

BUDGET 2020

GOVERNMENT OF ALBERTA | 2020-23

Ministry Business Plan Labour and Immigration

Labour and Immigration

Business Plan 2020-23

Ministry Mandate and Structure

The ministry of Labour and Immigration supports a strong and diversified economy by working with job creators to develop a strong and resilient workforce, promoting safe, fair and healthy workplaces and attracting skilled workers and entrepreneurs from across Canada and the world to Alberta.



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>.

The Ministry of Labour and Immigration is committed to the ongoing review of programs and services to ensure that the best possible outcomes are being achieved for Albertans. As part of this ongoing review, the ministry is committed to reducing red tape to make life easier for hard-working Albertans and businesses. This includes reducing regulatory burdens and unnecessary processes to encourage economic growth and job creation; and make Alberta one of the freest and fastest moving economies in the world. The ministry is committed to working towards achieving the one-third reduction in the number of regulatory requirements in its statutes, regulations, policies and forms by 2023.

Ministry Outcomes

- Alberta's labour legislation and programs support job creators, a thriving economy, and safe, fair and healthy workplaces
- Albertans have the skills demanded by Alberta's labour market now and in the future
- Alberta is able to attract, retain and unleash the entrepreneurial drive of newcomers resulting in a skilled, resilient and productive workforce that meets the needs of job creators and addresses labour shortages
- Alberta has safe, fair and healthy workplaces

- Labour and Immigration's programs, services and processes effectively and efficiently support the government's priorities, meet the needs of job creators to support a thriving economy and ensure newcomers can fully participate
- 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, a thriving economy, and safe, fair and healthy workplaces

A balanced approach to labour legislation and regulation enables job creators to find and develop a skilled workforce while protecting the health, safety and rights of workers. The ministry is accountable for 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 system. The ministry also works with the federal and provincial/territorial governments to advance Alberta's interests for flexible labour and immigration policies and address issues related to inter-provincial mobility.

Key Objectives

- 1.1 Finalize the findings of the minimum wage expert panel to restore fairness to Alberta's current minimum wage policies.
- 1.2 Review and amend labour legislation and regulation to ensure it supports the needs of job creators and enables a thriving economy while protecting worker rights.
- 1.3 Advocate for changes to federal labour and immigration programs to get a fair deal that recognizes the unique challenges and needs in Alberta.
- 1.4 Review and amend legislation to further reduce any unnecessary barriers for professional workers ability to practice their occupation in Alberta.
- 1.5 Review Alberta's occupational health and safety program with a view to improve safety and provide job creators with the tools needed to support healthy and safe workplaces.

Initiatives Supporting Key Objectives

- In 2020-21, \$400,000 is allocated to review Alberta's workers' compensation legislation as stakeholders have raised concerns with overall system effectiveness and affordability.

Performance Metrics

1.a Performance Indicator: Employment Growth

In 2018, Alberta's employment growth was 1.9%. Employment growth tracks the yearly percentage change in the number of Albertans employed.

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 find a job, keep a job and succeed now and into the future. The ministry works to provide and expand training across the province and 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 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.

Key Objectives

- 2.1 Develop and administer fiscally responsible training and employment programs that are informed by and responsive to changing labour market needs to connect Albertans to jobs and get Albertans back to work.
- 2.2 Work with job creators, unions and related parties to prepare Albertans for workforce, industry and career transitions.
- 2.3 Partner with Indigenous communities and organizations to support the participation of Indigenous people in the labour market.

Initiatives Supporting Key Objectives

- In 2020-21, \$7.5 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 2020-21, \$15.9 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. \$41.6 million in funding is allocated in 2020-21.
- In 2020-21, \$7.5 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% of Training for Work clients reported they are either employed or in further education or training after leaving a skills training program.

TARGETS

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

Outcome 3

What We Want To Achieve

Alberta is able to attract, retain and unleash the entrepreneurial drive of newcomers, resulting in a skilled, resilient and productive workforce that meets the needs of job creators and addresses labour shortages

Many new Albertans bring an entrepreneurial drive to start new businesses and skills that help employers address labour shortages. The Alberta Advantage Immigration Strategy is intended to strengthen Alberta's immigration programming and address the needs of job creators and communities. 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 to allow newcomers and new Albertans to fully participate in Alberta's economy utilizing their knowledge, skills and experience. It also works to ensure newcomers have access to programs and services necessary to be successful in Alberta's economy.

Key Objectives

- 3.1 Support job creators in supplementing their workforce by leveraging targeted attraction and retention strategies and implementing labour mobility priorities.
- 3.2 Collaborate with other ministries to develop and implement an Alberta Advantage Immigration Strategy that places a renewed focus on attracting and supporting talented newcomers and job creating entrepreneurs to communities across Alberta.
- 3.3 Implement the *Fair Registration Practices Act* and work via the Fair Registration Practices Office to reduce the red tape associated with the assessment of qualifications for applicants by ensuring that registration practices to regulated occupations and trades are transparent, objective, impartial and fair.
- 3.4 Support newcomers by providing programming such as pre-arrival settlement services, offering skills upgrading to underemployed foreign professionals and expanding access to bridge financing for certification exams.

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. \$9.0 million is allocated in 2020-21.
- In 2020-21, \$5.0 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.
- Qualifications and Labour 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 Labour Mobility, the International Qualifications Assessment Service, Foreign Qualification Recognition, and the Fair Registration Practices Office. \$11.4 million is allocated in 2020-21.

Performance Metrics

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

Nominees that landed in 2017 were surveyed in 2019. 85.7% 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% of IQAS applicants were satisfied with the services received.

TARGETS

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. A balanced approach to compliance supports capital investment, job creation in Alberta and, most importantly, workplaces that are safe, fair and healthy.

Key Objectives

- 4.1 Work with employers and workers to promote compliance with employment standards and engage in timely complaint resolution and effective enforcement.
- 4.2 Focus on complaints of repeat violations of employment standards and suspected human trafficking issues.
- 4.3 Improve workplace health and safety by monitoring for compliance with the *Occupational Health and Safety Act*, Regulation and Code at Alberta worksites through education and responding to complaints and reportable incidents.
- 4.4 Focus evidence-based, proactive occupational health and safety programs on job creators and industries that require assistance in implementing effective health and safety programs that benefit all workplace parties.
- 4.5 Update the certificate of recognition program to support job creators to build effective health and safety management systems.

Initiatives Supporting Key Objectives

- In the 2020-21 budget, \$15.6 million is allocated to Employment Standards to support fair and equitable workplaces by setting minimum standards for wages and working conditions in most workplaces in Alberta.
- In the 2020-21 budget, \$54.8 million is allocated to Occupational Health and Safety programs to support job creators and monitor legislative compliance to ensure adequate protection for workers in Alberta.

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. Both the LTCR and DIR are indicators of occupational health and safety performance.)*
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

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

TARGETS

2020-21:	70%
2021-22:	75%
2022-23:	80%

4.c Performance Measure: Employment standards complaints resolved voluntarily

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

TARGETS

2020-21:	82%
2021-22:	83%
2022-23:	84%

Outcome 5

What We Want To Achieve

Labour and Immigration's programs, services and processes effectively and efficiently support the government's priorities, meet the needs of job creators to support a thriving economy and ensure newcomers can fully participate

Labour and Immigration works to continuously improve programs, services and processes to ensure service delivery excellence. Service delivery excellence means being agile to ensure resources are used efficiently and effectively. In responding to Alberta's current fiscal challenges and leveraging technologies, the ministry will continue to explore and implement opportunities to improve access to services. The ministry will also continue to review key pieces of legislation, regulation and program delivery in the coming years to reduce regulatory burden.

Key Objectives

- 5.1 Review and revise legislation, regulation and policy to reduce red tape and regulatory burden by at least one-third for businesses and Albertans.
- 5.2 Review and revise programs and processes to ensure the effective and efficient delivery of services.
- 5.3 Develop new technologies and applications to facilitate the reporting of information, reduce duplication, provide more timely access to occupational health and safety and employment standards records and to equip job creators with the tools necessary to self-assess compliance.

Initiatives Supporting Key Objectives

- In 2020-21, \$700,000 is allocated to the development of an Occupational Health and Safety and Workers' Compensation Board joint reporting project to help facilitate the sharing of occupational health and safety data between Labour and Immigration and the Workers' Compensation Board.

Performance Metrics

5.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

2020-21:	12% reduction
2021-22:	20% reduction
2022-23:	33% reduction

Outcome 6

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 and the Department of Labour and Immigration's Mediation Services to promote positive labour and management relations throughout Alberta. In addition, the Appeals Commission for Alberta Workers' Compensation, the Fair Practices Office, and the Medical Panels Office work to promote the independent resolution of disputes related to Alberta's workers compensation system.

Key Objectives

- 6.1 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.
- 6.2 Provide efficient, timely, effective and consistent services to the Alberta labour relations community through the Alberta Labour Relations Board.
- 6.3 Provide timely, fair and efficient appeal services independent of the Workers' Compensation Board through the Appeals Commission for Alberta Workers' Compensation.
- 6.4 Provide assistance with navigating the workers' compensation system, conduct reviews to determine procedural and behavioural fairness and provide independent, expert advice and advocacy services to clients appealing a Workers' Compensation Board decision.
- 6.5 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

- Through funding for Labour Relations, Mediation Services administers mediator and arbitrator rosters to assist employers and unions in resolving disputes and provides information on labour negotiations and collective bargaining. Labour Relations funding also provides strategic advice and maintains the Labour Relations Code and regulations. In 2020-21, \$1.9 million is allocated.
- In 2020-21, \$4.2 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. \$12.8 million is allocated to the Appeals Commission for Alberta Workers' Compensation in 2020-21.
- Providing assistance to injured workers and their dependents, and employers, the Fair Practices Office (FPO) assists clients with navigating the workers' compensation system, independent, expert advice and advocacy services and conducting impartial fairness reviews. In 2020-21, \$8.9 million is allocated to the FPO, including one-time start-up costs.
- 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 2020-21, \$1.3 million is allocated to the Medical Panels Office.

Performance Metrics

6.a Performance Measure: Alberta Labour Relations Board (ALRB) hearings

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

2020-21:	69 days
2021-22:	68 days
2022-23:	66 days

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

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

TARGETS

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

6.c Performance Measure: Appeals Commission reconsideration process

In 2018-19, 98.9% 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, the Alberta Ombudsman or the Fair Practices Office.

TARGETS

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

STATEMENT OF OPERATIONS

(thousands of dollars)

(thousands of dollars)	Comparable			2020-21 Estimate	2021-22 Target	2022-23 Target
	2018-19 Actual	2019-20 Budget	2019-20 Forecast			
REVENUE						
Labour Market Development	66,302	56,022	56,022	56,022	56,022	56,022
Other Transfers from Government of Canada	-	348	348	466	186	-
Other Revenue	73,255	79,481	74,181	78,660	74,834	75,020
Premiums, Fees and Licences	4,954	4,386	4,386	8,286	8,286	8,286
Transfers of Assets or Liabilities from Related Parties	169	-	-	-	-	-
Ministry Total	144,680	140,237	134,937	143,434	139,328	139,328
Inter-Ministry Consolidations	(169)	-	-	-	-	-
Consolidated Total	144,511	140,237	134,937	143,434	139,328	139,328
EXPENSE						
Ministry Support Services	5,076	5,622	5,622	5,589	5,589	5,589
Workforce Strategies	119,170	114,823	114,788	105,687	109,983	105,231
Safe, Fair and Healthy Workplaces	69,244	73,323	70,323	72,737	71,211	71,397
Labour Relations Board	3,616	4,259	4,259	4,245	4,245	4,245
Appeals Commission for Alberta Workers' Compensation	12,549	12,959	12,959	12,950	12,950	12,950
Medical Panels Office for Alberta Workers' Compensation	953	1,286	1,286	1,283	1,283	1,283
Fair Practices Office	2,518	9,388	6,983	8,872	6,572	6,572
Ministry Total	213,126	221,660	216,220	211,363	211,833	207,267
Inter-Ministry Consolidations	(4,265)	(2,000)	(2,000)	(2,000)	(2,000)	(2,000)
Consolidated Total	208,861	219,660	214,220	209,363	209,833	205,267
Net Operating Result	(64,350)	(79,423)	(79,283)	(65,929)	(70,505)	(65,939)
CAPITAL INVESTMENT						
Workforce Strategies	331	-	35	-	-	-
Safe, Fair and Healthy Workplaces	1,999	1,400	1,400	900	900	900
Labour Relations Board	264	-	-	-	-	-
Medical Panels Office for Alberta Workers' Compensation	22	-	-	-	-	-
Fair Practices Office	369	-	105	-	-	-
Ministry Total	2,985	1,400	1,540	900	900	900
Inter-Ministry Consolidations	-	(250)	(250)	-	-	-
Consolidated Total	2,985	1,150	1,290	900	900	900