

2024/25



**SUPPLEMENT TO THE
ESTIMATES OF EXPENDITURE
BUDGET COMPLÉMENTAIRE**

BUDGET 2024

Manitoba Labour and Immigration

Travail et Immigration Manitoba

Manitoba 

Indigenous Land Acknowledgement

We recognize that Manitoba is on the Treaty Territories and ancestral lands of the Anishinaabe, Anishinewuk, Dakota Oyate, Denesuline and Nehethowuk peoples.

We acknowledge Manitoba is located on the Homeland of the Red River Métis.

We acknowledge northern Manitoba includes lands that were and are the ancestral lands of the Inuit.

We respect the spirit and intent of Treaties and Treaty Making and remain committed to working in partnership with First Nations, Inuit and Métis people in the spirit of truth, reconciliation and collaboration.

Reconnaissance du territoire

Nous reconnaissons que le Manitoba se trouve sur les territoires visés par un traité et sur les terres ancestrales des peuples anishinaabe, anishinewuk, dakota oyate, denesuline et nehethowuk.

Nous reconnaissons que le Manitoba se situe sur le territoire des Métis de la Rivière-Rouge.

Nous reconnaissons que le nord du Manitoba comprend des terres qui étaient et sont toujours les terres ancestrales des Inuits.

Nous respectons l'esprit et l'objectif des traités et de la conclusion de ces derniers. Nous restons déterminés à travailler en partenariat avec les Premières Nations, les Inuits et les Métis dans un esprit de vérité, de réconciliation et de collaboration.

Labour and Immigration

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**Supplement
to the Estimates
of Expenditure
2024/25**

**Budget
complémentaire
2024-2025**

Labour and Immigration

Travail et Immigration





MINISTER OF LABOUR AND IMMIGRATION

Room 156
Legislative Building
Winnipeg, Manitoba R3C 0V8
CANADA

I am honored to present the 2024/25 Labour and Immigration Supplement to the Estimates of Expenditure. As the Minister of Labour and Immigration, I am responsible for the formulation of this Supplement and for the realization of the objectives outlined herein.

It is a privilege to serve as Minister, supported by a dedicated team of experts committed to integrity, professionalism, fiscal responsibility and fostering a promising future for all Manitobans. The results of the plans outlined in this document will be detailed in the department's forthcoming Annual Report for this year, underscoring our commitment to accountability.

As the Minister of Labour and Immigration, it is my goal to ensure that Manitoba workers receive a fair wage and are treated with dignity and respect so that every Manitoban can feel proud of putting in a hard days work. I am also responsible for ensuring that new Canadians who come to our province have the support they need to find meaningful work in the careers they trained for and build a good life here in Manitoba.

The road ahead will have challenges and I know that change does not come easily. I am committed to working hard every day to deliver for the people of Manitoba.

"Original signed by"

Honourable Malaya Marcelino
Minister of Labour and Immigration





MINISTRE DU TRAVAIL ET DE L'IMMIGRATION

Bureau 156
Palais législatif
Winnipeg (Manitoba) R3C 0V8
CANADA

C'est avec un sentiment d'honneur que je présente le budget complémentaire 2024-2025 du Travail et de l'Immigration, j'assume une responsabilité quant à la formulation du budget complémentaire et à l'atteinte des objectifs énumérés dans ce document.

C'est un privilège de servir en tant que ministre, avec le soutien d'une équipe dévouée d'experts qui accorde la plus haute importance à l'intégrité, au professionnalisme, à la responsabilité financière et à la poursuite d'un avenir prometteur au profit de l'ensemble de la population manitobaine. Soucieux de respecter notre engagement en matière d'obligation redditionnelle, nous décrivons plus amplement les résultats des plans dont fait état le présent document dans le rapport annuel que nous déposerons pour cet exercice.

En tant que ministre du Travail et de l'Immigration, mon objectif est de faire en sorte que les travailleurs du Manitoba soient rémunérés de façon équitable et traités avec dignité et respect afin que chacun d'entre eux puisse être fier de son dur labeur. Je dois également voir à ce que les nouveaux Canadiens qui s'établissent dans notre province reçoivent l'aide dont ils ont besoin pour trouver un travail intéressant, faire carrière dans leur domaine d'études et se bâtir une belle vie ici, au Manitoba.

Le chemin ne sera pas sans embûches et je sais que le changement n'est pas chose facile. Je m'engage à travailler fort tous les jours au service de la population du Manitoba.

« Original signé par »

Malaya Marcelino
Ministre du Travail et de l'Immigration



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Introduction / Overview of the Supplement to the Estimates of Expenditure

The Supplement to the Estimates of Expenditure (Supplement) provides additional information to the members of the Legislative Assembly and the public in their review of the department information contained in the Summary Budget and the departmental Estimates of Expenditure for the fiscal year ending March 31, 2025.

The Supplement represents the departmental annual planning document and encapsulates the collective vision, values and strategic objectives based on the Premier's mandate letter to guide the development of departmental operational plans. The document also presents financial details that align with the Summary Budget for the department and its other reporting entities.

Departmental information aligns with the Estimates of Expenditure and details the annual appropriations of the department to be approved by the Legislative Assembly through the Appropriation Act. The financial information is meant to supplement, not replicate, the detail included in the Estimates of Expenditure. Please refer to the Estimates of Expenditure for commitment-level detail by sub-appropriation. This Supplement also contains departmental staffing and full-time equivalent (FTE) details that are not part of the Summary Budget or the Estimates of Expenditure.

The Supplement aligns the departments' work to the government's mandate and strategic priorities. Departments then create operating plans that further translate strategy into day-to-day operations. The results are shared at the end of the fiscal year in the annual report, which will be released in September 2025.

The Government of Manitoba has established a performance measurement framework (consisting of the Supplement and Annual Reports) for planning and analysis to support monitoring the results and operational improvement. The framework aims to increase transparency, accountability, and alignment of staff to identify key priorities and work toward achieving them. Department Supplements, Annual Reports, performance results and supporting management information are integral to the government's fiscal and strategic plan, and financial and performance reporting cycle.

The Supplement was revised this fiscal year to reflect government's strategic priorities and department mandate. Performance measures have been updated to align with the departments' mandate letters. Employee related measures are now tracked centrally.

Introduction / Aperçu du budget complémentaire

Le budget complémentaire fournit un complément d'information aux députés à l'Assemblée législative et au public afin de les aider à passer en revue les renseignements liés au ministère qui sont présentés dans le budget sommaire et dans le Budget des dépenses pour l'exercice se terminant le 31 mars 2025.

Le budget complémentaire est un document de planification annuelle qui résume la vision collective, les valeurs et les objectifs stratégiques établis à la lumière de la lettre de mandat reçue du premier ministre, en vue d'orienter l'élaboration des plans opérationnels du ministère. Il présente également des données financières conformes au budget sommaire du ministère et de ses autres entités comptables.

Les renseignements liés au ministère correspondent au Budget des dépenses et donnent le détail des affectations de crédits annuels du ministère que doit approuver l'Assemblée législative en vertu d'une loi portant affectation de crédits. Les renseignements financiers sont destinés à compléter et non pas à répéter l'information figurant dans le Budget des dépenses. Pour en savoir plus au sujet du niveau d'engagement par sous-crédit, veuillez vous reporter au Budget des dépenses. Le budget complémentaire contient également de l'information sur la dotation en personnel et les équivalents temps plein (ETP) du ministère, qui ne fait pas partie du budget sommaire ou du Budget des dépenses.

Le budget complémentaire permet aux ministères d'harmoniser leur travail avec le mandat et les priorités stratégiques du gouvernement. Les ministères établissent ensuite des plans opérationnels décrivant plus en détail de quelle façon ces thèmes seront intégrés aux activités quotidiennes. Les résultats seront présentés à la fin de l'exercice dans le rapport annuel, qui sera rendu public en septembre 2025.

Le gouvernement du Manitoba a établi, à des fins de planification et d'analyse, un cadre de mesure de la performance (composé du budget complémentaire et des rapports annuels) pour faciliter le suivi des résultats et de l'amélioration des activités. Ce cadre vise à favoriser la transparence et l'obligation redditionnelle, et à offrir une meilleure orientation aux membres du personnel afin que ces derniers cernent les grandes priorités et travaillent à leur réalisation. Les budgets complémentaires, les rapports annuels, les résultats en matière de performance et les renseignements de gestion connexes des ministères font partie intégrante du plan financier et stratégique du gouvernement et de son cycle de production de rapports portant sur les finances et la performance.

Le budget complémentaire a été révisé pour cet exercice, afin de tenir compte des priorités stratégiques du gouvernement et du mandat ministériel. Les mesures de la performance ont été mises à jour pour qu'elles concordent avec les lettres de mandat des ministères. Les mesures liées aux employés font maintenant l'objet d'un suivi centralisé.

Department Summary

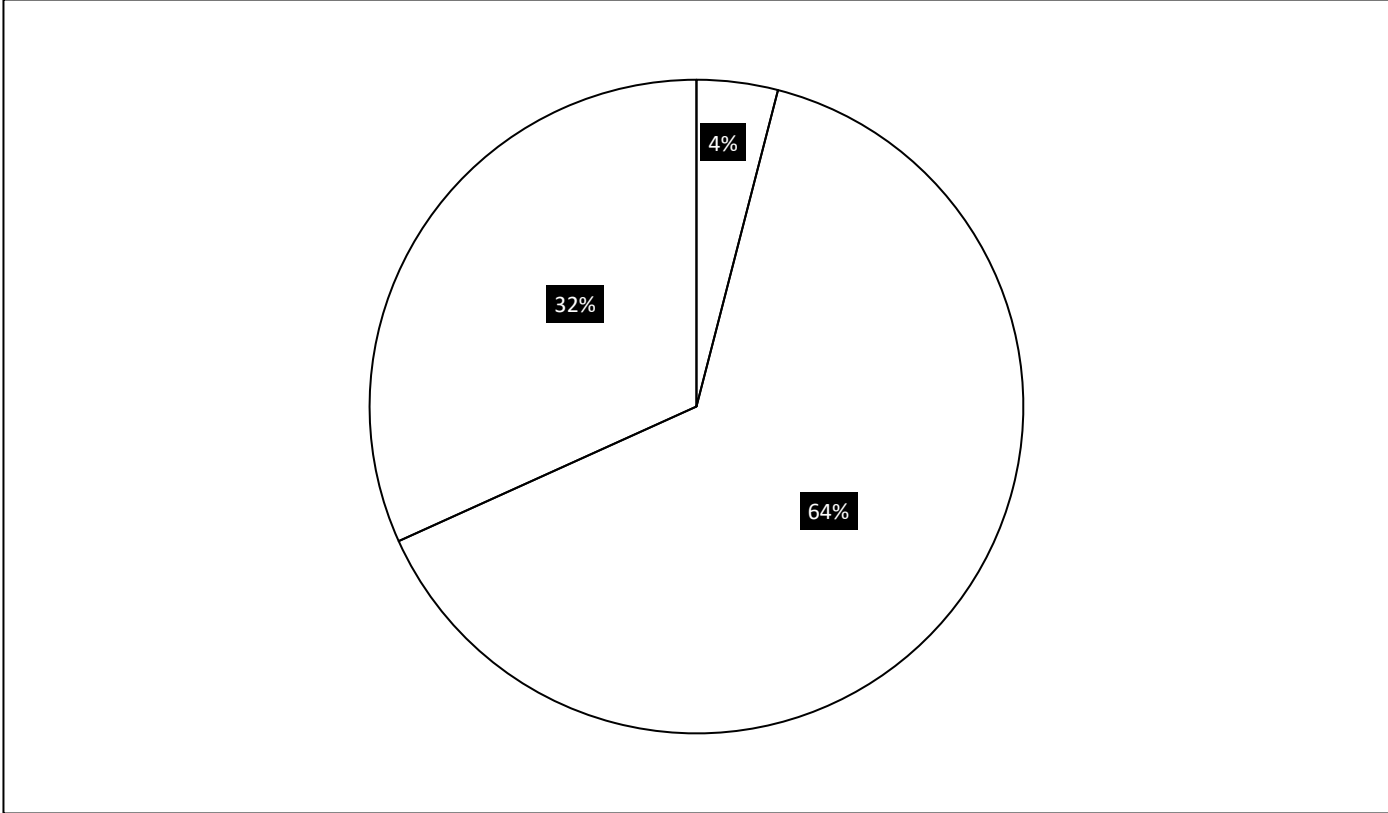
Department Description	The Department of Labour and Immigration contributes to Manitoba's economic growth by protecting the rights of workers, ensuring public safety, and promoting Manitoba as a destination of choice to live, work and set roots.
Minister	Malaya Marcelino
Deputy Minister	Bernadette Preun

Other Reporting Entities	0	
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Summary Expenditure (\$M) Consolidated Core and ORE budgets that make up the department summary budget	
32.951	31.930
2024 / 25	2023 / 24

Core Expenditure (\$M) Departmental expenditures as presented in the Estimates of Expenditure		Core Staffing Department's total FTEs	
32.951	31.930	286.70	269.70
2024 / 25	2023 / 24	2024 / 25 - FTE	2023 / 24 - FTE

Percentage Distribution of Expenditures by Operating Appropriation, 2024/25



4% Administration
64% Labour
32% Immigration

Vue d'ensemble du ministère

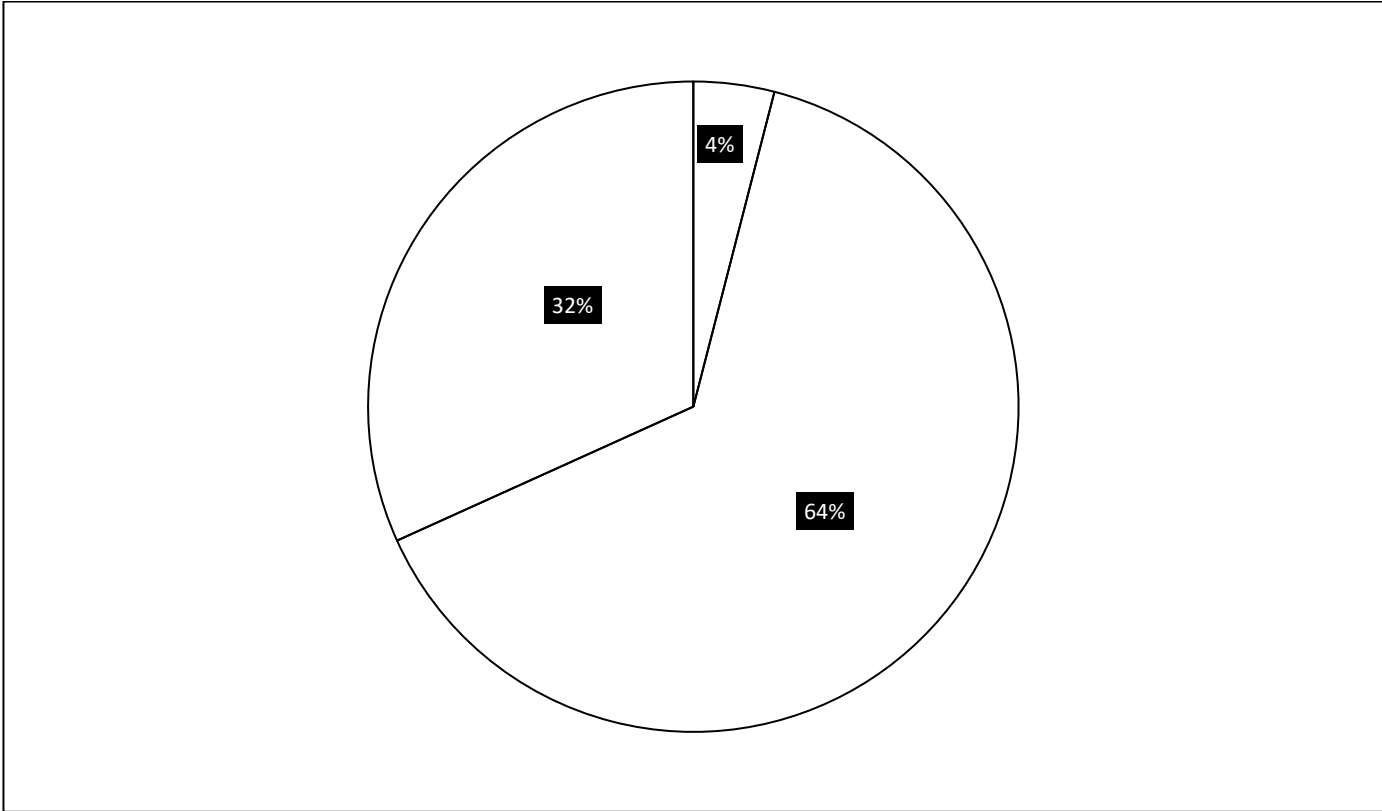
Description du ministère	Le ministère du Travail et de l'Immigration contribue à la croissance économique du Manitoba en protégeant les droits des travailleurs, en veillant à la sécurité du public et en faisant la promotion du Manitoba comme destination de choix où vivre, travailler et s'établir.
Ministre	Malaya Marcelino
Sous-ministre	Bernadette Preun

Autres entités comptables	0	
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Dépenses globales (en millions de dollars) Budgets consolidés du ministère et des autres entités comptables qui composent le budget sommaire	
32.951	31.930
2024-2025	2023-2024

Dépenses ministérielles (en millions de dollars) Dépenses ministérielles telles que présentées dans le Budget des dépenses		Personnel ministériel ETP totaux du ministère	
32.951	31.930	286.70	269.70
2024-2025	2023-2024	ETP en 2024-2025	ETP en 2023-2024

Ventilation, en pourcentage, des dépenses globales par crédit de fonctionnement, 2024/25



- 4% Administration
- 64% Travail
- 32% Immigration

Department Responsibilities

Manitoba Labour and Immigration is responsible for implementing the government's policy and programming priorities related to labour and immigration.

The overall responsibilities of the Minister and Labour and Immigration include:

- Ensuring the effective delivery of programs and services pertaining to workplace safety and health, employment standards, and technical safety standards for municipalities and industry.
- Providing advice, compliance and enforcement on matters relating to Manitoba's labour laws.
- Creating immigration pathways to attract and select skilled workers and business investors.
- Working with stakeholders to reduce barriers to employment and ensure the successful settlement and integration of newcomers to Manitoba.
- Administer of funding programs to support successful outcomes of newcomers.
- Leading the design, management, evaluation and implementation of the Manitoba Provincial Nominee Program.
- Administering and enforcing legislation under the responsibility of the Minister.

The Minister is also responsible for:

- **The Manitoba Labour Board:** The Board is an independent and autonomous specialist tribunal responsible for fair and efficient administration and adjudication of responsibilities assigned to it under various statutes from which it derives its jurisdiction. The Board resolves applications and appeals, assists parties in resolving disputes and provides information to parties and the public on the Board's operations.
- **Pension Commission:** The Office of the Superintendent – Pension Commission manages the day-to-day administration of *The Pension Benefits Act* of Manitoba. This act governs Manitoba's workplace or registered pension plans run by employers, groups of employers or unions for their employees or members. The Pension Commission ensures that employers or unions who sponsor plans understand and follow the act, registers new plans, monitors all existing plans, explains to plan members how the act affects them and their plan, and ensures that financial institutions that administer LIRAs and LIFs understand and follow the act.

Responsabilités ministérielles

Le ministère du Travail et de l'Immigration est responsable de la mise en oeuvre des priorités gouvernementales en matière de politiques et de programmes liés au travail et à l'immigration.

Les responsabilités générales de la ministre et du ministère du Travail et de l'Immigration sont les suivantes :

- Voir à la prestation efficace de programmes et de services liés à la sécurité et à la santé au travail, aux normes d'emploi et à la sécurité publique.
- Formuler des conseils, surveiller la conformité et veiller à l'application de la loi dans les dossiers ayant trait au droit du travail du Manitoba.
- Créer des voies d'immigration pour attirer des travailleurs qualifiés et des investisseurs commerciaux.
- Travailler avec les intervenants pour réduire les obstacles à l'emploi et veiller à la réussite de l'établissement et de l'intégration des nouveaux arrivants au Manitoba.
- Administrer des programmes de financement pour aider les nouveaux arrivants à obtenir des résultats positifs.
- Concevoir, gérer, évaluer et mettre en oeuvre le Programme des candidats du Manitoba.
- Appliquer et faire exécuter les dispositions législatives relevant de la compétence de la personne occupant le poste de ministre.

Autres responsabilités de la ministre :

- **Commission du travail du Manitoba.** Un tribunal spécialiste indépendant et autonome chargé d'administrer et d'assumer de façon juste et efficiente les responsabilités qui lui sont confiées en vertu des diverses lois qui relèvent de sa compétence. La Commission résout les demandes et les appels, aide les parties à régler leurs différends et fournit des renseignements aux parties et au public sur ses activités.
- **Commission manitobaine des pensions :** Bureau du surintendant – Commission manitobaine des pensions, veille à l'application quotidienne de la *Loi sur les prestations de pension* du Manitoba. Cette loi régit les régimes de retraite d'un lieu de Travail et les régimes agréés gérés au Manitoba par des employeurs, des groupes d'employeurs ou des syndicats au nom de leurs employés ou membres. La Commission des pensions veille à ce que les promoteurs de régimes de retraite que sont les employeurs et les syndicats comprennent et respectent la *Loi*, enregistre les nouveaux régimes de retraite, surveille tous les régimes de retraite existants, explique aux participants à un régime de retraite comment la *Loi* a une incidence sur eux et leur régime et veille à ce que les institutions financières qui administrent les CRI et les FRV comprennent et respectent la *Loi*.

Department Shared Services

A shared service is a centralized function that provides common services or resources to multiple business units or departments. It aims to streamline operations, improve efficiency by reducing duplication and reduce costs to better support the department's overall objectives.

Finance and Services Shared Division

Finance and Shared Services is comprised of the Process Improvement and Technology unit, Shared Services and Risk Management unit, and Financial Services branch. Together, this group provides information technology and business analysis services, risk management services, and financial and administrative leadership to the department. The Finance and Shared Services Division, budgeted in Environment and Climate Change, also provides shared services to the department of Labour and Immigration.

Services partagés du ministère

Un service partagé est une fonction centralisée qui fournit des ressources ou des services communs à plusieurs unités fonctionnelles ou ministères. Il a pour objet de rationaliser les activités, d'améliorer l'efficacité en évitant les chevauchements et de réduire les coûts pour mieux soutenir les objectifs globaux du ministère.

Division des finances et des services partagés

La Division des finances et des services partagés est composée de la Direction de l'amélioration du processus et des technologies, de la Direction des services partagés et de la gestion des risques et de la Direction des services financiers. Ce groupe fournit au Ministère des services de technologie de l'information et d'analyse opérationnelle, des services de gestion des risques et une direction financière et administrative. La Division des finances et des services partagés, inscrite au budget du ministère de l'Environnement et du Changement climatique, fournit également des services partagés au ministère du Travail et de l'Immigration.

Statutory Responsibilities

Any statutes that are not assigned to a particular minister are the responsibility of the Minister of Justice, as are any amendments to those statutes.

LABOUR*

The Amusements Act [Part II]	A 70
The Buildings Act.....	B 93
The Construction Industry Wages Act.....	C 190
The Electricians' Licence Act	E 50
The Elevator Act	E 60
The Employment Standards Code.....	E 110
The Firefighters and Paramedics Arbitration Act.....	F 60
The Gas and Oil Burner Act	G 30
The International Labour Cooperation Agreements Implementation Act.....	65
The Labour Relations Act	L 10
The Labour Administration Act	L 20
The Pay Equity Act.....	P 13
The Permit Dispute Resolution Act	P 32.5
The Power Engineers Act	P 95
The Public Sector Construction Projects (Tendering) Act	P 267
The Remembrance Day Act.....	R 80
The Steam and Pressure Plants Act.....	S 210
The Technical Safety Act	T 35
The Worker Recruitment and Protection Act	W 197
The Workplace Safety and Health Act	W 210

* Designated as "labour Acts" for the purpose of section 1 of The Labour Administration Act

IMMIGRATION

The Manitoba Advisory Council on Citizenship, Immigration and Multiculturalism Act	A 6.4
The Fair Registration Practices in Regulated Professions Act	F 12
The Labour Mobility Act.....	L 5

PENSIONS

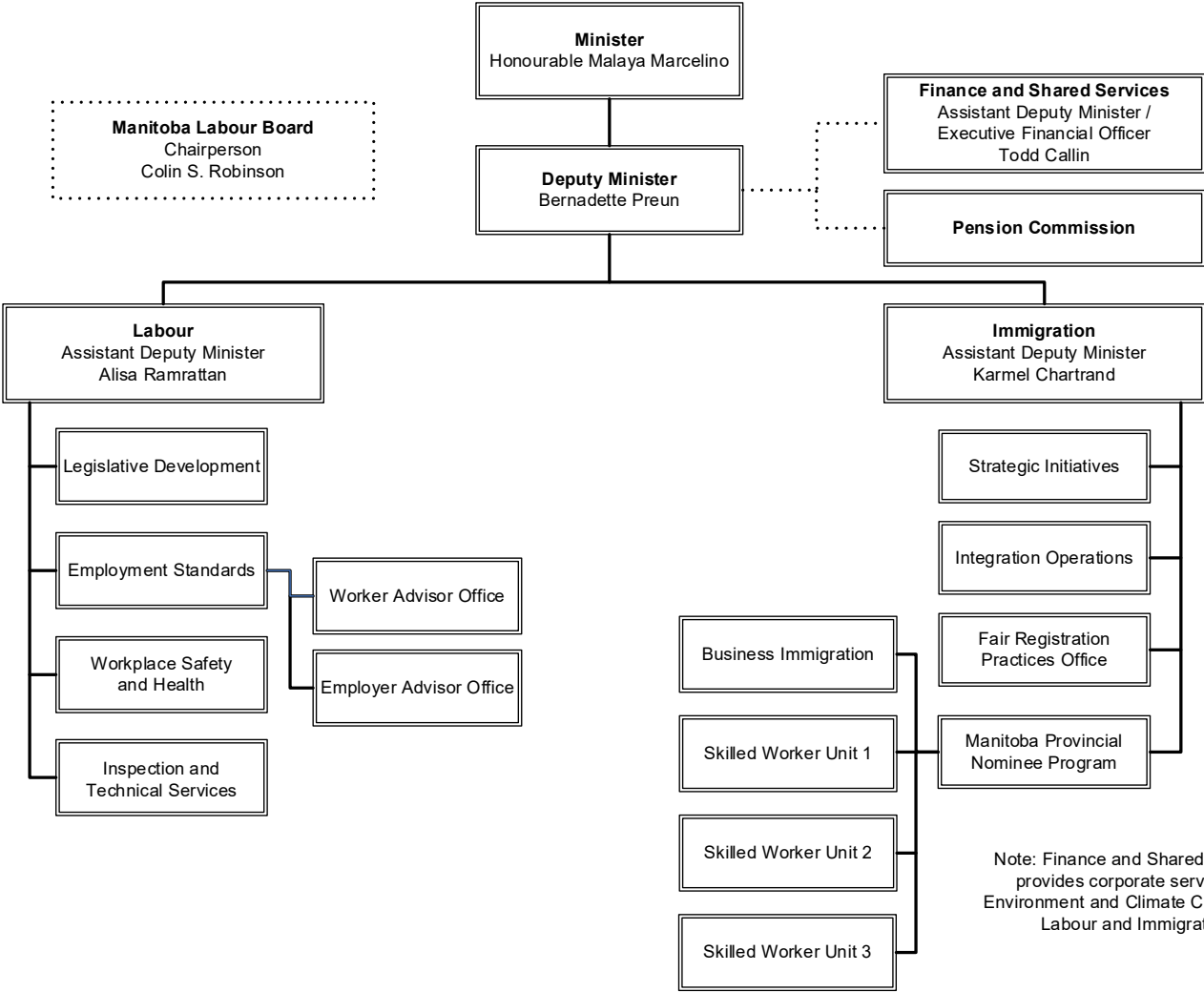
The Pension Benefits Act	P 32
The Pooled Registered Pension Plans (Manitoba) Act.....	P 94.6

OTHER

The Workers Compensation Act	W 200
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Organizational Structure

Labour and Immigration as of April 1, 2024



Operating Environment and Departmental Risk

The Department of Labour and Immigration operates within a diverse, technical, experienced, and dynamic environment shaped by various factors including legislative changes, demographic trends, international relations, and social and cultural factors. The department's operating environment is characterized by some of the following key elements:

- 1. Legal and Regulatory Framework:** The department operates within the framework of labour laws, immigration policies, and regulations set forth by the government. Changes in legislation and regulations, both domestically and internationally, may impact the department's operations and mandate.
- 2. Demographic Trends:** Demographic shifts, including population growth, aging populations, and migration patterns, shape the department's policies and programs. Addressing workplace health and safety, and diversity in the workforce are key considerations in response to demographic changes.
- 3. International Relations:** The department engages in international cooperation and collaboration on labour and immigration matters, including bilateral agreements, partnerships, workplace health and safety and labour standards. Globalization affects labour mobility, and the recognition of foreign qualifications.
- 4. Social and Cultural Factors:** Social trends, cultural norms, and public attitudes influence labour market participation, employment conditions, and immigration policies. Diversity, inclusion, and social equity considerations inform the department's approach to labour and immigration integration.

Overall, the Department of Labour and Immigration operates within a multifaceted environment characterized by legal, economic, demographic, social, and international factors. Adapting to changing conditions and addressing emerging challenges are essential for fulfilling the departments' mandate of promoting fair labour practices, protecting workers' rights, increasing the number of immigrants who stay in Manitoba and improving the recognition of international credentials starting in health care.

Competing priorities and a shortage of staff have limited the ability to advance on some of the departments' priorities. This year, new positions have been added to the department to advance these priorities.

Risk analysis is the process involved with the identification, measurement, and management of risks that could impact an entity's success. A risk analysis is important for departments because it provides a framework for decision making.

Risks and Mitigation Plans

The department strives to reduce the cost and impact of unexpected loss, as well as maximize potential opportunities, by complying with the Government of Manitoba Risk Management Policy. This includes utilizing risk identification, risk evaluation, risk control, risk transfer and risk financing measures. Labour and Immigration will continue undertaking risk and mitigation planning early in 2024/25.

Department Performance Measurement

The departmental strategic objectives reflect the elected government priorities listed in the department mandate letters. Departments align their current work along with newly received mandate items, in their supplement. The re-introduction of mandate letters represents a renewed approach designed to align departmental efforts more closely with elected government direction. Objectives, key initiatives, and performance measures are described in more detail in the following section. The Department Strategic Objectives are:

Vision

A diverse, skilled and thriving Manitoba.

Mission

To create diverse and vibrant communities and provide safe, thriving workplaces that contribute to our economy and the well-being of all Manitobans.

Values

At Labour and Immigration, we:

- Act with integrity, skill, and dedication to deliver impartial, reliable, and open services.
- Value diversity and act in an ethical, professional, and inclusive manner.
- Foster innovation, creative problem solving and are agile and adaptable to change.
- Support health and wellness within workplaces in Manitoba.
- Embrace transparency and accountability.

Provincial Themes and Department Objectives

Growing Our Economy

1. Improve the recognition of international credentials starting in health care (shared objective with four departments).
2. Work to increase the number of immigrants who come to and stay in Manitoba, with a focus on family reunification.

Safer, Healthier Communities

3. Improve workplace safety and health.

A Government that Works for You

4. Find efficiencies and enhance productivity to improve service delivery.

Mesure de la performance du ministère

Les objectifs stratégiques ministériels reflètent les priorités du gouvernement élu, qui sont décrites dans les lettres de mandat. Dans leurs budgets complémentaires, les ministères harmonisent leurs travaux en cours avec les nouveaux éléments dont la teneur leur a été communiquée dans ces lettres. Le retour des lettres de mandat représente une approche renouvelée, qui permet aux ministères de mieux adapter leurs efforts à l'orientation adoptée par le gouvernement élu. Les objectifs, les initiatives clés et les mesures de la performance sont décrits plus en détail dans la section suivante. Les objectifs stratégiques ministériels sont les suivants :

Vision

Un Manitoba axé sur la diversité, les compétences et la prospérité.

Mission

Créer des collectivités diversifiées et dynamiques et offrir des milieux de travail sécuritaires et prospères qui contribuent à notre économie et au bien-être de tous les Manitobains.

Valeurs

Au ministère du Travail et de l'Immigration, nous :

- travaillons avec intégrité, compétence et dévouement pour fournir nos services de manière impartiale, fiable et transparente.
- valorisons la diversité et agissons de manière éthique, professionnelle et inclusive.
- encourageons l'innovation, la résolution créative de problèmes ainsi que la souplesse et l'adaptabilité face au changement.
- soutenons la santé et le bien-être dans les milieux de travail au Manitoba.
- faisons preuve de transparence et de responsabilité.

Thèmes provinciaux et objectifs ministériels

Faire croître notre économie

1. Améliorer la reconnaissance des diplômes internationaux en commençant par ceux décernés dans le domaine des soins de santé (objectif partagé avec quatre ministères et élément du mandat du ministère de l'Éducation postsecondaire et de la Formation).
2. Travailler à augmenter le nombre d'immigrants qui s'installent au Manitoba et qui décident d'y demeurer, en se concentrant en particulier sur la réunification des familles.

Des collectivités plus sûres et plus saines

3. Améliorer la sécurité et l'hygiène du travail.

Un gouvernement qui travaille pour vous

4. Trouver des gains d'efficacité et accroître la productivité pour améliorer la prestation de services.

Department Performance Measurement - Details

Growing Our Economy

1. Improve the recognition of international credentials starting in health care (shared objective with four departments) mandate item.

Key Initiatives

- Recognition of International Credentials

Performance Measures

Measure	2024/25 Target
1.a Number of internationally educated nurses already in Manitoba who applied for registration, annually	New Measure
1.b Median time to registration, in months, for internationally educated nurses, annually	New Measure
1.c Number of international medical graduates already in Manitoba who applied for registration, annually	New Measure
1.d Median time to registration, in months, for international medical graduates	New Measure

1.a Number of internationally educated nurses already in Manitoba who applied for registration, annually:

The Immigration division through the Fair Registration Practices Office will collaborate with the College of Licensed Practical Nurses of Manitoba, College of Registered Nurses of Manitoba, and the College of Registered Psychiatric Nurses of Manitoba to track how many internationally educated nurses are applying to regulated nursing professions. Data will be measured over a fiscal year, not a calendar year. Immigration addresses gaps in the labour market, and the number of internationally educated nurses already in Manitoba who applied for registration will address healthcare labour shortages. This is a new measure for 2024.

1.b Median time to registration, in months, for internationally educated nurses, annually:

The Immigration division through the Fair Registration Practices Office will collaborate with the College of Licensed Practical Nurses of Manitoba, College of Registered Nurses of Manitoba and the College of Registered Psychiatric Nurses of Manitoba to track the median time to registration for internationally educated nurses. Data will be measured over a fiscal year, not a calendar year. By decreasing the length of time it takes to register in regulated professions, more internationally educated nurses will be able to join Manitoba's workforce and address healthcare labour shortages. This is a new measure for 2024.

1.c Number of international medical graduates already in Manitoba who applied for registration, annually:

The Immigration division through the Fair Registration Practices Office will collaborate with The College of Physicians and Surgeons of Manitoba to track how many international medical graduates are applying to regulated physician and surgical professions. Data will be measured over a fiscal year, not a calendar year. Immigration addresses gaps in the labour market, and the number of international medical graduates already in Manitoba who applied for registration will address healthcare labour shortages. This is a new measure for 2024.

1.d Median time to registration, in months, for international medical graduates: The Immigration division through the Fair Registration Practices Office will collaborate with The College of Physicians and Surgeons of Manitoba to track the median time to registration for international medical graduates. Data will be measured over a fiscal year, not a calendar year. By decreasing the length of time it takes to register in regulated professions, more international medical graduates will be able to join Manitoba’s workforce and address physician and surgical labour shortages. This is a new measure for 2024.

2. Work to increase the number of immigrants who come to and stay in Manitoba, with a focus on family reunification.

Key Initiatives

- Create an EOI draw strategy to maximize the annual allocation utilization and reduce duplication with federal immigration options.
- Engage Manitoba employers to promote international recruitment options and address labour market needs that cannot be filled by the domestic labour market.
- Engage economic development councils regionally to promote immigration to communities outside of Winnipeg.
- Develop Human Resources plan to fill all the vacancies related to processing capacities.
- Target Manitoba Provincial Nominee Program applicants with close family connections to Manitoba.

Performance Measures

Measure	2024/25 Target
2.a Percent of Manitoba Provincial Nominee Program applications processed against the total allocation (70-100%) quarterly	100%
2.b Percent of strategic initiatives applications received by the MPNP annually	8%

2.a Percent of Manitoba Provincial Nominee Program applications processed against the total allocation (70-100%) quarterly: The Immigration division will measure the percent of applications processed by the Manitoba Provincial Nominee Program compared to the nominations given annually by Immigration, Refugees and Citizenship Canada to the Province of Manitoba. In 2023, Manitoba processed 92% of the allocation that was received from IRCC. Data for this measure is tracked by calendar quarter. This allocation is used to nominate skilled workers and business investors that can contribute to the labour market and the economy of Manitoba. Immigration helps address gaps in the labour market, and processing as many applications as possible provides a mechanism for maximum immigration into Manitoba and contribution to the labour market and economy. The baseline reflects data from 2023. This is a new measure for 2024.

2.b Percent of strategic initiatives applications received by the MPNP annually: The Immigration division will measure the percent of strategic initiative applications received by the Manitoba Provincial Nominee Program compared to how many non-strategic initiative applications are processed. In 2023, 8% of all applications received by the Manitoba Provincial Nominee Program were strategic initiative applications. Data for this measure is tracked by calendar year. Strategic initiatives bolster communities and stimulate local economic development outside of the capital region. Receiving more strategic initiatives files provides a mechanism for economic development in smaller communities within Manitoba and contributes to the regional labour market and economy. The baseline reflects data from 2023. This is a new measure for 2024.

Safer, Healthier Communities

3. Improve workplace safety and health.

Key Initiatives

- **Hire Safety and Health Officers:** In 2024/25, additional safety and health officers will be recruited to enhance Workplace Safety and Health enforcement resources. This is a government commitment outlined in the minister's mandate letter and directly aligns with the department's improve workplace safety and health objective.
- **Re-establish the Minister's Advisory Council on Workplace Safety and Health:** Amendments will be introduced to restore this advisory body in The Workplace Safety and Health Act in spring 2024. Having a legislated council will ensure stakeholders are engaged on strategies for improving occupational safety and health, was a directive of the minister's mandate letter and supports the department's improve workplace safety and health objective.

Performance Measures

Measure	2021/22 Actual	2022/23 Actual	2023/24 Target	2024/25 Target
3.a Total number of Workplace Health and Safety inspections completed	6,449	5,898	5,700	5,700
3.b Percentage of Workplace Health and Safety inspections resulting in orders	56%	56%	55% to 65%	55%
3.c Percentage of emails and phone calls resolved at intake	---	---	---	New measure
3.d Number of time loss injuries per 100 full-time equivalent workers reported by Safe Work Manitoba (SWM) in a calendar year	2.7*	2.8**	---	---
3.e Total number of workplace fatalities reported by the SWM in a calendar year	21*	21**	---	---
	*for 2021	**for 2022		

3.a Total Number of workplace health and safety inspections completed: This measure will track the number of proactive and reactive field inspections completed by the Workplace Safety and Health (WSH) Branch. WSH branch conducts data-driven targeted enforcement throughout the province, ensuring effective management of workplace safety hazards. The enforcement strategies are responsive to Manitoba's work environment and may adapt to ensure compliance and maximum effectiveness. WSH inspection targets are adjusted each year to reflect the branch enforcement strategies, initiatives, and resources.

3.b Percentage of Workplace Health and Safety inspections resulting in orders: This measure will track the percentage of field inspections completed by WSH branch that resulted in orders. WSH enforcement strategies

are tailored to address high-risk work environments and ensure compliance with requirements. Safety and Health Officers use orders when non-compliance is identified, prompting corrective actions to be taken in order to address risks to safety and health.

3.c Percentage of emails and phone calls related to workplace safety and health that are resolved at intake quarterly: This measure will track the Percentage of emails and phone calls related to workplace safety and health that are resolved at intake by WHS branch. WSH receives thousands of phone calls and hundreds of emails, including general questions, tips regarding unsafe work and reports of serious incidents at workplaces. Tips and incidents that are unable to be resolved at intake are triaged to field officers for further follow-up. The rate of resolution at intake may serve as an indicator of query complexity or severity and inform resource planning. This is a new measure for 2024.

3.d The number of time loss injuries per 100 full-time equivalent (FTE) workers reported to Safe Work Manitoba for a calendar year: As an external KPI, this measure will report on the number of accepted time loss injuries per 100 FTE workers for a calendar year. This measure is influenced by the collective injury and illness prevention efforts of employers, workers, key stakeholders and partners. An increase in the rate may indicate a rise in the number and/or severity of workplace injuries, while a decrease could imply enhanced prevention measures and fewer or less severe injuries. This data is reported by Safe Work Manitoba for each calendar year. Though not directly controlled by the department, increasing trends over time could indicate a need for new or adjusted interventions.

3.e Total number of workplace fatalities reported for a calendar year: As an external KPI, this measure will report on the total number of workplace fatalities reported by Safe Work Manitoba for each calendar year. Though not directly controllable by the department, increasing trends over time may indicate a need for new or adjusted interventions.

A Government that Works for You

4. Find efficiencies and enhance productivity to improve service deliver.

Key Initiatives

- **Promote operational excellence and innovation:** This initiative aims to enhance efficiency and foster a culture of innovation within the department by streamlining regulatory and administrative processes.
- **Ensure financial and program accountability:** The department will ensure that management of all department program activities aligns with government policy and procedures and within allocated budgets and provide training to ensure staff understand their role in financial and program accountability.

Financial Details

Consolidated Expenditures

This table includes the expenditures of the department and other reporting entities that are accountable to the minister and aligns to the Summary Budget.

Main Appropriations	Part A - Operating	Other Reporting Entities	Consolidation and Other Adjustments	2024/25 Summary	2023/24 Summary
			\$(000s)		
Administration	1,323			1,323	785
Labour	21,164			21,164	21,734
Immigration	10,464			10,464	9,411
TOTAL	32,951			32,951	31,930

Departmental Expenditures and FTEs by Appropriation and Type

This table includes the expenditures of the department and aligns to the Estimates of Expenditure.

Main Appropriations	2024/25		2023/24	
	FTEs	\$(000s)	FTEs	\$(000s)
Administration	12.00	1,323	8.00	785
Labour	205.70	21,164	201.70	21,734
Immigration	69.00	10,464	60.00	9,411
TOTAL	286.70	32,951	269.70	31,930
Expense by Type				
Salaries And Emp Ben	286.70	23,152	269.70	23,069
Other Expenditures	-	5,049	-	4,861
Financial Assistance	-	4,750	-	4,000
TOTAL	286.70	32,951	269.70	31,930

Departmental Staffing

FTE and Salaries and Employee Benefits by Appropriation

Main Appropriations	2024/25		2023/24	
	FTEs	\$(000s)	FTEs	\$(000s)
Administration	12.00	1,113	8.00	685
Labour	205.70	17,142	201.70	17,736
Immigration	69.00	4,897	60.00	4,648
TOTAL	286.70	23,152	269.70	23,069

Equity and Diversity Benchmarks

Manitobans are best served by a public service that is inclusive and representative of the diverse population of Manitoba at all levels of the organization, including senior management. Employment equity status is self-identified on a voluntary basis when individuals are hired into a position, or at any time during their employment with Manitoba’s public service. Employment equity groups include women, Indigenous peoples, visible minorities, and persons with disabilities.

Equity Group	Benchmarks	% Total Employees as of Dec. 31
Women	50%	54%
Indigenous People	16%	7.9%
Visible Minorities	13%	30.5%
Persons with Disabilities	9%	7.9%

Departmental Program and Financial Operating Information – Part A Expenditure and FTEs

Administration (11.1)

Main Appropriation Description

Provides executive management of the department. Works across the department to develop strategic policy and co-ordinates legislation, reports, and other briefing material for executive management.

Note: Corporate services, including financial, information technology, and administrative support services are a shared service provided to Environment and Climate Change and Labour and Immigration. The shared service is budgeted in Environment and Climate Change.

Sub-appropriations	2024/25		2023/24		Expl.
	FTE	\$(000s)	FTE	\$(000s)	
Minister	1.00	47	1.00	42	
Executive Support	7.00	797	7.00	743	
Pension Commission	4.00	479	-	-	
TOTAL	12.00	1,323	8.00	785	

Expense by Type

Salaries And Emp Ben	12.00	1,113	8.00	685	
Other Expenditures	-	210	-	100	
TOTAL	12.00	1,323	8.00	785	

Sub-Appropriation Description

Minister's Salary: Provides the Minister with additional compensation to which an individual appointed to Executive Council is entitled.

Executive support: Support department employees in the offices of the Minister and Deputy Minister of Labour and Immigration.

Pension Commission: The Pension Commission ensures that employers or unions who sponsor plans understand and follow the act, registers new plans, monitors all existing plans, explains to plan members how the act affects them and their plan, and ensures that financial institutions that administer LIRAs and LIFs understand and follow the act.

Labour (11.2)

Main Appropriation Description

Protects citizens by providing programs and services in areas such as workplace safety and health, employment standards, and inspection and technical services. Enforces statutes governing occupational safety and health employment standards, worker recruitment, labour relations, and building safety. Oversees safety standards for technical equipment such as elevators, gas burning equipment, and steam and pressure equipment.

Sub-appropriations	2024/25		2023/24		Expl.
	FTE	\$(000s)	FTE	\$(000s)	
Workplace Safety and Health	75.60	8,482	75.60	8,790	
Manitoba Labour Board	14.50	1,585	14.50	1,585	
Employment Standards	37.60	3,312	37.60	3,312	
Advisor Office	9.00	732	9.00	804	
Inspection and Technical Services	60.00	6,390	60.00	6,758	
Legislative Development	9.00	663	5.00	485	1.
TOTAL	205.70	21,164	201.70	21,734	
Expense by Type					
Salaries And Emp Ben	205.70	17,142	201.70	17,736	
Other Expenditures	-	4,022	-	3,998	
TOTAL	205.70	21,164	201.70	21,734	

Explanation

1. Increase for 4.00 new FTEs to support policy and legislative development and for normal salary adjustments.

Sub-Appropriation Description

Workplace Safety and Health (11.2a)

The Workplace Safety and Health Branch (WSH) enforces The Workplace Safety and Health Act and its three associated regulations to ensure Manitoba's workplaces are safe and healthy. Enforcement activity focuses on improving legislative compliance to prevent serious workplace injuries, illnesses and fatalities.

Key Objectives

- Improve occupational safety and health in Manitoba workplaces.

Main Activities

- Use data-informed enforcement strategies to ensure high risk hazards are effectively managed.
- Respond to tips, incidents, work refusals and allegations of reprisal.
- Provide information to the public about occupational safety and health and enforcement activity.
- Collaborate with the Workers Compensation Board, SAFE Work Manitoba, and other prevention partners to develop resources and training that enhance occupational safety and health.

Expected Results

- Improved compliance with the Workplace Safety and Health Act its associated regulations.
- Increased awareness among workers and employers in high-risk industries about workplace hazards and occupational safety and health laws.

Key Initiatives

- **Legislated Five-Year Review:** In 2024/25, the legislated five-year review of The Workplace Safety and Health Act and its three associated regulations will be completed. Launched in August 2022, and undertaken in consultation with a stakeholder review committee, the review will ensure strong protections are in place that are clear and consistent and reflect the needs of modern workplaces. This fulfills governments obligation to review Manitoba's occupational safety and health laws and supports the department's improve workplace safety and health objective.
- **Update WSH Enforcement Strategy:** The Workplace Safety and Health Branch will incorporate current data and emerging issues into its 2024/25 enforcement strategy to conduct 5,700 data-informed inspections in workplaces across the province. This strategy update directly aligns with department's improve workplace safety and health objective by focusing inspections on areas of highest risk.
- **Technology Update:** Workplace Safety and Health Branch will implement new case management system with technology that facilitates enhanced information sharing and analytics in support of enforcement activity. This is the fifth year of the project, with \$350.0K in application support budgeted to support production being phased in throughout 2024/25.

Manitoba Labour Board (11.2b)

Independent and autonomous specialist tribunal responsible for fair and efficient administration and adjudication of responsibilities assigned to it under various statutes from which it derives its jurisdiction. Resolves applications and appeals, assists parties in resolving disputes and provides information to parties and the public on the Board's operations.

Key Objectives

- Discharge its statutory responsibilities in an impartial, efficient, knowledgeable, timely, respectful and consistent manner.
- Encourage and facilitate the settlement of disputes through appropriate alternative dispute resolution mechanisms where possible while providing adjudication where necessary.
- Foster understanding of the rights, responsibilities and procedures set forth in the legislation under which it has responsibilities.

- Maintain current and effective rules, practices and procedures which are clear, accessible, fair and impartial.

Main Activities

- Resolves disputes under The Labour Relations Act, The Workplace Safety Act, The Employment Standards Code, and the other statutes under which the Board has jurisdiction, through the use of mediation, conciliation, and adjudication if necessary.
- Appoints arbitrators and conciliators in accordance with The Labour Relations Act.
- Conduct representation votes and certifies new bargaining units in accordance with The Labour Relations Act.

Expected Results

- Issue decisions within the timelines provided for within The Manitoba Labour Board Rules of Procedure.
- Conduct representation votes within the timeframe established in The Labour Relations Act.

Employment Standards (11.2c)

Employment Standards seeks to promote compliance with employment legislation and protect vulnerable workers, such as temporary foreign workers. It connects with employers experiencing business closures and lay offs to ensure compliance with employment legislation and to connect employers with workforce adjustment services available through the province. Employment Standards administers The Employment Standards Code, The Worker Recruitment and Protection Act, The Construction Industry Wages Act and The Remembrance Day Act and associated regulations.

Key Objectives

- Achieve socially desirable terms and conditions of employment for the Manitoba workforce through the administration of minimum standards and conditions of employment.
- Achieve a high level of voluntary compliance with employment standards legislation.
- Enforce minimum standards, when necessary, to ensure workers receive the legislative benefits to which they are entitled, while also leveling playing field for employers.
- Promote harmonious employment relationships through the dissemination of information, provision of proactive services and resolution of disputes.
- Ensure compliance to employment legislation in the event of a business closure or group lay offs of 50 or more employees and assisting these employers to access workforce adjustment services.

Main Activities

- Investigate wage related complaints with a goal resolving the majority of claims voluntarily.
- Educate the public regarding their rights and responsibilities under the Employment Standards Code
- Process license and permit applications, including processing business registration application and foreign worker recruiter licenses.
- Conducted proactive investigations to advance labour standards rights and obligations in the workplace and to increase compliance with the legislation.

Expected Results

- Work with parties to resolve 85% of claims without a formal order being issued by an Employment Standards Officer.
- Educate the public by responding to general inquiry calls and through public education presentations.
- Protect vulnerable workers by processing business registration and foreign worker recruiter licence applications and conducting proactive investigations.

Key Initiatives

- **Hire Employment Standards Officers:** In 2024/25 seven new employment standards officers will be hired in order to enhance enforcement resources and address the branch's current backlog of claims. By doing so, the branch will be better equipped to protect workers jobs.
- **Expand Job Protected Leaves:** Amendments to The Employment Standards Code will be introduced in spring 2024 to extend Long Term Leave for Serious Injury and Illness from 17 to 27 weeks to align with the federal Employment Insurance (EI) sickness period. This legislative change will improve the lives of working Manitobans by providing job protection for the full period that federal EI benefits are available.

The Workers Advisor Office (11.2d)

The Worker Advisor Office, established under Section 108 of The Workers Compensation Act, is independent of the Workers Compensation Board (WCB), and provides professional service to workers and their dependants who require assistance with their workers compensation claims.

Key Objectives

- Advise workers and their dependants on the interpretation of The Workers Compensation Act, its regulations and WCB policies'.
- Assist workers in understanding WCB processes in general, and specific decisions that affect their entitlement to benefits.
- Advise, assist, and where appropriate, represent injured workers in appeals to obtain benefits to which they are entitled under The Workers Compensation Act in a fair and compassionate manner.

Main Activities

- Provide advice to workers and their dependents regarding the Workers Compensation Act and related WCB policies.
- The office assists workers with understanding the WCB process and decisions that affect their benefits.
- The office represents workers in their appeals to the WCB.

Expected Results

- Increase workers understanding and knowledge of the Workers Compensation Act and related WCB policies, processes, and decisions.
- Represent workers in their appeals to WCB.

The Employer Advisor Office (11.2.e)

The Employer Advisor Office, established under Section 108 of The Workers Compensation Act, is independent of the Workers Compensation Board (WCB), and provides professional service to employers who require assistance with their workers compensation claims.

Key Objectives

- Advise employers on the interpretation of The Workers Compensation Act, its regulations and WCB policies.
- Assist employers in understanding WCB processes in general, and providing neutral assessment of WCB decisions.

Main Activities

- The office advises employers on the interpretation of The Workers Compensation Act, its regulations and WCB policies.

Expected Results

- Increase employers understanding and knowledge of the Workers Compensation Act and related WCB policies, processes, and decisions.

Inspection and Technical Services (11.2.f)

Inspection and Technical Services provides professional inspection and technical services to clients to prevent and reduce injuries, death, and property loss related to regulated equipment installation, operation, and building construction and maintenance practices.

Key Objectives

- Administer and enforce the requirements of The Electricians' Licensing Act, The Amusements Act, The Elevator Act, The Gas and Oil Burner Act, The Power Engineers Act, The Steam and Pressure Plants Act, The Buildings Act and The Performance Standards Act.
- Conduct inspections, issuing permits, reviewing equipment, conducting examinations, and granting licenses to qualified tradespeople under Manitoba's technical safety legislation.
- Provide consultation information, conducting plan examinations, inspections and issuing permits under the requirements of the Manitoba construction codes.
- Support and develop the adjudication framework under The Performance Standards Regulation.

Main Activities

- Advance legislative projects to enhance safety, acknowledge technological advancements, and align practices with other jurisdictions.
- Collaborate on the implementation of reconciliation agreements related to technical safety and construction codes under the Canadian Free Trade Agreement's Regulatory Reconciliation and Cooperation Table.
- Engage with the Federal Government to access the Codes Acceleration Fund, aiding stakeholders in achieving net-zero targets for buildings by 2050.

- Continue delivering professional inspection and technical services to clients.
- Continue to provide educational and consultation services to stakeholders on the 2020 version of the construction codes.

Expected Results

- Update Manitoba's technical safety acts to provide greater consistency across technical safety areas, specifically, through proclamation of The Technical Safety Act and the Technical Safety Regulation.
- Sign a contribution agreement with the Federal Government to access the Codes Acceleration Fund to complete a feasibility assessment that support higher energy efficiency standard adoption in Manitoba.

Key Initiatives

- **Accessing the Codes Acceleration Fund:** Work with the Federal Government to access the Codes Acceleration Fund to help stakeholders achieve net-zero targets for buildings by 2050. Once a contribution agreement is signed, the Codes Acceleration Fund will reimburse Manitoba for approved feasibility assessment and capacity building initiatives that support higher energy efficiency standard adoption in Manitoba over 2024/25, 2025/26 and 2026/2027. Creating a roadmap to meet net-zero targets by 2050 is a key government commitment included in the mandate letter of the Minister of Environment and Climate Change.

Legislative Development (11.2.g)

Provides centralized support to the Labour Division by conducting research and analysis, supporting policy development, coordinating legislative and strategic initiatives, and providing support services to a number of advisory boards and committees. The Branch supports administration of the requirements of The Labour Relations Act, The Firefighters and Paramedics Arbitration Act, and ensures compliance with The Regulatory Accountability Act.

Key Objectives

- Provide centralized support, coordination and other services to Executive and the division, including research, policy analysis and legislative development.
- To ensure consistency, accuracy, effectiveness, and timeliness of information and reports.
- Fostering a stable labour relations climate through The Labour Relations Act and The Firefighters and Paramedics Arbitration Act.

Main Activities

- Lead and support strategic initiatives and legislative projects including research, analysis, stakeholder engagement, and development of legislation, policies and supporting documents.
- Support appointments to various agencies and boards, including the Manitoba Labour Board, Workers Compensation Board, and requests for ministerial appointment of Arbitration boards.
- Respond to correspondence and requests for information related to labour, inter-jurisdictional and federal-provincial-territorial matters.
- Provide policy and administrative support on labour activities within the federal-provincial-territory forum and with international organizations, specifically the Canadian Association of Administrators of Labour Legislation and the International Labour Organization.
- Provide leadership and centralized support on internal and external task forces and committees, such

as the Manitoba Public Service Employee Engagement Team and the Joint Task Force between Doctors in Manitoba and government focused on reducing administrative burdens for physicians.

Expected Results

- A strong collaborative relationship with the Manitoba Labour Board, Workers Compensation Board, the Federal government, and provincial counterparts related to Labour.

Key Initiatives

- **Repeal of The Public Sector Construction Projects (Tendering) Act:** The Act will be repealed in spring 2024 to remove the prohibition of provincial public sector entities from utilizing project labour agreements that are useful to stabilize the workforce and wages, address safety, prevent work stoppages and reduce the risk of disruptions. The repeal provides the option of using a project labour agreement to achieve social objectives relating to matters such as employment equity, fair representation, local hiring, skill development, and workplace safety and health.

Immigration (11.3)

The Immigration Division contributes to economic growth and strong communities through the Manitoba Provincial Nominee Program and working with partners to promote the province as a destination of choice for international talent to study, work, and live. More specifically, the Immigration Division:

- Designs and administers the Manitoba Provincial Nominee Program, an economic immigration program focused on the skill and talent needs of Manitoba's employers and communities, which cannot be filled domestically.
- Support social and economic integration and career development of newcomers through settlement supports and coordinated immigrant labour market services.

Sub-appropriations	2024/25		2023/24		Expl.
	FTE	\$(000s)	FTE	\$(000s)	
Immigration	64.00	9,956	55.00	8,908	1.
Fair Registration Practices Office	5.00	508	5.00	503	
TOTAL	69.00	10,464	60.00	9,411	
Expense by Type					
Salaries And Emp Ben	69.00	4,897	60.00	4,648	
Other Expenditures	-	817	-	763	
Financial Assistance	-	4,750	-	4,000	2.
TOTAL	69.00	10,464	60.00	9,411	

Explanation

1. Increase of Finance Assistance funding and 9.00 FTEs to support the expected results to increase nomination usage, engagement with employers, and settlement and integration services for newcomers in Manitoba.
2. Increase of Finance Assistance funding to support the settlement and integration services for newcomers in Manitoba.

Sub-Appropriation Description

Immigration (11.3a)

Immigration Division coordinates with other levels of government and local stakeholders to administer economic immigration, settlement and integration programs focused on the skill and talent needs of Manitoba's employers and communities to bridge gaps that cannot be filled domestically, foster economic development and growth. The division is responsible for Manitoba's Provincial Nominee Program.

Key Objectives

- To process Manitoba Provincial Nominee Program applications based on policy and procedural guidelines and produce nominations and certificates.
- To recruit, nominate and retain international Entrepreneur and Farm Investors to Manitoba, including oversight of Business Performance Agreements.
- To liaise with the federal government, service organizations and sector stakeholders to coordinate efforts to meet newcomers' settlement and integration needs in Manitoba.
- To oversee the Newcomer Support Integration Support (including Manitoba Settlement Support Services) funding program to achieve expected outcomes.
- To enhance policy analysis, performance measurement and overall quality assurance capacity to monitor, measure, report and support Manitoba's immigration policy and programs.

Main Activities

- Collaborate with Immigration, Refugees and Citizenship Canada on bilateral agreements to ensure the sustainability and enhancement of benefits to Manitoba from immigration as a shared jurisdiction.
- Provide policy analysis and related support to advance Manitoba immigration priorities multilaterally through the Forum of Ministers Responsible for Immigration.
- Participate in broader stakeholder engagement activities with employers, other governments, and local community groups and stakeholders.
- Administer provincial settlement and integration funding and work on opportunities to provide and improve settlement supports to applicants, who are already in Manitoba.

Expected Results

- Utilization of the full annual nomination allocation from the federal government.
- Improvements to nomination processes.
- Create an EOI draw strategy to maximize the annual allocation utilization and reduce duplication with federal immigration options.
- Engage Manitoba employers to promote international recruitment options and address labour market needs that cannot be filled by the domestic labour market.
- Improved and accessible website information and other communications tools to current and potential newcomers.

Fair Registration Practices Office (11.3b)

The Fair Registration Practices Office implements *The Fair Registration Practices in Regulated Professions Act* (Act). The Act is a call for fair assessment and registration practice for 31 self-regulated professions in Manitoba, with particular attention drawn to the need to treat internationally educated applicants fairly. It contains a Fair Registration Practices Code stipulating a variety of duties regulators must comply with.

Key Objectives

- Implement The Fair Registration Practices in Regulated Professions Act with particular attention to the need to improve outcomes and timelines for internationally educated applicants.

- To review regulators for compliance to the legislation and make recommendations for improvements.
- To provide a report to the minister every two years about the implementation and effectiveness of the Act.
- To provide regulators information and advise about compliance and the requirements of the Act.
- To serve as a resource for government departments and other stakeholders.

Main Activities

- Provide general advice and assistance to individuals or groups with concerns or complaints about the fairness of registration practice in a profession.
- Collect registration outcome and timeline data from the regulated professions.

Expected Results

- Positive change in registration practices among Manitoba professions.

Key Initiatives

- Regulators' review for compliance on the new duty to collaborate with employers and educators on remedial opportunities for internationally educated applicants.
- Developing regulations and policies on newly introduced amendments for application timelines for mobility applicants and language proficiency testing.
- Engaging and informing regulators regarding new regulations for mobility application timelines.
- Collection of registration outcomes and timeline data.

Other Key Reporting

Departmental Risk

Risk analysis is the process involved with the identification, measurement, and management of risks that could impact an entity's success. A risk analysis is important for departments because it provides a framework for decision making.

Risks and Mitigation Plans

Labour and Immigration worked to provide leadership in risk analysis through creating a risk management culture that facilitates the assessment and management of risk. Risk is managed for policy, operations, human resources, financial, legal, health and safety, environment and reputation within a legislative environment, both in regards to the probability of occurrence and degree of damage and strategies for mitigating or minimizing potential situations.

Labour and Immigration was created on January 30, 2023, and has undertaken risk and mitigation planning for 2023/24 to create a continuous, proactive, and systematic process to ensure that decisions support the achievement of organizational corporate objectives. This enterprise approach ensures that accidents and unexpected losses are minimized.

Glossary

Alignment – This is the process of enabling all employees to see how their day-to-day actions are consistent with the values of the organization and how living those values is contributing to overall success. Creating alignment ensures employees are working toward the common goal, or vision.

Annual Report – Departmental annual reports are a supplement to the public accounts and provide variance explanations and background information to support the public accounts. Annual reports are either released (if the Legislature is not in session) or tabled in the Legislature (if in session) by Sept. 30, following the fiscal year end.

Appropriation – This refers to the amount voted by the Legislature approving the maximum amount that may be expended on a specific program or major activity during a fiscal year.

Main Appropriation – the total amount of each resolution passed by the Legislature as reported in the printed estimates of expenditure.

Sub Appropriation – the total amounts applicable to the various breakdowns of the main appropriations in the printed estimates of expenditure.

Full-Time Equivalent (FTE) – This is a measurement for number of positions. Every full-time regular position represents one full-time equivalent position. Other categories (e.g., term, departmental, seasonal, contract) are measured in proportional equivalents, e.g.: a program with a vote of 1.50 term FTE could hire staff in any combination that results in a total of one-and-one-half years - or 78 weeks - of employment such as six staff for three months or 13 weeks each; two staff for nine months or 39 weeks each; one full-time and one half-time staff for one year; three half-time staff for one year).

Government Reporting Entity (GRE) – This list includes core government and Crown corporations and other government agencies, government business entities and public sector organizations such as regional health authorities, school divisions, universities and colleges.

Grants – These refer to public money provided to an individual, organization or another government to assist in attaining their objectives and for which the government does not receive a good or service.

Guarantees – The province, in the normal course of business, may provide a guarantee to honour the repayment of debt or loans of an organization, primarily Government Business Enterprises. Such a guarantee is provided on the Manitoba Hydro Savings Bonds.

Key Initiatives – These are the specific programs, activities, projects, or actions an organization will undertake to meet performance targets. Initiatives are often projects or events that aim to improve a process or an outcome.

Key Performance Indicator (KPI) – KPIs refer to an ultimate result for which the department is responsible for monitoring and reporting, but for which given its complexity, it has only partial direct influence over. Departments may identify certain performance measures as KPIs.

Mission – A mission statement defines the core purpose of the organization — why it exists and reflects employees’ motivations for engaging in the organization’s work. Effective missions are inspiring, long-term in nature, and easily understood and communicated.

Objective – The objective is a concise statement describing the specific things an organization must do well to execute its strategy. Objectives often begin with a verb such as increase, reduce, improve, or achieve.

Other Reporting Entities (ORE) – OREs are entities in the GRE such as Crown corporations and other government agencies, government business entities and public sector organizations such as regional health authorities, school divisions, universities and colleges that are directly or indirectly controlled by the government, as prescribed by Public Sector Accounting Board – and excludes core government.

Performance Measure – A performance measure is a standard used to evaluate and communicate performance against expected results. Measures are normally quantitative in nature, capturing numbers, dollars, percentages, and so on. Reporting and monitoring measures helps an organization gauge progress toward effective implementation of strategy.

Performance Results – These are the most important outcomes the departments want to achieve by reaching their objectives. Performance results represent the essence of the outcomes the department seeks to achieve.

Special Operating Agencies (SOA) – SOAs are service operations within departments granted more direct responsibility for results and increased management flexibility needed to reach new levels of performance. SOAs embrace market disciplines of the private sector while adhering to the public policy imperatives of government. Annual business plans define financial goals and performance targets. SOAs have the ability to raise capital outside of the Consolidated Fund.

Strategy – This represents the broad priorities adopted by an organization in recognition of its operating environment and in pursuit of its mission. All performance objectives and measures should align with the organization’s strategy.

Target – The target presents the desired result of a performance measure. It provides organizations with feedback about performance.

Values – Values represent the deeply-held beliefs of the organization, which are demonstrated through the day-to-day behaviours of all employees. An organization’s values make an open proclamation about how it expects everyone to behave. Values should endure over the long-term and provide a constant source of strength for an organization.

Vision – A powerful vision provides everyone in the organization with a shared mental framework that helps give form to the future that lies ahead. This statement should contain a concrete picture of the desired state and provide the basis for formulating strategies and objectives. The vision serves as the guiding statement for the work being done. It should answer why the work being done is important.