

Jobs, Skills, Training and Labour

BUSINESS PLAN 2014-17

ACCOUNTABILITY STATEMENT

This business plan was prepared under my direction, taking into consideration the government's policy decisions as of February 12, 2014.

original signed by

Thomas A. Lukaszuk, Minister
February 18, 2014

THE MINISTRY

The ministry consists of the Department of Jobs, Skills, Training and Labour. Within the department's budget, funding is provided for the Labour Relations Board, the Appeals Commission for Alberta Workers' Compensation, the Workers' Compensation Medical Panels, and the Occupational Health and Safety Council, which are accountable to the minister. The Workers' Compensation Board, which is an employer-funded, not-for-profit organization legislated to administer the workers' compensation system for Alberta, is a separate entity that is also accountable to the minister.

Jobs, Skills, Training and Labour supports our dynamic economy by collaborating with training and labour stakeholders, along with other ministries and orders of government to help Alberta's labour force be resilient and workplaces be safe and fair.

A more detailed description of Jobs, Skills, Training and Labour and its programs and initiatives can be found at www.work.alberta.ca.

RESULTS-BASED BUDGETING AND THE GOVERNMENT OF ALBERTA STRATEGIC PLAN

Programs and services delivered by the ministry will be reviewed for relevance, effectiveness and efficiency in accordance with the Government of Alberta's *Results-based Budgeting Act*.

This business plan supports the "Securing Alberta's Economic Future" and "Advancing World-Leading Resource Stewardship" themes outlined in the *Government of Alberta Strategic Plan*. Jobs, Skills, Training and Labour leads and shapes Alberta's labour force development and workplace policies, and helps to set the government's broader learning, training and workplace priorities.

The plan supports the achievement of the following strategic goals set out in the government's strategic plan:

- Goal 4: Invest in Learning. Jobs, Skills, Training and Labour has primary responsibility for labour force and workplace policy development, workplace-based training, negotiations with the federal government on funding agreements for training, and the coordinating mechanism that will help define government-wide learning and training priorities.
- Goal 7: Build Relationships and Open New Markets. To support Alberta's growing and prosperous economy, Jobs, Skills, Training and Labour leads the development of policy and delivers programs for labour attraction, safe, fair and healthy workplaces, immigration, and labour qualifications and mobility.

STRATEGIC CONTEXT

Each day in Alberta, more than two million people go to work. They are the front lines of economic growth, international competitiveness, responsible development and building Alberta. The new Ministry of Jobs, Skills, Training and Labour was created to contribute to thriving workplaces that are safe, fair and healthy and to help current and future workers be equipped to do their jobs.

There are significant labour force policy and market challenges that will impact the growth and diversification of the Alberta economy, including the retention of people with the skills needed now and in the future, and the continued stability of Alberta's workplaces. Cohesive policy and intergovernmental leadership related to the labour force challenges is critical to our continued economic prosperity and the well-being of the province's labour force. There are more vacant jobs than the number of available Albertans to fill them. As such, Alberta will need to look to other provinces and countries to meet the need of our growing economy. In the last year alone, we welcomed almost 100,000 new Albertans to the province. And we expect a million more newcomers over the next 10 years.

This new government ministry was created to set our province and Albertans up for long-lasting success. The ministry will work with key stakeholders and build strong relationships to jointly create the positive change needed to support Alberta's dynamic economy, and workplaces that meet the needs of both employers and workers.

This will enhance how Alberta's workplace programs support and align with our changing economy, and how workplaces attract the best and brightest people from across Canada and around the world. Jobs, Skills, Training and Labour can build on opportunities to maximize productivity and competitiveness and find the best ways to make all workers feel welcomed, valued and safe. The ministry will work with labour and industry to expand training beyond the classroom and into the workplace, and help address the fundamental challenge of people without jobs, and jobs without people. Part of this means looking at how to align education paths with the career opportunities of today and tomorrow.

GOALS, PRIORITY INITIATIVES, AND PERFORMANCE MEASURES AND INDICATORS

As a result of the ministry's review of its goals, environment, opportunities and challenges, a number of priority initiatives have been identified.

Goal One: Alberta has a skilled and adaptable labour force that supports a sustainable, prosperous and diversified economy

The ministry focuses on programs and services that support the broad labour market needs of Albertans. It works with other ministries, industry and the federal government to shape Alberta's labour market policy. Guided by Alberta's long-term labour force strategy *Building and Educating Tomorrow's Workforce*, the ministry develops and implements policies, strategies and programs to match labour supply and demand to address labour force needs, including current skills shortages. Key areas of work for the ministry include labour force development and participation of all Albertans who are willing and able to work, workplace productivity, governance and licensing of professions, foreign qualification recognition, labour mobility, international marketing, labour attraction, and selection of immigrants. In addition, the ministry works to support Albertans in their ongoing attachment to, and resiliency in the labour force through the availability of learning and training opportunities.

Priority Initiatives:

- 1.1 Establish new partnerships to improve attraction and retention of qualified workers from other provinces and countries to help meet Alberta's labour needs.
- 1.2 In collaboration with other ministries, strengthen partnerships with Alberta's industry associations, trade unions and employers to assist them in meeting their labour force requirements.
- 1.3 Increase employer engagement and investment in workplace-based training.
- 1.4 Develop and implement a new labour market information and intelligence system to support informed decision-making by government, industry, employers and job seekers.
- 1.5 Strengthen pathways to sustained employment for underrepresented populations.
- 1.6 Implement focused initiatives to strengthen the recognition of qualifications of workers coming to Alberta from other provinces and countries.

Performance Measure	Last Actual 2012	Target 2014-15	Target 2015-16	Target 2016-17
1.a Interprovincial rank of Alberta's labour force participation rate (#1 is the highest) ¹	#1	#1	#1	#1

Note:

1 Labour force participation rate represents the percentage of the Albertans aged 15 to 64 who are either employed or actively seeking employment.

Performance Indicator	Actual 2009	Actual 2010	Actual 2011	Actual 2012
1.a Labour force participation rate of:				
• All Albertans	74.3%	72.9%	73.7%	73.4%
• Aboriginal Albertans living off-reserve	69.9%	70.6%	67.7%	69.9%
• Alberta's immigrant population	69.0%	68.9%	70.2%	69.9%
• Alberta youth (aged 15-24)	71.3%	69.2%	70.2%	68.4%

Goal Two: Alberta has safe, fair and healthy workplaces that contribute to a productive economy

Safe, fair and healthy workplaces contribute to productivity, increase the quality of life for Alberta workers and support keeping Alberta prosperous and competitive in the global economy. The ministry helps develop positive labour-management relationships through better communication, problem solving and cooperation with key stakeholders. The ministry also promotes, regulates, monitors and informs employers and workers in Alberta about workplace rights and responsibilities, including: labour relations, occupational health and safety and employment standards.

Priority Initiatives:

- 2.1 Streamline and institute high impact workplace compliance activities, including the implementation of proactive risk-based initiatives.
- 2.2 Promote safe, fair and healthy workplaces that support a positive workplace culture through improved knowledge, attitudes and behaviors.
- 2.3 Ensure Alberta's labour legislation and policies remain effective, efficient and relevant and provide effective dispute resolution services.
- 2.4 Improve the ability to identify workplace trends and continuously improve occupational health and safety, employment standards and labour relations policy and programs.
- 2.5 Provide assistance, support and information on workplace challenges and opportunities to Alberta's temporary foreign workers by means of the Temporary Foreign Worker Advisory Office and other supports.
- 2.6 Continue to provide timely, effective and efficient services to labour relations stakeholders through the Alberta Labour Relations Board.
- 2.7 Continue to provide timely and fair appeal services through the Appeals Commission for Alberta Workers' Compensation.

Performance Measures	Last Actual (Year)	Target 2014-15	Target 2015-16	Target 2016-17
2.a Lost-time claim rate:				
• Number of lost-time claims per 100 person-years worked	1.39 (2012)	1.37	1.35	1.33
2.b Percentage of decisions rendered by the Labour Relations Board within 90 calendar days from the completion of the hearing(s)	85% (2012-13)	85%	85%	85%

Performance Indicator	Actual 2009-10	Actual 2010-11	Actual 2011-12	Actual 2012-13
2.a Percentage of applications, with the Labour Relations Board's involvement, settled before reaching a formal hearing	58%	55%	73%	70%

OPERATIONAL PLAN

(thousands of dollars)	Comparable			2014-15 Estimate	2015-16 Target	2016-17 Target
	2012-13 Actual	2013-14 Budget	2013-14 Forecast			
OPERATIONAL EXPENSE						
Ministry Support Services	3,383	3,164	3,660	4,778	4,778	4,841
Workforce Strategies	81,469	69,266	69,045	91,033	89,516	89,005
Safe, Fair and Healthy Workplaces	45,816	54,628	53,313	55,808	56,454	57,034
Labour Relations Board	3,207	3,162	3,162	3,199	3,631	3,698
Appeals Commission for Alberta Workers' Compensation	9,942	10,658	10,658	12,079	12,689	12,971
Total	143,817	140,878	139,838	166,897	167,068	167,549

CAPITAL PLAN SPENDING

Safe, Fair and Healthy Workplaces	-	900	1,940	360	900	900
Appeals Commission for Alberta Workers' Compensation	374	-	-	300	300	-
Total	374	900	1,940	660	1,200	900