

BUDGET 2022

GOVERNMENT OF ALBERTA | 2022-25

Ministry Business Plan Labour and Immigration

Labour and Immigration

Business Plan 2022-25

Ministry Fact Sheet – Mandate and Structure

The Ministry of Labour and Immigration enhances Alberta’s competitive advantage by attracting and developing the skilled and diverse workforce Alberta needs while continuing to focus on promoting safe, fair and healthy workplaces. 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.

Alberta has a skilled and resilient labour force to support economic recovery, growth and diversification

The ministry supports Albertans by providing training and re-training programs for unemployed and underemployed Albertans that help them find and keep a job. The Alberta at Work initiative will provide a framework to address current and longer-term labour market challenges including attracting talent, ensuring responsive programming and ensuring businesses have access to the skilled workforce required to grow Alberta’s economy. Providing sustainable funding and continued investments in training programming helps Alberta address labour market challenges. The ministry’s Training for Work suite of programs, the Canada-Alberta Job Grant and the Alberta Jobs Now program provide support to ensure workers have the skills and knowledge required to support Alberta’s economy. Robust labour market intelligence facilitates efficient delivery of these programs to meet the province’s short and long-term labour market needs.

Immigration is part of the overall solution to various challenges experienced by Alberta’s labour market. By creating a welcoming environment that values diversity, the ministry contributes to ensuring Alberta’s competitive advantage. The Alberta Advantage Immigration Strategy strengthens Alberta’s immigration programming and is responsive to the needs of employers and communities, contributes to diversity, and supports the province’s workforce by attracting international entrepreneurs to start businesses and create jobs. Programming to attract immigrants, including attracting entrepreneurs, international graduate students and those interested in settling in smaller communities, supports economic growth and diversification across the province.

The Alberta Anti-Racism Advisory Council advises government on how to implement and evaluate action items to combat racism and promote more inclusive and accepting communities across Alberta creating an environment in which people want to live and work. Ministry services help immigrants and new Albertans to fully participate in Alberta’s economy utilizing their education, knowledge, skills and experience. These services include pre-arrival settlement services, skills upgrading for underemployed foreign professionals, and the assessment of foreign credentials received outside of Canada (through the International Qualifications Assessment Service). 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.

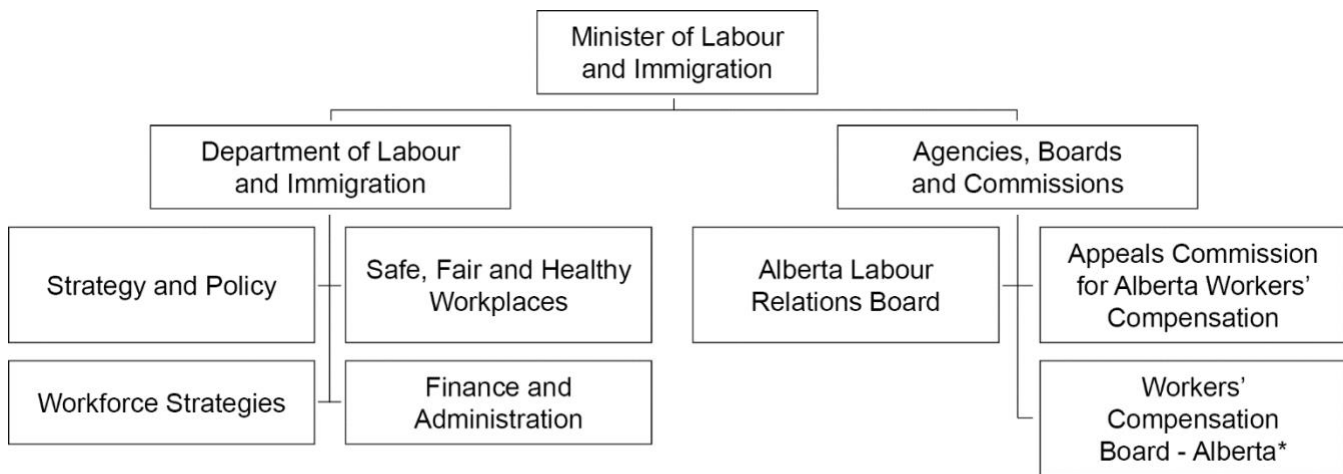
Albertans are safe at work and treated fairly in the workplace

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, employers, health and safety associations, industry associations, and labour groups to promote an informed and knowledgeable workforce regarding both rights and responsibilities through efforts such as the Prevention Initiative. The ministry also uses an evidence-based approach to deliver proactive inspection programs to employers and industries that benefit from regulatory intervention. A stable and balanced approach to compliance supports capital investment, job creation in Alberta and, most importantly, workplaces that are safe, fair and healthy.

Better services for workers and employers through streamlined rules and effective service delivery

The ministry is focused on implementing legislative changes to reduce the costs of employment for employers, while maintaining protections for workers. A balanced, stable and responsive set of labour laws enhances Alberta’s competitive advantage, supports economic recovery, protects workers, reduces regulatory burden and promotes ease of access to services for Albertans. Labour laws not only maintain Alberta’s high standards for health and safety and fair workplaces, but they also promote the free movement of labour. In addition, legislation promotes excellence for professional regulatory organizations.

Mediation services provided by the ministry support a healthy and robust labour climate in Alberta by supporting unions and employers. The ministry is also responsible for promoting positive labour and management relations throughout Alberta. In addition, the Appeals Commission for Alberta Workers’ Compensation and its programs are committed to fair, efficient and client-focused services which are independent of the Workers’ Compensation Board.



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 protecting and supporting Albertans and job creators by reducing red tape by one-third by 2023, modernizing regulations, eliminating unnecessary regulatory requirements, and reducing administrative burden through more efficient processes including digital solutions.

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

Alberta has a skilled and resilient labour force to support economic recovery, growth and diversification

Key Objectives

- 1.1 Implement Alberta at Work initiatives to address current and longer-term labour market challenges by supporting Alberta’s workforce through responsive programming, attracting talent, and advocating for Albertans.
- 1.2 Deliver responsive training and employment programs and employer supports tailored to serving Albertans, including underrepresented groups and Indigenous people.
- 1.3 Attract and retain talent, including entrepreneurs with specialized skills and talent, to Alberta and support employers in supplementing their workforce by leveraging targeted attraction, retention and settlement strategies.
- 1.4 Support economic growth, job creation and diversification by implementing efficient newcomer programming so international and domestic talent can put their skills to work in Alberta.
- 1.5 Promote welcoming and diverse communities throughout Alberta and advance antiracism actions informed by the Alberta Anti-Racism Advisory Council.

Initiatives Supporting Key Objectives

- In 2022-23, \$53.5 million in funding is allocated to skills and training support programs.

Performance Metrics

1.a Performance Indicator: Employment Rate

This measure demonstrates the ministry’s success in helping get Albertans back to work. In 2021, Alberta’s employment rate (proportion of the working age that is employed) was 63.2 per cent.

	2019	2020	2021
Employment Rate	66.0%	60.7%	63.2%

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 2020, 67.2 per cent of clients reported they are either employed or in further training after leaving a skills training program.

Targets	2022-23	70%	2023-24	70%	2024-25	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 approach through education and outreach based prevention initiatives; 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.

Initiatives Supporting Key Objectives

- \$63.0 million is allocated to ensuring safe, fair and healthy workplaces in 2022-23.

Performance Metrics

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

OHS field activities support safe and healthy workplaces with 35,306 field activities completed in 2020-21. 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 2020, the LTCR was 1.66.

	2018-19	2019-20	2020-21
OHS Field Activities	21,916	24,456	35,306
	2018	2019	2020
Lost-time claim rate	1.51	1.54	1.66

Outcome 3

Better services for workers and employers through streamlined rules and effective service delivery

Key Objectives

- 3.1 Review and revise legislation, regulation and policy to reduce red tape by at least one-third.
- 3.2 Implement streamlined professional legislation and regulatory requirements for professional regulatory organizations to further reduce any unnecessary barriers to practicing occupations in Alberta.
- 3.3 Ensure labour legislation, regulation, programs and policies are responsive to meet the needs of employers to enable economic recovery while minimizing regulatory burden and protecting workers' rights.
- 3.4 Provide efficient, timely, effective and consistent services through the Alberta Labour Relations Board.
- 3.5 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

- \$3.9 million is allocated to the Alberta Labour Relations Board in 2022-23.
- \$16.9 million is allocated to the Appeals Commission for Alberta Workers' Compensation in 2022-23.

Performance Metrics

3.a Performance Measure: Red Tape Reduction

Labour and Immigration is committed to reducing red tape by one-third by March 31, 2023. Between May 2019 and December 31, 2021, the ministry has reduced red tape by 15.7 per cent (cumulative reduction).

Targets	2022-23	33%	2023-24	net zero	2024-25	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 2020-21, 68 per cent of decisions were rendered by the ALRB within 90 days from completion of the hearing(s). The target for this measure represents the level of service the ALRB aims to provide to stakeholders.

Targets	2022-23	85%	2023-24	85%	2024-25	85%
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STATEMENT OF OPERATIONS

(thousands of dollars)

	Comparable			2022-23 Estimate	2023-24 Target	2024-25 Target
	2020-21 Actual	2021-22 Budget	2021-22 Forecast			
REVENUE						
Labour Market Development	54,434	179,092	241,262	73,900	73,900	73,900
Other Transfers from Government of Canada	466	186	186	-	-	-
Premiums, Fees and Licences	4,711	8,286	8,286	8,286	8,286	8,286
Other Revenue	66,224	68,602	68,069	66,899	66,899	66,899
Consolidated Total	125,835	256,166	317,803	149,085	149,085	149,085
EXPENSE						
Ministry Support Services	4,382	4,723	4,723	4,711	4,711	4,711
Workforce Strategies	101,123	239,242	397,901	236,677	141,127	139,552
Safe, Fair and Healthy Workplaces	67,610	65,314	64,781	63,502	63,502	63,502
Labour Relations Board	4,991	3,968	4,618	3,947	3,947	3,947
Appeals Commission for Alberta Workers' Compensation	17,939	17,278	17,278	17,020	17,020	17,020
Emergency Isolation Support	63,863	-	-	-	-	-
Workers' Compensation Board Premium Support	245,815	-	-	-	-	-
Critical Worker Benefit	122,365	1,863	66,531	-	-	-
Ministry Total	628,088	332,388	555,832	325,857	230,307	228,732
Inter-Ministry Consolidations	(3,197)	(2,000)	(2,000)	(2,000)	(2,000)	(2,000)
Consolidated Total	624,891	330,388	553,832	323,857	228,307	226,732
Net Operating Result	(499,056)	(74,222)	(236,029)	(174,772)	(79,222)	(77,647)
CAPITAL INVESTMENT						
Workforce Strategies	174	150	200	150	-	-
Safe, Fair and Healthy Workplaces	-	900	900	900	900	900
Critical Worker Benefit	200	52	52	-	-	-
Consolidated Total	374	1,102	1,152	1,050	900	900