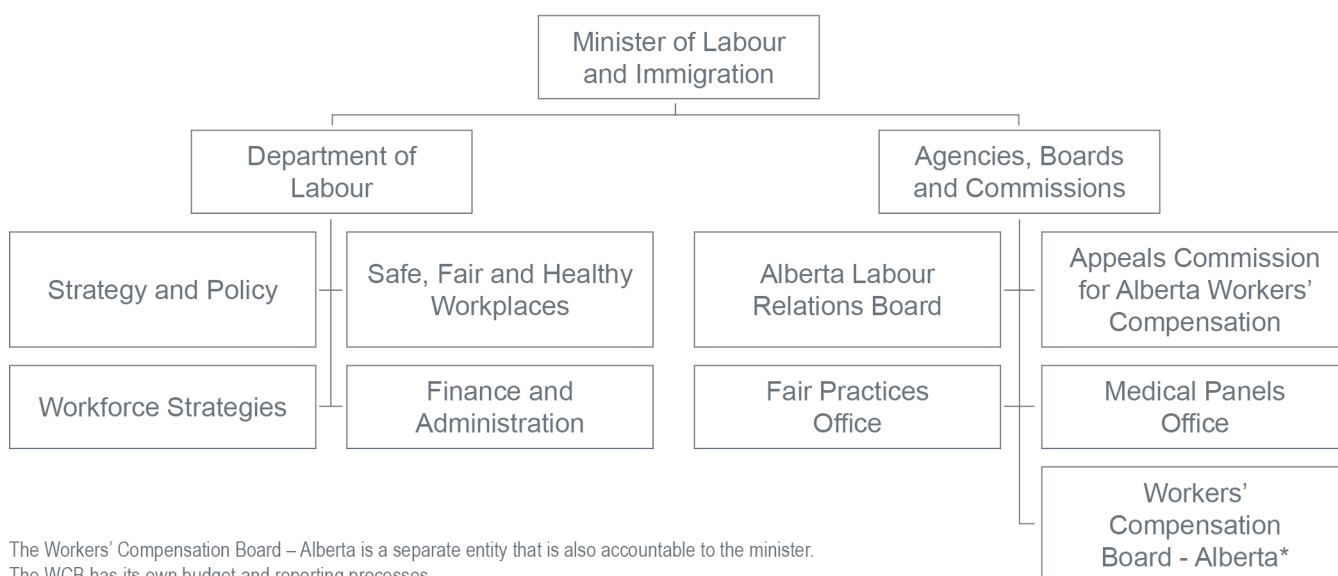


Labour and Immigration

Business Plan 2019–23

Ministry Mandate and Structure

The ministry of Labour and Immigration focuses on supporting job creators, building and developing a strong and diverse workforce, promoting safe, fair and healthy workplaces and attracting skilled workers and entrepreneurs from across Canada and the world to Alberta to support economic growth and diversification.



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: <https://www.alberta.ca/labour-and-immigration.aspx>.

Ministry Outcomes

- Alberta's labour legislation and programs supports job creators and a thriving economy
- Albertans have the skills demanded by Alberta's labour market now and in the future
- Alberta is able to attract immigrants and retain new Albertans, resulting in a skilled, resilient and productive workforce that meets the needs of job creators
- Alberta has safe, fair and healthy workplaces
- Employers and workers have access to timely, fair and independent adjudication and dispute resolution services

Outcome 1

What We Want To Achieve

Alberta's labour legislation and programs support job creators and a thriving economy

A balanced approach to labour legislation and regulation supports job creators to find, retain and develop a skilled workforce while protecting the health, safety and rights of workers. The ministry maintains legislation and regulation related to occupational health and safety, employment standards, labour relations and governance and licensing of self-regulating professions as well as the *Workers' Compensation Act*. The ministry will undertake a review of key pieces of legislation and regulation and program delivery to reduce regulatory burden and ensure it supports businesses and encourages economic growth.

Key Objectives

- 1.1 Review and revise legislation, regulations, programs and processes to ensure the effective and efficient delivery of services focusing on reducing red tape and regulatory burden for businesses and Albertans.
- 1.2 Assess current minimum wage impacts to the economy and encourage youth employment by establishing a youth minimum wage.
- 1.3 Implement the *Open for Business Act* to provide flexibility around holiday pay and banked overtime and to simplify the labour relations process.
- 1.4 Review and amend labour legislation and regulation to ensure it supports the needs of job creators while protecting worker rights and enabling a thriving economy.
- 1.5 Review Alberta's farm safety laws to ensure they balance the unique economic pressures of farming and ranching with the need for a flexible farm safety regime.

Initiatives Supporting Key Objectives

- In 2019-20, \$250,000 is allocated to assist famers and ranchers to implement health and safety practices and procedures that align with Occupational Health and Safety legislation and make their work sites safe for their workers, their families and themselves through the Farm Health and Safety Grant.
- The Minimum Wage Expert Panel will assess the province's minimum wage and whether hospitality industry workers who serve alcohol would benefit from a wage differential allowing them to work more hours. In 2019-20, \$50,000 is budgeted for the Minimum Wage Expert Panel.

Performance Metrics

1.a Performance Measure: Red Tape reduction

Government is committed to reducing red tape (regulatory requirements) and the ministry will assess its progress toward achieving a one-third reduction in Labour and Immigration regulatory requirements.

(Regulatory requirements are any action that a citizen, business, or government must take to access government services or programs, carry out business or pursue legislated privileges.)

TARGETS

2019-20:	N/A
2020-21:	50%
2021-22:	100% (one-third reduction)
2022-23:	N/A

Outcome 2

What We Want To Achieve

Albertans have the skills demanded by Alberta's labour market now and in the future

The ministry provides training and re-training programs that help unemployed or under employed Albertans obtain the skills needed to succeed now and into the future. The ministry works to expand training beyond the classroom to ensure these individuals gain the skills and experience needed to maintain stable employment. The ministry develops and aligns evidence-based policies and programs to influence and respond effectively to the province's short and long-term labour market needs. The ministry also collaborates with the ministries of Advanced Education, Community and Social Supports, Education and Indigenous Relations to ensure career supports and training programs provide Albertans with what they need to participate in Alberta's labour market.

Key Objectives

- 2.1 Develop and administer training and employment programs that connect Albertans to good jobs, increasing regional access to training and employment services.
- 2.2 Work with employers, unions and other parties to reduce the impact of workforce transitions.
- 2.3 Improve participation in Alberta's workforce particularly among underrepresented groups.
- 2.4 Partner with Indigenous communities and organizations to support the participation of Indigenous People in the labour market.

Initiatives Supporting Key Objectives

- In 2019-20, \$4.5 million is allocated to Workforce Development Partnerships to help ensure Alberta can respond to skills shortages through collaborative efforts with industry, communities, employer groups, organizations, industry sectors, and municipalities with common labour market needs.
- In 2019-20, \$22 million is allocated to Labour Market Programs to support Alberta employers and their employees to gain the skills they need to succeed in the workforce, including funding for the Canada-Alberta Job Grant.
- Funding for Skills and Training Support provides training opportunities and support for individuals to get a job or substantially improve their employment situation, including funding for Training for Work programs, Aboriginal Training to Employment, First Nations Training to Employment, and Income Support for Learners. \$40.6 million in funding is allocated in 2019-20.
- In 2019-20, \$4.7 million is allocated for the Coal Workforce Transition Program to provide financial support for employees affected by the phase out of coal-fired electricity generation.

Performance Metrics

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

In 2018, 71.9 per cent of Training for Work clients reported they are either employed or in further education or training after leaving a skills training program.

TARGETS

2019-20:	70%
2020-21:	70%
2021-22:	70%
2022-23:	70%

Outcome 3

What We Want To Achieve

Alberta is able to attract immigrants and retain new Albertans, resulting in a skilled, resilient and productive workforce that meets the needs of job creators

Many new Albertans bring an entrepreneurial drive to start new businesses and skills that help employers address labour shortages. The ministry delivers programs and services that attract and support newcomers and assess credentials received outside of Canada. The ministry works and advocates for increased labour mobility and qualification recognition across Canada and to reduce barriers to full participation in Alberta's economy. It also works to ensure newcomers have access to programs and services necessary to be successful in Alberta's economy.

Key Objectives

- 3.1 Leverage targeted attraction and retention strategies and the implementation of labour mobility priorities to assist Alberta employers in supplementing their workforce.
- 3.2 Collaborate with other ministries and develop an Alberta Advantage Immigration Strategy, to attract talented newcomers and job creating entrepreneurs with a focus on settlement in smaller communities.
- 3.3 Establish a Fairness for Newcomers Office to work with professional regulatory organizations to ensure qualification recognition processes are transparent, objective, efficient, impartial and fair.
- 3.4 Support newcomers by providing enhanced pre-arrival settlement services, working with service providing organizations to offer skills upgrading to underemployed foreign professionals and working to expand newcomers' access to bridge financing for certification exams through low interest loans.

Initiatives Supporting Key Objectives

- Settlement and Integration funding helps increase the ability of newcomers to successfully settle and integrate in Alberta and includes funding provided to immigrant-serving agencies. In 2019-20, \$8.3 million is allocated.
- In 2019-20, \$9.3 million is allocated to Labour Attraction and Retention for targeted strategies for attracting and retaining the workers Alberta needs and initiatives aimed at fully engaging new Albertans in the workforce, including the delivery of the Alberta Immigrant Nominee Program.
- Labour Qualifications and Mobility initiatives and programs help ensure that workers from across Canada and internationally receive recognition of their qualifications so that they are able to apply their skills and work to their full potential in Alberta's labour market. These programs and initiatives include the International Qualifications Assessment Service, Foreign Qualification Recognition, and the Fairness for Newcomers Office. In 2019-20, \$10.5 million is allocated.

Performance Metrics

3.a Performance Indicator: Alberta Immigrant Nominee Program (AINP) retention

Nominees that landed in 2017 were surveyed in 2019. 85.7 per cent of AINP nominees surveyed reported they were still working and residing in Alberta one year after obtaining permanent residency.

3.b Performance Measure: Satisfaction of International Qualifications Assessment Service (IQAS) applicants (*The IQAS survey is conducted every two years.*)

In 2017-18, 91 per cent of IQAS applicants were satisfied with the services received.

TARGETS

2019-20:	85%
2020-21:	N/A
2021-22:	85%
2022-23:	N/A

Outcome 4

What We Want To Achieve

Alberta has safe, fair and healthy workplaces

Safe, fair and healthy workplaces help Alberta to be a more attractive and competitive place to work and do business. The ministry collaborates with job creators, workers, health and safety associations, industry associations, and labour groups to promote an informed and knowledgeable workforce regarding both rights and responsibilities. The ministry is focused on fair and timely complaint resolution services. A balanced approach to compliance supports capital investment, job creation in Alberta and worker safety. The ministry takes an evidence-based approach through proactive programs to focus on job creators that require assistance in implementing effective health and safety programs that benefit all workplace parties and ensure they are fulfilling their obligations so that workers are able to go home at the end of each day.

Key Objectives

- 4.1 Work proactively with employers and workers to promote compliance with employment standards and engage in timely complaint resolution and effective enforcement.
- 4.2 Develop new technologies and applications to provide more timely access to occupational health and safety and employment standards records and to facilitate the reporting of information.
- 4.3 Review and enhance the certificate of recognition program to support businesses to build effective health and safety management systems.
- 4.4 Improve workplace health and safety by monitoring for compliance with the *Occupational Health and Safety Act*, Regulation and Code at Alberta worksites through education, responding to reportable incidents and conducting evidence-based inspections.

Initiatives Supporting Key Objectives

- In 2019-20, \$54.9 million is allocated to Occupational Health and Safety to work with job creators and monitor legislative compliance to ensure adequate protection for workers in Alberta.
- Employment Standards helps maintain fair and equitable workplaces by setting minimum standards for wages and working conditions in most workplaces in Alberta. In 2019-20, \$16.1 million is allocated.

Performance Metrics

- 4.a Performance Indicator: Lost-time claim rate and disabling injury rate** (*The lost-time claim rate (LTCR) is the number of lost-time claims per 100 person-years worked and the disabling injury rate (DIR) is the number of disabling injuries per 100 person-years worked. One person-year is equivalent to one full-time worker working for one year or 2,000 hours worked. The LTCR and DIR are indicators of occupational health and safety performance in the province.*)

In 2018, Alberta's lost-time claim rate was 1.46 and the disabling injury rate was 2.71.

4.b Performance Measure: Employment standards complaints completed within 180 days *(The ministry has set a standard of 75% for this measure.)*

In 2018-19, 62 per cent of employment standards complaints were completed within 180 days of the date the complaint was received.

TARGETS

2019-20:	75%
2020-21:	75%
2021-22:	75%
2022-23:	75%

4.c Performance Measure: Employment standards complaints resolved voluntarily *(The ministry has set a standard of 84% for this measure.)*

In 2018-19, 81 per cent of employment standards complaints were resolved using mediation, settlement, compromise or other voluntary means.

TARGETS

2019-20:	84%
2020-21:	84%
2021-22:	84%
2022-23:	84%

Outcome 5

What We Want To Achieve

Employers and workers have access to timely, fair and independent adjudication and dispute resolution services

Work under this outcome represents the collective work of the Alberta Labour Relations Board, the Appeals Commission for Alberta Workers' Compensation, the Fair Practices Office, the Medical Panels Office, and the Department of Labour and Immigration's Mediation Services to promote positive labour and management relations throughout Alberta.

Key Objectives

- 5.1 Provide effective labour relations dispute resolution services through ministry-appointed mediators and launch a Grievance Mediation program to provide an early, cost effective alternative to arbitration.
- 5.2 Provide efficient, timely, effective and consistent services to the Alberta labour relations community through the Alberta Labour Relations Board.
- 5.3 Provide timely, fair and efficient appeal services independent of the Workers' Compensation Board through the Appeals Commission for Alberta Workers' Compensation.
- 5.4 Review and make recommendations determining administrative fairness within the workers' compensation system and breaches of the Workers' Compensation Board Code of Rights and Conduct and provide navigation assistance, independent advice, and advocacy services to employers and workers and their dependents who are appealing compensation decisions through the Fair Practices Office.

5.5 Provide injured workers and other system partners in the workers' compensation system with an impartial, independent process to resolve complex medical issues through the Medical Panels Office.

Initiatives Supporting Key Objectives

- Labour Relations administers mediator and arbitrator rosters to assist employers and unions in resolving disputes and provides information on labour negotiations and collective bargaining. Labour Relations also provides strategic advice and maintains the Labour Relations Code and regulations. In 2019-20, \$1.9 million is allocated.
- In 2019-20, \$4.3 million is allocated to the Alberta Labour Relations Board to provide an independent and impartial tribunal responsible for the day-to-day application and interpretation of Alberta's labour laws.
- The Appeals Commission for Alberta Workers' Compensation provides an appeals process independent of the Workers' Compensation Board that is timely, fair, and consistent with legislation, policy and the principles of natural justice. In 2019-20, \$12.8 million is allocated to the Appeals Commission for Alberta Workers' Compensation.
- The Fair Practices Office provides assistance navigating the workers' compensation system, fairness reviews, system assurance reports, and independent appeals advice and advocacy services. In 2019-20, \$9.4 million is allocated to the Fair Practices Office.
- The Medical Panels Office provides an impartial, independent process to resolve complex medical issues for workers and other system partners in the workers' compensation system. In 2019-20, \$1.3 million is allocated to the Medical Panels Office.

Performance Metrics

5.a Performance Measure: Alberta Labour Relations Board (ALRB) hearings *(The ALRB strives to hear all applications within 70 days of receipt of the application.)*

In 2018-19, the average number of days from the acceptance of an application to the date of the first Alberta Labour Relations Board (ALRB) hearing was 58.

TARGETS

2019-20:	70 days
2020-21:	70 days
2021-22:	70 days
2022-23:	70 days

5.b Performance Measure: ALRB decisions rendered within 90 calendar days

In 2018-19, 70 per cent of decisions were rendered by the ALRB within 90 calendar days from completion of the hearing(s).

TARGETS

2019-20:	85%
2020-21:	85%
2021-22:	85%
2022-23:	85%

5.c Performance Measure: Appeals Commission reconsideration process

In 2018-19, 98.9 per cent of decisions were not challenged, or if challenged, were supported by the Appeals Commission's reconsideration process, the Court of Queen's Bench, the Court of Appeal or the Alberta Ombudsman.

TARGETS

2019-20:	98%
2020-21:	98%
2021-22:	98%
2022-23:	98%

5.d Performance Indicator: Person-days lost to strikes and lockouts *(Work days not worked in the calendar year due to legal strikes and lockouts per 1,000 employees.)*

In 2018, there were 0.7 person-days lost to strikes and lockouts per 1,000 employees.

STATEMENT OF OPERATIONS

(thousands of dollars)

	Comparable		2019-20 Estimate	2020-21 Target	2021-22 Target	2022-23 Target
	2018-19 Budget	2018-19 Actual				
REVENUE						
Labour Market Development	58,322	66,302	56,022	56,022	56,022	56,022
Other Transfers from Government of Canada	-	-	348	466	186	-
Other Revenue	77,781	73,255	79,481	76,360	74,834	75,020
Premiums, Fees and Licences	3,386	4,954	4,386	8,286	8,286	8,286
Transfers of Assets or Liabilities from Related Parties	-	169	-	-	-	-
Ministry Total	139,489	144,680	140,237	141,134	139,328	139,328
Inter-Ministry Consolidations	-	(169)	-	-	-	-
Consolidated Total	139,489	144,511	140,237	141,134	139,328	139,328
EXPENSE						
Ministry Support Services	5,741	5,076	5,622	5,589	5,589	5,589
Workforce Strategies	122,069	119,170	114,823	104,187	108,483	103,731
Safe, Fair and Healthy Workplaces	77,489	69,244	73,323	76,237	74,711	74,897
Labour Relations Board	4,487	3,616	4,259	4,245	4,245	4,245
Appeals Commission for Alberta Workers' Compensation	13,635	12,549	12,959	12,950	12,950	12,950
Medical Panels Office for Alberta Workers' Compensation	1,355	953	1,286	1,283	1,283	1,283
Fair Practices Office	3,470	2,518	9,388	6,572	6,572	6,572
Ministry Total	228,246	213,126	221,660	211,063	213,833	209,267
Inter-Ministry Consolidations	(2,000)	(4,265)	(2,000)	(2,000)	(2,000)	(2,000)
Consolidated Total	226,246	208,861	219,660	209,063	211,833	207,267
Net Operating Result	(86,757)	(64,350)	(79,423)	(67,929)	(72,505)	(67,939)
CAPITAL INVESTMENT						
Workforce Strategies	-	331	-	-	-	-
Safe, Fair and Healthy Workplaces	1,900	1,999	1,400	900	900	900
Labour Relations Board	-	264	-	-	-	-
Medical Panels Office for Alberta Workers' Compensation	-	22	-	-	-	-
Fair Practices Office	-	369	-	-	-	-
Ministry Total	1,900	2,985	1,400	900	900	900
Inter-Ministry Consolidations	-	-	(250)	-	-	-
Consolidated Total	1,900	2,985	1,150	900	900	900

