



Jobs, Economy and Trade

Ministry Business Plan

Jobs, Economy and Trade

Business Plan 2024-27

Ministry Fact Sheet – Mandate and Structure

The Ministry of Jobs, Economy and Trade enhances Alberta's competitive advantage by creating the conditions to help more Albertans prosper. This includes delivering policies and programs that enhance trade to grow and diversify the economy; attracting and developing a highly skilled workforce; promoting safe, fair and healthy workplaces; streamlining services for workers, investors and employers; and ensuring high quality and affordable child care is available to all Albertans.

The ministry's agencies, boards and commissions provide independent and impartial interpretation of Alberta's labour laws; support a sustainable workers' compensation system through delivery of independent adjudication services; and support northern Alberta communities in realizing their rich potential to strengthen their diverse economies.

Alberta's economy is prospering

Alberta has always been attractive to those seeking economic opportunity and prosperity. Jobs, Economy and Trade serves as the government's driver of economic policy and strategy. The ministry executes initiatives that make our province more competitive while also growing key sectors through incentive programs such as the Film and Television Tax Credit. The ministry also advocates for Alberta's interests on the international stage, working to increase trade, support businesses' ability to access new markets, and attract job-creating investment. Concierge and pathfinding services help businesses gather the information they require and navigate approvals so they can confidently invest in Alberta. Building on the success of the Dow Chemical Path2Zero project, one of the largest private sector investments in the province's history, the ministry will continue to facilitate investments that create jobs and grow our economy. The ministry publishes economic data about all regions of Alberta in support of jobs and investment decisions. This work helps create the competitive business environment necessary for economic growth.

Alberta has a skilled and resilient labour force

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

Albertans are safe at work and treated fairly in the workplace

Jobs, Economy and Trade focuses on ensuring all Albertans can return home safely from work. The ministry collaborates with workers, employers, health and safety associations, industry associations, and labour groups to promote an informed and knowledgeable workforce regarding both rights and responsibilities. The ministry uses an evidence-based approach to prevention. Research helps to identify emerging trends and where proactive action would be beneficial. A stable and balanced approach to compliance reinforces the practices that make workplaces safe, fair and healthy. Reducing workplace illness and injury also helps reduce costs for employers. Employment Standards rules are in place to help make sure Albertans are being treated fairly at work.

Better services for workers, investors and employers

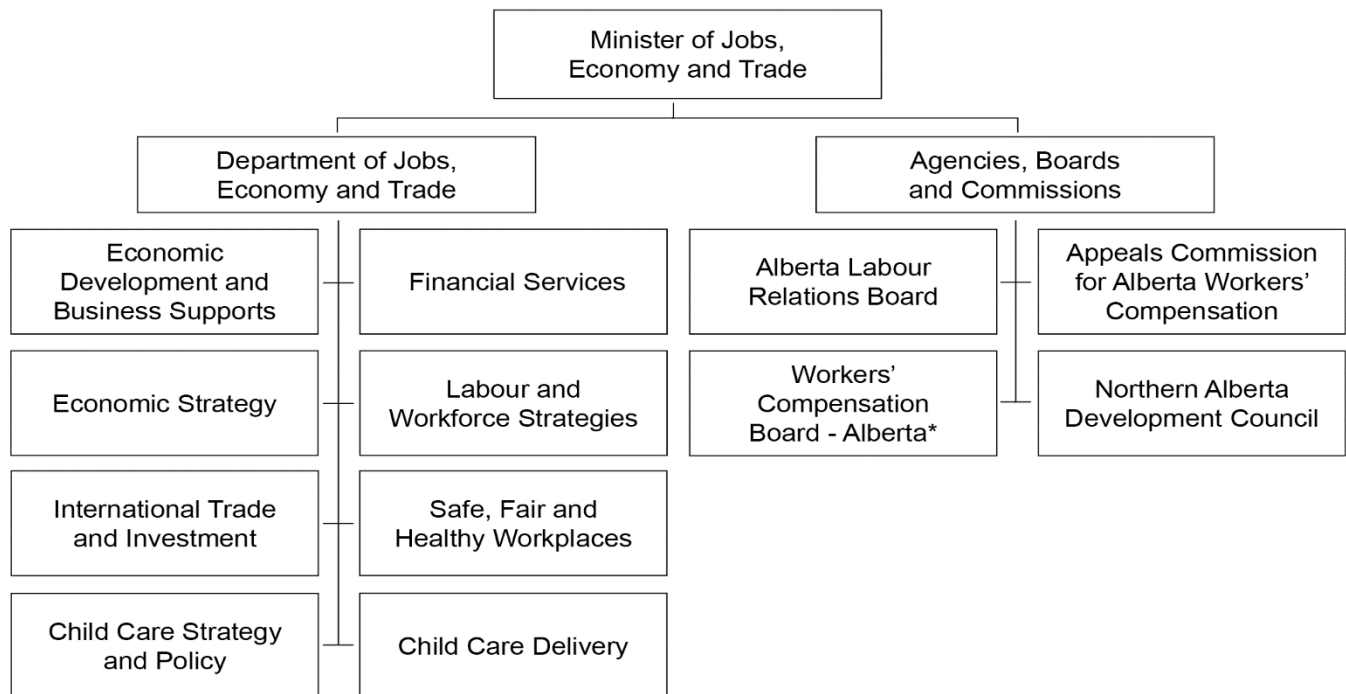
The ministry implements legislative changes and service enhancements that reduce the costs of employment for employers, while maintaining protections for workers. Streamlining services enhances Alberta’s competitive advantage and supports economic growth.

Supports for entrepreneurs, such as the Biz Connect program, help small businesses to start, grow and succeed. The ministry also provides funding for projects that enhance economic opportunities in regions across Alberta through the Northern and Regional Economic Development program. It also collaborates with a variety of regional and provincial economic development organizations in advancing long-term economic development and prosperity. The Northern Alberta Development Bursary program encourages skilled workers to work and live in northern Alberta.

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

Parents and guardians have access to high quality, accessible, affordable and inclusive child care

Jobs, Economy and Trade is enabling parents and caregivers to participate in training, education, or work knowing they can afford child care. The ministry supports child care operators to provide access to high quality, accessible, affordable, and inclusive child care for Albertan families; licenses and monitors child care programs to ensure safety and well-being; invests in the child care workforce to support recruitment and retention of early childhood educators; and works with child care operators to increase capacity to support children with diverse needs, allowing families to access and benefit from high-quality child care.



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

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

The Ministry of Jobs, Economy and Trade 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

Alberta's economy is prospering

The ministry creates the conditions where business, investment and trade can thrive, creating jobs and economic opportunity for Albertans. Streamlining services enhances Alberta's competitive advantage and supports economic growth. It also protects workers, reduces regulatory burden and promotes ease of access to services for Albertans and businesses

Key Objectives

- 1.1 Engage key stakeholders to promote and support investment attraction efforts, deliver programs and tailored services for prospective investors, and ensure Alberta is a highly competitive destination.
- 1.2 Deliver client-centered programs and tools to support Alberta's economic growth and diversification, including the Alberta Film and Television Tax Credit, and support small businesses to be resilient and competitive.
- 1.3 Promote Alberta's trade interests on the global stage and support Alberta businesses to diversify into new international markets and advance and defend Alberta's interests in negotiation of international agreements to enhance trade and investment.
- 1.4 Collaborate with community leaders, industry and business to diversify and grow their regional economies.

Initiatives Supporting Key Objectives

- In 2024-25, \$105 million in funding is allocated to the Alberta Film and Television Tax Credit.
- In 2024-25, \$15 million in funding is allocated to the Investment and Growth Fund.
- In 2024-25 \$1 million in funding is allocated to the Alberta Export Expansion Program.

Performance Metrics

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

Demonstrates Alberta's ability to attract medium and large production firms and corresponding investments. In 2022-23, every dollar of tax credit attracted an estimated \$4.21 of investment into Alberta productions supporting the film and television industry.

Targets	2024-25	2025-26	2026-27
	\$4.00	\$4.00	\$4.00

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

The Alberta Activity Index demonstrates the ministry's success in enabling a competitive investment environment. In 2022-23, the year-over-year change in Alberta's economic activity was 1.64 per cent.

	2020-21	2021-22	2022-23
Per cent change (year ending in October)	7.11	5.51	1.64

1.c Performance Indicator: Value of Alberta's non-residential capital investment (\$ million)

Capital investment is a sign of a growing, healthy economy. This contributes to Alberta's GDP and improves Alberta's long-term economic performance and investment attraction ecosystem.

	2020	2021	2022
\$ million	48,641	55,797	63,603

Outcome 2

Alberta has a skilled and resilient labour force

Ensuring workers have skills and knowledge helps them succeed in the workforce and also helps businesses and the economy grow and thrive.

Key Objectives

- 2.1 Implement initiatives to address Alberta's current and longer-term labour market challenges.
- 2.2 Deliver responsive training and employment programs that enable workers and businesses to succeed in a dynamic economy.

Initiatives Supporting Key Objectives

- \$101.4 million in funding is allocated to support skills and training support programs in 2024-25, including \$5 million in funding allocated to the Aviation Skills Grant.

Performance Metrics

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

The ministry's success in assisting clients to transition to employment or further education or training is demonstrated by this measure. The target for this measure represents the ministry's service standard. In 2022-23, 75.8 per cent of clients reported being employed or in further training after leaving a skills training program.

Targets	2024-25	70%	2025-26	70%	2026-27	70%

Outcome 3

Albertans are safe at work and treated fairly in the workplace

Ensuring Albertans are treated fairly in the workplace and can return home safely from work helps workers and their families prosper. Dispute resolution helps ensure workers and employers can resolve issues in a timely fashion, ensures the effective application of Alberta's labour laws, and promotes fairness in Alberta's workers' compensation system.

Key Objectives

- 3.1 Work with stakeholders, employers and workers to implement changes to the Occupational Health and Safety Code to protect the health and welfare of Alberta workers.
- 3.2 Support a coordinated provincial occupational health and safety approach through education, prevention, inspections and investigations.
- 3.3 Work with employers and employees to promote compliance with employment standards by providing timely complaint resolution, effective enforcement and assistance to vulnerable workers.
- 3.4 Promote effective labour relations dispute resolution through ministry-appointed mediators.
- 3.5 Provide efficient, timely, effective and consistent services through the Alberta Labour Relations Board.
- 3.6 Provide timely, fair and efficient appeal services independent of the Workers' Compensation Board through the Appeals Commission for Alberta Workers' Compensation.

Initiatives Supporting Key Objectives

- In 2024-25, \$67.7 million is allocated to ensuring safe, fair and healthy workplaces.
- \$5.3 million is allocated to the Alberta Labour Relations Board in 2024-25.
- \$19.2 million is allocated to the Appeals Commission for Alberta Workers' Compensation in 2024-25.

Performance Metrics

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

OHS supported healthy and safe workplaces by completing 21,950 field activities in 2022-23. Alberta is committed to reducing occupational injury rates by implementing effective prevention programs and labour legislation. In 2022, the lost-time claim rate was 1.95, and the disabling injury rate was 3.01. These rates are indicators of the overall state of health and safety within the province.

	2020-21	2021-22	2022-23
OHS Field Activities	35,306	26,392	21,950
	2020	2021	2022
Lost-time claim rate (per 100 person-years worked)	1.73	1.85	1.95
Disabling injury rate (per 100 person-years worked)	2.67	2.88	3.01

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

Appointing appropriate and effective mediators so that parties may come to a resolution is beneficial for both employers and workers. In 2022-23, 100 per cent of collective bargaining cases with the assistance of a ministry appointed mediator were settled without a work stoppage.

Targets	2024-25	98%	2025-26	98%	2026-27	98%

3.c Performance Measure: Alberta Labour Relations Board (ALRB) decisions rendered within 90 days

Timeliness of ALRB decisions supports the principle that justice delayed is justice denied. In 2022-23, 69 per cent of decisions were rendered by the ALRB within 90 days from completion of the hearing(s).

Targets	2024-25	85%	2025-26	85%	2026-27	85%

Outcome 4

Parents and guardians have access to high quality, inclusive and affordable early learning and child care options

Significant investments make high-quality, inclusive child care accessible and affordable for families and promote a sustainable future for the early learning and child care sector. Child care allows parents to pursue opportunities and achieve financial independence and security, which benefits families, communities and the economy.

Key Objectives

- 4.1 Increase access to child care through initiatives that support the creation of high quality, accessible, affordable, and inclusive licensed programs enabling parents to participate in and support Alberta's economy.
- 4.2 Enhance quality licensed child care through workforce investments that strengthen the recruitment and retention of skilled early childhood educators and support their capacity to deliver quality child care.

Initiatives Supporting Key Objectives

- In 2024-25, allocate up to \$40.7 million to support the expansion of licensed child care spaces through a mix of private (for-profit) and not-for-profit providers in areas where they are most needed.
- In 2024-25, the ministry will allocate \$1.4 billion in affordability grants and parent subsidies to support an average cost of \$15 per day for families with children enrolled in licensed child care programs
- In 2024-25, \$304.3 million is allocated to support the child care workforce through child care certification, professional development, and wage top-ups.

Performance Metrics

4.a **Performance Measure: percentage change in the number of licensed child care spaces.** This includes daycare, family day home, out-of-school care, preschool, innovative, and group family child care programs. Child care programs safely operate while leveraging federal investments for focused space creation.

In 2022-23, there was a 7 per cent increase in the number of licensed and active child care spaces.

Targets	2024-25	9%	2025-26	9%	2026-27	9%

STATEMENT OF OPERATIONS

(thousands of dollars)

	Comparable		2024-25 Estimate	2025-26 Target	2026-27 Target
	2023-24 Budget	2023-24 Forecast			
REVENUE					
Labour Market Agreements	75,133	69,752	69,752	69,752	69,752
Other Revenue	67,447	64,299	75,549	76,402	76,505
Early Learning Child Care Agreements	936,849	936,849	1,139,233	1,226,321	1,226,321
Other Premiums, Fees and Licences	55	55	55	55	55
Consolidated Total	1,079,484	1,070,955	1,284,589	1,372,530	1,372,633
EXPENSE					
Ministry Support Services	4,637	5,007	6,210	6,335	6,380
Workforce Strategies	124,993	118,885	129,573	116,356	88,954
Safe, Fair and Healthy Workplaces	64,648	62,648	68,197	70,036	70,579
Economic Development and Trade	188,531	177,883	160,692	161,198	136,448
Child Care	1,278,282	1,278,282	1,481,234	1,573,768	1,574,094
Labour Relations Board	4,563	4,563	5,344	5,413	5,466
Appeals Commission for Alberta Workers' Compensation	17,020	17,020	19,378	20,170	20,870
Ministry Total	1,682,674	1,664,288	1,870,628	1,953,276	1,902,791
Inter-Ministry Consolidation Adjustment	(9,030)	(9,030)	(9,030)	(9,030)	(9,030)
Consolidated Total	1,673,644	1,655,258	1,861,598	1,944,246	1,893,761
Net Operating Result	(594,160)	(584,303)	(577,009)	(571,716)	(521,128)
CAPITAL INVESTMENT					
Workforce Strategies	-	2,238	-	-	-
Safe, Fair and Healthy Workplaces	900	400	900	900	900
Economic Development and Trade	1,070	1,070	1,250	1,250	1,250
Child Care	10,000	12,238	10,000	5,000	5,000
Appeals Commission for Alberta Workers' Compensation	-	-	2,500	1,000	-
Consolidated Total	11,970	15,946	14,650	8,150	7,150