

BUDGET 2021

GOVERNMENT OF ALBERTA | 2021-24

Ministry Business Plan Labour and Immigration

Labour and Immigration

Business Plan 2021-24

Ministry Fact Sheet – Mandate and Structure

The Ministry of Labour and Immigration supports a strong and diversified economy by collaborating with workers, job creators, and stakeholders to develop a resilient and diversified workforce, promote safe, fair and healthy workplaces and attract skilled workers and entrepreneurs from across Canada and the world to Alberta. The ministry's agencies, boards and commissions support the fair resolution of disputes among work site parties and a sustainable workers' compensation system through delivery of independent adjudication services.

Albertans get back to work through job creation and supporting skills and resilience

The ministry works to support unemployed and underemployed Albertans by providing training and re-training programs that help them find and keep a job. The ministry also works to create an environment that reduces risks for job creators to hire and train Albertans into jobs. Training programming is available through a number of programs including the Training for Work program and the Canada-Alberta Job Grant. These programs provide funding for both Albertans and job creators to ensure workers have the skills and knowledge required to support Alberta's economy. The ministry works to provide and expand access to training across the province and beyond the classroom to ensure more individuals gain the skills and experience needed to maintain stable employment. The ministry develops and aligns evidence-based policies and programs to influence and adjust training to meet the province's short and long-term labour market needs. The ministry also collaborates with Advanced Education, Community and Social Services, and Indigenous Relations to deliver career supports and training programs to develop and retain talent to support Alberta's economy.

New Albertans bring an entrepreneurial drive to start new businesses and skills that help employers address labour shortages that help to create new jobs. The Alberta Advantage Immigration Strategy is intended to strengthen Alberta's immigration programming by being responsive to the needs of job creators and communities, contributing to diversity, and supporting the province's workforce by attracting international entrepreneurs to start businesses and create jobs. New immigration streams within the Alberta Immigrant Nominee Program (AINP) allocation, will attract new immigrant entrepreneurs, international graduate students and encourage settlement in smaller communities, where there is need. The ministry also delivers programs and services to help newcomers settle and integrate in order to contribute to Alberta's economy, including pre-arrival settlement services, offering skills upgrading to underemployed foreign professionals and providing access to bridge financing for certification exams, and assesses foreign credentials received outside of Canada through the International Qualifications Assessment Service, to allow new Albertans to fully participate in Alberta's economy utilizing their education, knowledge, skills and experience.

The ministry is also focused on implementing legislative changes to reduce the costs of employment for employers, while maintaining protections for workers, to help get Albertans back to work. The ministry works and advocates for increased labour mobility of workers in regulated occupations across Canada to help address labour market challenges and maintain a strong, open economy. There is ongoing work with other Canadian jurisdictions to determine how barriers to workers' mobility can be further reduced and registration processes for out-of-province certified workers can be further streamlined to get Canadians to work where they are needed and grow the economy in Alberta.

Albertans are safe at work and treated fairly in the workplace

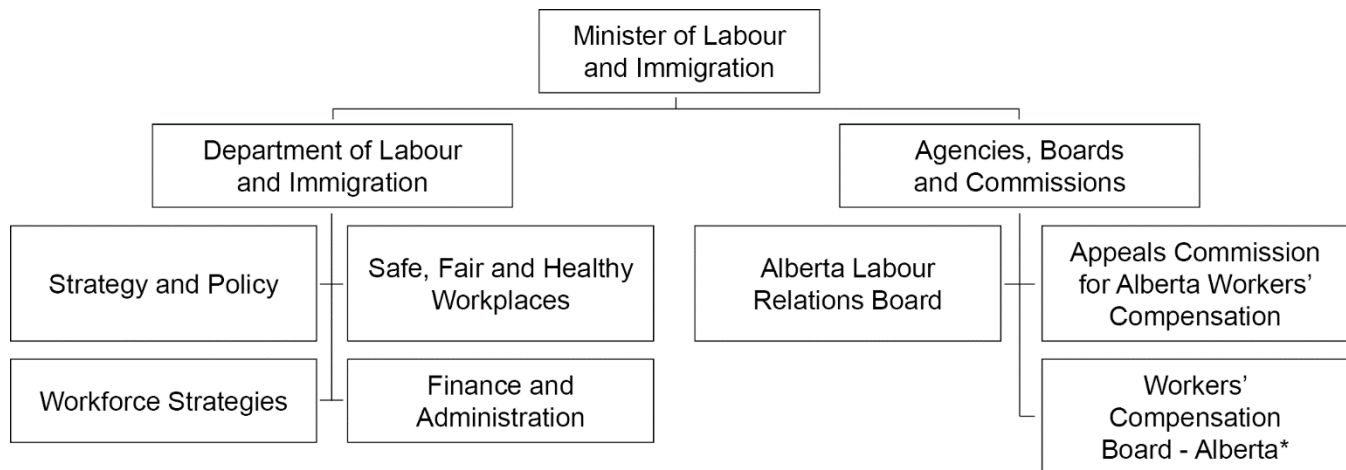
Labour and Immigration is also focused on ensuring all Albertans can return home safely from work while, at the same time, helping Alberta to be a more attractive and competitive place to work and do business. The ministry collaborates with workers, job creators, health and safety associations, industry associations, and labour groups to promote an informed and knowledgeable workforce regarding both rights and responsibilities while providing the

tools necessary to be self-sufficient. The ministry also uses an evidence-based approach to deliver proactive inspections programs to job creators and industries that would benefit from regulatory intervention. A balanced approach to compliance supports capital investment, job creation in Alberta and, most importantly, workplaces that are safe, fair and healthy.

Efficient and effective program delivery and labour laws support workers and reduce regulatory burden on job creators

The ministry is committed to ensuring legislation, regulation, programs and processes remain balanced and responsive to changes in the labour environment to support economic recovery while protecting workers, reducing regulatory burden and promoting ease of access to services for Albertans. A balanced and efficient set of labour laws also maintains Alberta’s high standards for health and safety and fair workplaces; promotes the free movement of labour; promotes excellence in self-governance for professional regulatory organizations; and enables job creators to find and develop a skilled and resilient workforce. The ministry continues to put Albertans interests first while working with the federal, provincial and territorial governments to get a fair deal for Alberta, including advancing the province’s interests in flexible labour and immigration policies and facilitating the free movement of skilled labour across the country.

The ministry is also responsible for promoting positive labour and management relations throughout Alberta. In addition, the work of the Appeals Commission for Alberta Workers’ Compensation promotes the independent resolution of disputes related to Alberta’s workers’ compensation system.



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 Labour and Immigration and its programs and initiatives can be found at www.alberta.ca/labour-and-immigration.aspx.

The Ministry of Labour and Immigration continues to review programs to ensure Albertans receive efficient and client-focused services from their government. As part of this ongoing review, the ministry is committed to making life easier for hard-working Albertans and job creators by reducing regulatory requirements by one-third by 2023, and eliminating administrative burden through more efficient processes.

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.

Business Plan – Core

Outcome 1

Albertans get back to work through job creation and supporting skills and resilience

Key Objectives

- 1.1 Support Albertans to get back to work through the Alberta Jobs Now Program by training new workers and reducing job creators’ cost to hire.
- 1.2 Deliver responsive workplace training and employment programs for unemployed and underemployed Albertans that support job creators in developing and retaining a skilled and diverse workforce and getting Albertans back to work.
- 1.3 Ensure labour legislation, regulation, programs and policies are responsive to meet the needs of job creators to enable economic recovery while minimizing regulatory burden and protecting workers’ rights.
- 1.4 Support job creators in supplementing their workforce by leveraging targeted attraction, retention and settlement strategies and implementing foreign qualification and labour mobility priorities.
- 1.5 Support economic growth, job creation and diversification by launching new AINP streams to attract job-creating entrepreneurs and specialized skills and talent to support Alberta’s economy.
- 1.6 Ensure Alberta’s professional regulatory bodies adhere to the principles in the *Fair Registration Practices Act* and continue to implement the Fairness for Newcomers Plan.

Initiatives Supporting Key Objectives

- In 2021-22, \$127.5 million is allocated to the Alberta Jobs Now program.
- \$40.6 million in funding is allocated to skills and training support programs in 2021-22.

Performance Metrics

1.a Performance Indicator: Employment Rate

This measure demonstrates the ministry’s success in helping get Albertans back to work. In 2020, Alberta’s employment rate (proportion of the working age population that is employed) was 60.8%.

	2018	2019	2020
Employment Rate	67.2%	66.5%	60.8%

1.b Performance Measure: Outcomes for Training for Work program clients

This measure demonstrates the ministry’s success in assisting clients to transition to employment or further education or training. The target for this measure represents the ministry’s service standard. In 2019, 75.1% of clients reported they are either employed or in further education or training after leaving a skills training program.

Targets	2021-22	70%	2022-23	70%	2023-24	70%

Outcome 2

Albertans are safe at work and treated fairly in the workplace

Key Objectives

- 2.1 Review the Occupational Health and Safety Code to improve health and safety outcomes while enabling innovation, competitiveness and streamlining regulatory requirements.
- 2.2 Support a coordinated provincial occupational health and safety system through education and outreach based prevention initiatives and monitor regulatory compliance through proactive evidence-based inspections and reactive inspection and investigation programs, including COVID-19 response initiatives.

- 2.3 Work with employers and employees to promote compliance with employment standards by providing timely complaint resolution, effective enforcement and assistance to vulnerable workers.
- 2.4 Support injured workers and employers through a review of the Workers' Compensation Board medical and appeals processes.

Initiatives Supporting Key Objectives

- In the 2021-22 budget, \$64.8 million is allocated to ensuring safe, fair and healthy workplaces.

Performance Metrics

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

OHS field activities support safe and healthy workplaces with 24,456 field activities completed in 2019-20. Alberta is committed to helping reduce the lost-time claim rate (LTCR) by implementing effective prevention programs and labour legislation. Lost-time claims represent work-related injury or illness claims that result in a worker missing work beyond the day they were injured. In 2019, the LTCR was 1.51.

	2017-18	2018-19	2019-20
OHS Field Activities	23,437	21,916	24,456
	2017	2018	2019
Lost-time claim rate	1.43	1.50	1.51

Outcome 3

Efficient and effective program delivery and labour laws support workers and reduce regulatory burden on job creators

Key Objectives

- 3.1 Review and revise legislation, regulation and policy to reduce red tape and regulatory burden by at least one-third.
- 3.2 Review and streamline professional legislation and regulatory requirements for professional regulatory organizations to further reduce any unnecessary barriers to practicing occupations in Alberta.
- 3.3 Provide efficient, timely, effective and consistent services through the Alberta Labour Relations Board.
- 3.4 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 2021-22, \$4.0 million is allocated to the Alberta Labour Relations Board.
- \$17.1 million is allocated to the Appeals Commission for Alberta Workers' Compensation in 2021-22.

Performance Metrics

3.a Performance Measure: Red Tape Reduction

Labour and Immigration is committed to reducing regulatory requirements by one-third by 2023-24. In 2019-20, the ministry reduced regulatory requirements by 3.6%.

Targets	2021-22	-20%	2022-23	-33%	2023-24	Net zero
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3.b Performance Measure: Alberta Labour Relations Board (ALRB) decisions rendered within 90 days

Timeliness of ALRB decisions supports the principle that justice delayed is justice denied. In 2019-20, 78% of decisions were rendered by the ALRB within 90 days from completion of the hearing(s).

Targets	2021-22	85%	2022-23	85%	2023-24	85%
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STATEMENT OF OPERATIONS

(thousands of dollars)

	Comparable			2021-22 Estimate	2022-23 Target	2023-24 Target
	2019-20 Actual	2020-21 Budget	2020-21 Forecast			
REVENUE						
Labour Market Development	56,022	56,022	114,372	179,092	56,022	56,022
Other Transfers from Government of Canada	348	466	466	186	-	-
Other Revenue	65,268	78,660	78,310	68,602	68,539	68,539
Premiums, Fees and Licences	3,608	8,286	6,286	8,286	8,286	8,286
Transfers of Assets or Liabilities from Related Parties	2,564	-	110	-	-	-
Ministry Total	127,810	143,434	199,544	256,166	132,847	132,847
Inter-Ministry Consolidations	(2,564)	-	(110)	-	-	-
Consolidated Total	125,246	143,434	199,434	256,166	132,847	132,847
EXPENSE						
Ministry Support Services	4,711	5,589	5,489	4,723	4,457	4,457
Workforce Strategies	110,381	105,687	163,237	239,242	102,784	98,259
Safe, Fair and Healthy Workplaces	62,006	72,252	71,802	65,314	64,958	64,958
Labour Relations Board	3,457	4,245	4,245	3,968	3,947	3,947
Appeals Commission for Alberta Workers' Compensation	17,984	23,105	23,105	17,278	17,204	17,204
Emergency Isolation Support	43,981	-	64,111	-	-	-
Workers' Compensation Board Premium Support	69,750	-	209,250	-	-	-
Critical Worker Benefit	-	-	175,436	1,863	-	-
Ministry Total	312,270	210,878	716,675	332,388	193,350	188,825
Inter-Ministry Consolidations	(2,927)	(2,000)	(2,000)	(2,000)	(2,000)	(2,000)
Consolidated Total	309,343	208,878	714,675	330,388	191,350	186,825
Net Operating Result	(184,097)	(65,444)	(515,241)	(74,222)	(58,503)	(53,978)
CAPITAL INVESTMENT						
Workforce Strategies	199	-	350	150	-	-
Safe, Fair and Healthy Workplaces	3,085	900	1,010	900	900	900
Labour Relations Board	30	-	-	-	-	-
Appeals Commission for Alberta Workers' Compensation	98	-	-	-	-	-
Critical Worker Benefit	-	-	200	52	-	-
Ministry Total	3,412	900	1,560	1,102	900	900
Inter-Ministry Consolidations	(2,564)	-	(110)	-	-	-
Consolidated Total	848	900	1,450	1,102	900	900