fact Sheet – Mandate and Structure

The Ministry of Skilled Trades and Professions delivers programs and policies so Alberta remains a destination of choice for professionals and a leader in apprenticeship education and trades certification. The ministry works to ensure adult learning opportunities are accessible to all eligible Albertans by providing financial assistance to those who qualify to attend approved foundational learning and skills development programs. Skilled Trades and Professions supports providers to deliver community programming that enables adult learners to access foundational learning opportunities. It identifies fair and transparent governance practices for regulated professions and designated occupations or trades through the Fairness for Newcomers Office. The ministry also supports Professional Regulatory Organizations (PROs) and professional associations seeking to become PROs so that public interest is protected. Additionally, the ministry is committed to removing barriers to employment for highly-skilled Canadian certified professional workers in regulated occupations and Albertans with foreign credentials.

The Ministry of Skilled Trades and Professions consists of:



A more detailed description of Skilled Trades and Professions and its programs and initiatives can be found at: <https://www.alberta.ca/skilled-trades-and-professions.aspx>

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

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

# 2023-26 Business Plan

## Outcome 1

### Alberta has a skilled workforce that supports a thriving and diverse economy

Supporting and creating pathways for learners to enter into a skilled trades profession is integral to Alberta’s growth and diversification. Skilled Trades and Professions is committed to continuing to strengthen apprenticeship education and skilled trades opportunities so that generations of Albertans have the ability to contribute to the province’s diverse economy and meet Alberta labour market demands.

### Key Objectives

- 1.1 Implement the *Skilled Trades and Apprenticeship Education Act* to create a modern, flexible and efficient skilled trades certification, and apprenticeship education system in Alberta.
- 1.2 Advocate for, and champion, skilled trades and professions as a desirable pathway that will lead to rewarding careers.
- 1.3 Invest in innovation to support skilled trades professionals with a focus on ensuring that journeypersons obtain the needed skills in the modern economy.
- 1.4 Expand the apprenticeship model to increase learning opportunities to meet labour market demands.

### Initiatives Supporting Key Objectives

- The ministry will allocate \$22.5 million between 2022 and 2025 to Alberta at Work to expand the use of the apprenticeship learning model and the apprenticeship partnership investment.
- In 2023-24 fiscal, the ministry will invest \$41.6 million for the apprenticeship learning grant to respond to demand for training.

## Performance Metrics

1.a **Performance Indicator: Percentage of apprentices who report being employed** (This metric targets recent apprenticeship graduates who are in the labour force. Results are collected from a biennial survey of apprenticeship graduates in Alberta between five and 18 months after graduation. In 2015, the survey was delayed by one year to 2016 in order to conduct a full review of the survey.)

	2013	2016	2018	2020	2022
Percentage of apprentices employed	96%	88%	87%	90%	92%

1.b **Performance Measure: Percentage of employed apprentices who report working in the trade profession in which they completed their apprenticeship program** (Results are collected from a biennial survey of apprenticeship graduates in Alberta between five and 18 months after graduation. In 2015, the survey was delayed by one year to 2016 in order to conduct a full review of the survey.)

This measure speaks to the ministry’s commitment to better aligning education programs to employment and meeting the evolving needs of the labour market. Targets are set to maintain and increase the result based on the 2022 level.

In 2022, 92 per cent of employed apprentices reported working in the trade profession in which they completed their apprenticeship program.

Targets	2023-24	n/a	2024-25	92%+	2025-26	n/a
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## Outcome 2

**Albertans have the foundational competencies required to be successful and contribute to the prosperity of the economy and society**

Skilled Trades and Professions provides foundational learning opportunities and financial assistance to eligible Albertans. The ministry is working to ensure that learners are obtaining a quality education while prioritizing programs with a strong focus on skills development and employment outcomes. Skilled Trades and Professions is committed to supporting under-represented Albertans to pursue their educational goals and obtain rewarding careers.

### Key Objectives

- 2.1 Improve access and affordability of foundational learning programming and support under-represented groups' participation in the economy.
- 2.2 Expand community adult learning programming to support Albertans' improvement in literacy, numeracy, language, digital skills, or life skills.
- 2.3 Invest in supports and skills development for newcomers to help them succeed in the workforce.

### Initiatives Supporting Key Objectives

- In 2023-24, the ministry will allocate \$99.2 million to the Foundational Learning Assistance Program that will help pay for education and living costs for students in foundational learning or skills development programs.
- In 2023-24, the ministry will allocate \$20.2 million to the Community Adult Learning Program that will provide part-time and non-formal learning opportunities for learners to improve their literacy and foundational learning.

## Performance Metrics

- 2.a **Performance Indicator: Total number of Albertans participating in foundational learning and skills development funded through the Foundational Learning Assistance Program (FLAP)**  
(Results represent the number of unique learners collected from FLAP learning providers.)

	2017-18	2018-19	2019-20	2020-21	2021-22
Alberta learners funded through FLAP	10,650	10,806	10,454	8,550	8,226

## Outcome 3

**Alberta has a competitive advantage that attracts skilled workers to meet labour market demands and drive economic growth**

Alberta is a competitive destination for skilled workers with foreign or out-of-province credentials who are seeking employment and educational opportunities. Skilled Trades and Professions is committed to attracting and working with all newcomers to address the province's labour market demand. The ministry is also working to streamline and reduce regulatory burdens on professional regulatory organizations.

### Key Objectives

- 3.1 Advance the Professional Governance Act to ensure the adoption of a uniform and streamlined governance framework for professional regulatory organizations and further reduce any unnecessary barriers to professional occupations in Alberta.
- 3.2 Implement the *Fair Registration Practices Act* through the work of the Fairness for Newcomers Office to ensure qualified individuals entering regulated professions and designated occupations or trades do not face unfair processes or barriers.

- 3.3 Advance the *Labour Mobility Act* to remove barriers to recognizing out-of-province credentials.
- 3.4 In partnership with the Ministry of Health, support the implementation of the Alberta Health Workforce Strategy to address labour market demands for frontline health care workers, doctors, nurses, and paramedics.

### Initiatives Supporting Key Objectives

- The ministry will allocate \$486,000 to the Fairness for Newcomers Office to implement the *Fair Registration Practices Act*.
- The ministry will support the implementation of the Alberta Triple Track Satellite Site Pilot Project that will streamline the licensure process and reduce the timeline for processing applications from internationally educated nurses.

## Performance Metrics

- 3.a **Performance Indicator: Average processing time (business days) for domestic applicants who apply to a regulatory body in Alberta** (This metric shows the average processing time for applicants, from submitting a complete application to receiving certification/licensure, calculated in business days. Results exclude those in trades occupations as data on out-of-province trade workers is unavailable. Internationally trained applicants, license renewals, students and other applicant types (e.g., provisional licensure) are also excluded. Results are collected from an annual survey of regulatory bodies in Alberta.)

	2016	2017	2018	2019	2020
Certified out-of-province applicants	13	12	10	10	6
First-time applicants (trained in Canada but never certified)	16	14	14	11	6

- 3.b **Performance Indicator: Certified out-of-province applicants applying to a regulatory body in Alberta** (This metric speaks to the ministry’s effort in improving labour mobility and recognition of out-of-province qualifications to attract talent and skilled workers to Alberta. Results are calculated by dividing the number of certified out-of-province applicants applying to a regulatory body in Alberta by the total number of applicants in Canada. Results exclude those in trades occupations as data on out-of-province trade workers is unavailable. Internationally trained applicants, license renewals, students and other applicant types (e.g., provisional licensure) are also excluded. Results are collected from an annual survey of regulatory bodies in Alberta.)

	2016	2017	2018	2019	2020
Certified out-of-province applicants	23%	20%	21%	21%	30%

## STATEMENT OF OPERATIONS

(thousands of dollars)

	Comparable		2023-24 Estimate	2024-25 Target	2025-26 Target
	2022-23 Budget	2022-23 Forecast			
<b>REVENUE</b>					
Transfers from Government of Canada	5,454	5,454	<b>5,454</b>	5,454	5,000
Labour Market Development	153,281	153,281	<b>153,281</b>	153,281	153,281
Premiums, Fees and Licences	3,820	3,820	<b>3,820</b>	3,820	3,820
Other Revenue	1,900	1,900	<b>1,900</b>	1,900	1,900
Consolidated Total	164,455	164,455	<b>164,455</b>	164,455	164,001
<b>EXPENSE</b>					
Ministry Support Services	4,473	5,003	<b>5,827</b>	5,831	5,831
Professional Governance and Labour Mobility	1,647	1,897	<b>1,647</b>	1,658	1,658
Apprenticeship	64,358	63,504	<b>68,860</b>	69,214	68,221
Adult Learning	35,161	35,161	<b>40,033</b>	39,748	41,368
Foundational Learning	95,529	91,629	<b>102,444</b>	102,468	102,468
Ministry Total	201,168	197,194	<b>218,811</b>	218,919	219,546
Inter-Ministry Consolidation Adjustment	(39,141)	(39,141)	<b>(44,037)</b>	(43,437)	(43,437)
Consolidated Total	162,027	158,053	<b>174,774</b>	175,482	176,109
Net Operating Result	2,428	6,402	<b>(10,319)</b>	(11,027)	(12,108)
<b>CAPITAL INVESTMENT</b>					
Ministry Support Services	-	-	<b>25</b>	25	25
Total	-	-	<b>25</b>	25	25