

PROVINCE OF SASKATCHEWAN



10-11

ANNUAL REPORT

**MINISTRY OF ADVANCED
EDUCATION, EMPLOYMENT
AND IMMIGRATION**

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This annual report is also available in electronic format from the Ministry's website at www.aeei.gov.sk.ca.

Letters of Transmittal



His Honour the Honourable Dr. Gordon L. Barnhart
Lieutenant Governor of Saskatchewan

Your Honour:

I am pleased to submit the Annual Report for the fiscal year ending March 31, 2011.

The Government of Saskatchewan is committed to increased accountability, to honouring its commitments and to responsibly managing expenditures for Saskatchewan people. This document provides an opportunity to report directly on publicly committed strategies and actions identified in the Ministry's 2010-11 Strategic Plan.

Over the last four years, Government has achieved a more diversified, knowledge-based, innovation-driven economy. The Ministry of Advanced Education, Employment and Immigration has contributed to this vision through a dynamic post-secondary system, effective supports for labour market attachment, an aggressive immigration strategy and a significant contribution to research and innovation.

In 2010-11, the Ministry made significant progress toward its goals, by working to:

- Ensure a skilled workforce to meet existing and future labour market demand;
- Ensure that Saskatchewan's post-secondary system is characterized by excellence, innovation, inclusion and accountability and is responsive to the needs of learners and Saskatchewan's labour market;
- Increase post-secondary education levels and labour market participation of First Nations and Métis peoples to meet existing and future labour market demand;
- Support increased attraction and retention of newcomers to Saskatchewan; and
- Improve the effectiveness and efficiency of the Ministry's programs, services and systems to ensure the best use of public funds.

The initiatives pursued in 2010-11, and the results achieved, are communicated to the legislature and to the Saskatchewan people through this report. The results achieved provide a foundation for establishing priorities and influencing future government activities. Therefore, the annual report is not only an important accountability document, but helps to inform future planning and resource allocation in the upcoming years.

Sincerely,

A stylized, handwritten signature in black ink, appearing to read 'Rob Norris'.

Rob Norris
Minister of Advanced Education, Employment and Immigration



The Honourable Rob Norris
Minister of Advanced Education, Employment and Immigration

Dear Minister Norris:

I have the honour of submitting the Annual Report on behalf of the Saskatchewan Ministry of Advanced Education, Employment and Immigration for the fiscal year ending March 31, 2011.

This Annual Report highlights actions directed in support of Government's vision, goals and priorities.

The Ministry takes responsibility for this report and the information contained herein has been completed to the best of our ability. The Ministry also acknowledges and remains committed to responsibly managing its finances and administering its programs.

Respectfully submitted,

A handwritten signature in black ink that reads "Clare Isman". The signature is fluid and cursive, with the first name being more prominent.

Clare Isman
Deputy Minister
Advanced Education, Employment and Immigration

Introduction

This annual report presents the Ministry's activities and results for the fiscal year ending March 31, 2011. It reports to the public and elected officials on public commitments made and other key accomplishments of the Ministry.

With the release of the Ministry Plan for 2010-11, results are provided on the publicly committed strategies, actions and performance measures identified in the Plan. This report also demonstrates progress made on Government commitments as stated in the Government Direction for 2010-11, the Minister's 2010 Mandate letter, throne speeches and other commitments.

The 2010-11 Annual Report sets the stage for future planning and budgeting processes by providing an opportunity to assess the accomplishments, results and lessons learned, and identifying how to build on past successes for the benefit of Saskatchewan people.

Alignment with Government Direction

Government's Vision

A secure and prosperous Saskatchewan, leading the country in economic and population growth, while providing a high quality of life for all.

Government's Goals

- Sustain Economic Growth for the benefit of Saskatchewan people, ensuring the economy is ready for growth and positioning Saskatchewan to meet the challenges of economic and population growth and development.
- Secure Saskatchewan as a safe place to live and raise a family where people are confident in their future, ensuring the people of Saskatchewan benefit from the growing economy.
- Keep Government's Promises and fulfill the commitments of the election, operating with integrity and transparency, accountable to the people of Saskatchewan.

Together, all ministries and agencies support the achievement of Government's three goals and work towards a secure and prosperous Saskatchewan.

AEEL remains focused on continuous improvement and will continue to enhance service delivery to clients via service integration and program and outcome evaluation.

Ministry Overview

The Ministry fosters the attraction, development and retention of an educated, skilled and productive workforce to meet the needs of a growing and innovative economy. The Ministry achieves its desired outcomes through effective partnerships with the private sector, community organizations and educational institutions.

Delivery of Key Programs and Services

AEEI is responsible for the post-secondary system, employment services, immigration services and student financial support.

In 2010-11, the Ministry employed staff in the central offices in Regina and 19 Canada-Saskatchewan Career and Employment Services offices across the province. The Ministry also has an Immigration office in Saskatoon.

In June 2010, Advanced Education, Employment and Labour was reorganized into the ministries of Advanced Education, Employment and Immigration (AEEI) and Labour Relations and Workplace Safety (LRWS). In addition, the Status of Women's Office was transferred to the Ministry of Social Services (SS). As a result, 149.1 FTEs were transferred to LRWS, 3.0 were transferred to SS and AEEI retained 431.2 FTEs. AEEI utilized 430.9 FTEs plus 4.2 FTEs for summer students for total usage of 435.1.

The Ministry delivers programs and services through three main categories:

Post-Secondary Education

Saskatchewan's post-secondary system is essential to the province's labour force development. It also helps to foster creative and engaged communities. It provides Saskatchewan residents with the skill sets required to meet labour market demand and to obtain and retain sustainable employment. Importantly, Saskatchewan's advanced

education network – especially drawing on centres of excellence at the University of Saskatchewan and the University of Regina – serves as a vital platform for pre-eminent research and development, a robust innovation agenda and related science and technology initiatives (in areas including bio-science, the environment and energy). Of course, this knowledge network also helps to enrich local and global cultures and communities by reflecting on and celebrating Saskatchewan's sense of place within and beyond Canada.

Post-secondary programs and services are delivered through partnership with a diverse group of institutions and organizations, including the University of Saskatchewan and the University of Regina (which include their federated and affiliated institutions: First Nations University of Canada, Campion College, Luther College, St. Thomas More College, St. Peter's College, Emmanuel and St. Chad, Lutheran Theological Seminary, St. Andrew's College, Briercrest Family of Schools and Horizon College and Seminary); Saskatchewan Institute of Applied Science and Technology (SIAST); Regional Colleges (including Carlton Trail Regional College, Cumberland College, Great Plains College, Northlands College, North West Regional College, Parkland College, Southeast Regional College and Lakeland College); Saskatchewan Apprenticeship and Trade Certification Commission (SATCC); Saskatchewan Indian Institute of Technologies (SIIT); the Gabriel Dumont Institute (GDI); Dumont Technical Institute (DTI); Saskatchewan Urban Native Teacher Education Program (SUNTEP); and the Northern Teachers' Education Program (NORTEP). The Government provides funding directly to these public post-secondary institutions. The Ministry also provides regulatory oversight to private vocational schools (PVS) operating in Saskatchewan.

The Ministry also delivers programs and services through Community-Based Organizations (CBOs) focusing on employment preparation and settlement services for newcomers. These institutions and organizations have varying accountability to government through legislation specific to their institution, organization or by contracts and agreements. Non-public institutions receive funding through specific agreements and contracts with CBOs.

In terms of financial assistance for students, the Ministry administers several federal and provincial programs that provide repayable and non-repayable financial assistance to qualified Saskatchewan residents enrolling in approved programs of study. For more information, the Student Aid Fund Annual Report is posted on the Ministry's website.

Immigration

The Ministry supports the attraction and settlement of newcomers to the province.

The Saskatchewan Immigrant Nominee Program (SINP) provides a streamlined process, and sometimes a quicker means of entry for immigrants whose skills and abilities best fit the province's labour market needs. The program is a key component of government's efforts to enrich communities across the province.

Community Partnerships and Settlement facilitates the settlement and integration of new immigrants. The Ministry provides funding to community-based groups to coordinate initial settlement support and to English language-training programs offered through CBOs and regional colleges to support communication skills training.

The Recognizing Prior Learning Coordinating Group (RCG) works with regulatory bodies and educational institutions to facilitate the recognition of international training and experience that immigrants bring to our province.

International Education focuses on developing strategies for institutions, the business community, relevant community-based stakeholders and government ministries to collaborate in areas such as international student recruitment, study abroad opportunities for Saskatchewan students and other efforts to further internationalize Saskatchewan's campuses. These efforts provide Saskatchewan students with enhanced opportunities to compete and succeed in the global community and ensure that students around the world are aware of the study opportunities available at Saskatchewan institutions.

Career and Employment Services

Canada-Saskatchewan Career and Employment Services (CES) offices located across the province provide career and employment services to Saskatchewan people looking for information about career and job opportunities, as well as training and/or education options that enable participation in the provincial labour market. CES staff have also partnered with key personnel from Service Canada, post-secondary institutions and the private sector to form the CES Rapid Response Teams, which help ensure that employers and workers can access key programs, services, benefits and information during periods of economic transition. The Ministry also manages and markets the www.saskjobs.ca website, which helps Saskatchewan employers recruit educated and skilled individuals and provides job seekers with the opportunity to join Saskatchewan's workforce.

Progress in 2010-11

The Ministry of Advanced Education, Employment and Immigration supports Government's goal to Sustain economic growth for the benefit of Saskatchewan people, ensuring the economy is ready for growth and positioning Saskatchewan to meet the challenges of economic and population growth.

Ensure a skilled workforce to meet existing and future labour market demand

Results Reported

Finalize and implement a provincial Labour Market Strategy that fosters a collaborative implementation approach with key stakeholders (Minister's Mandate Letter).

- Launched a task force in partnership with representatives from the Saskatchewan Chamber of Commerce (Chamber) and Enterprise Saskatchewan (ES). The task force, co-chaired by AEEI and the Chamber, is accountable for oversight with respect to the Saskatchewan Labour Market Commission (SLMC) recommendations from the 2009 report, serves as the ES Labour Market Strategic Issues Council, and will serve as a key focus group in the development of the Provincial Labour Market Strategy.

Increase the number of health care professionals by supporting the continued expansion of training seats for physicians and nurses and participation in the recruitment of foreign trained doctors and nurses (Minister's Mandate Letter).

- Invested \$16.2 million in 2010-11, bringing the total investment to \$32.1 million since 2008-09. Full implementation of the health care training expansion will result in a total of 690 registered nursing (RN) seats, 30 psychiatric nursing seats, 100 undergraduate medical seats and 120 medical residencies. Progress and planned activity includes:
 - fully implemented medical residency seat expansion from 60 seats to 120 seats;

- planned undergraduate medical class increase by 16 to 100 seats by 2012;
- addition of 170 seats for a total of 300 new RN seats since 2007, to take effect September 2011; and
- transition from the existing Nursing Education Program of Saskatchewan (NEPS) to two new province-wide degree programs offered by the University of Saskatchewan (U of S) and University of Regina (U of R)/Saskatchewan Institute of Applied Science and Technology (SIASST). These programs will begin in the fall 2011.

Work with regulatory bodies, other ministries and other Canadian jurisdictions to continue implementation of Chapter 7 of the Agreement on Internal Trade (AIT), including monitoring and negotiating exceptions to labour mobility.

- Approved an exception for licensed practical nurses, amended three exceptions for paramedic professions, removed an exception for chiropractors and investigated 11 labour mobility complaints, of which 10 complaints were resolved in 2010-11.

Maintain Government's efforts to retain and attract skilled and educated young people by continuing to fund the Graduate Retention Program (GRP).

- Issued 9,155 GRP rebate certificates to students who graduated in 2010. Approximately \$23.1 million in rebates will be issued for the 2010 taxation year, which includes rebates to graduates from 2008, 2009 and 2010. The GRP is a refundable income tax credit to rebate up to \$20,000 of tuition fees paid by post-secondary graduates who choose to live in Saskatchewan for seven years after graduation.
- Since the program's implementation in 2008, more than 48,000 GRP certificates have been issued, with a potential total value of \$329 million.

Enhance efforts to ensure demand-based training and employment programs better meet the needs of employers in key economic sectors and lead to long-term sustainable employment for Saskatchewan workers.

- Worked with the Global Transportation Hub Authority on a human resource and recruitment strategy to grow this new endeavour.
- Reviewed and redesigned the skills training program. The review consisted of consultations with training institutions and surveys of employers and First Nations and Métis organizations. A new funding model for skills training was established for 2010-11 that bases an allocation on actual usage over five years.
- Supported the following training and employment programs:
 - \$12.9 million to the Skills Training Allocation to train approximately 2,600 unemployed individuals in about 190 skills training programs at SIAST, DTI and SIIT.
 - \$1.1 million to 14 Workplace Essential Skills Saskatchewan contracts to industry and post-secondary partners to assist approximately 330 low-skill job seekers and existing employees in developing essential skills.
 - \$579,000 to meet training demand for the childcare sector across the province, supporting the Government's childcare space expansion.
 - \$1.7 million in a federal stimulus investment to deliver 19 Adult Basic Education – Essential Skills for the Workplace (ABE – ESWP) projects to 376 participants. These projects are designed to assist low literacy learners in transitions to employment.
- \$1.7 million for 273 individuals to take training at the Regina and Saskatoon Trades and Skills Centres; an additional 85 individuals will continue with their training in 2011-12. Programs offered included: commercial flooring, culinary arts, masonry, retail service, painting, electrician assistant and commercial roofing.
- \$1.2 million for 145 individuals to participate in training under the Targeted Initiative for Older Workers program.
- 18,167 placements for workforce development programs and services, which are delivered by over 60 community-based organizations and are supported through funding agreements. These programs and services assist individuals with specialized needs to prepare for and secure employment.
 - Of the over 18,000 placements, \$10.8 million supported 3,425 individuals through a variety of programs to assist persons with disabilities to participate in education and training or employment.
- 3,133 Employment Insurance clients accessed the Skills Training Benefit to assist them with the costs of re-training through funding from the Canada-Saskatchewan Labour Market Development Agreement (LMDA).
- The Canada-Saskatchewan Labour Market Agreement (LMA), signed in February 2008, provides Saskatchewan with approximately \$90 million over six years to fund labour market programs and supports for eligible individuals. Eligible individuals include those who are unemployed and/or lack basic education or skills. The province delivered programs and services that included foundational skills, skills training, workforce development and learner supports. A survey of former LMA program and services participants, conducted in 2009-10, indicated:

- Over two-thirds of LMA program participants were very satisfied with their program. An additional one quarter of program completers were somewhat satisfied with their program.
- 88.4 per cent reported feeling very prepared or somewhat prepared to find a job.
- Less than one per cent of LMA participants reported being employed prior to starting their program. Following the completion of their program, 47.0 per cent of participants reported being employed. Of those who left their program before completing, 26.2 per cent reported being employed.
- 45.2 per cent of employed respondents who finished their program felt they were earning more than before they completed their program.

Work with Western Canadian jurisdictions to build partnerships related to labour market development and post-secondary education (Minister's Mandate Letter).

- Initiated discussions with Alberta and British Columbia to collaborate on future labour market issues and potential strategies from a western Canadian perspective. Key issues include immigration policy and improving productivity.
- Consulted with Alberta and British Columbia regarding workforce development Memorandums of Understanding that each province has signed with the Philippines to identify areas of common interest and mutual benefit.
- Collaborated with Alberta, British Columbia and Manitoba through the Western Consortium of Admissions and Transfer (WestCAT) on opportunities to strengthen credit transfer processes for post-secondary learners.

Increase apprenticeship training and employment opportunities (Minister's Mandate Letter).

- Provided \$1.8 million in LMDA stimulus funding to the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) for new training and \$200,000 in LMDA stimulus funding for Apprenticeship Training Allowances.
- Provided 5,869 technical training opportunities through the SATCC for the year ending June 30, 2011, 495 more than the 2009-10 opportunities of 5,374.
- Amended apprenticeship ratios to:
 - increase the number of apprentices per journeyperson, from one-to-one to two-to-one in 27 of 47 trades and 16 of 23 sub-trades; and
 - exclude final level apprentices from the apprentice to journeyperson ratio in all trades and sub-trades.
- SIAST's approved business plan for the year ending June 30, 2011 projects the delivery of 240 additional apprenticeship training opportunities, with the largest increases in the carpenter, electrician and plumbing trades. In 2009-10, there were 4,642 apprenticeship students enrolled at SIAST.
- The \$2.4 million SIAST Woodland Campus expansion was completed in November 2010, enabling SIAST to deliver an additional 85 electrician apprenticeship training opportunities.
- The \$500,000 SIAST Wascana Campus expansion was completed in May 2010 to enable delivery of additional 140 plumber apprenticeship training opportunities.

Additional Results

- Career and Employment Services centres in Saskatchewan were visited over 500,000 times. Clients were assisted in the following ways:
 - 10,070 social assistance recipients were referred to CES, with nearly 5,500 recipients receiving JobsFirst services in Moose Jaw, North Battleford, Prince Albert, Regina, Saskatoon and Yorkton.
 - 22,151 jobs were posted to www.saskjobs.ca by CES staff on behalf of employers.
 - 17,135 client career action plans were developed.
 - 10,923 clients participated in orientation, group services, job searches and referrals to specialized services.
- Rapid Response services, which were established to offer information and expertise on programs and services

available to businesses and individuals impacted by the economic downturn, were provided to 28 employers. These employers were mainly in manufacturing and distribution industries that were faced with production slow downs or layoffs.

The following table outlines final data for enrolments and completions for programs funded by the Ministry to the end of the 2009-10 fiscal year. There is a one-year lag in reporting final data due to differences in fiscal and academic years.

- The JobStart/Future Skills 2009-10 enrolments and completions were consistent with the previous year but lower than prior years. There was increased demand in the Workbased Training for the Unemployed program from 2005-06 to 2007-08. Additional funding was made available resulting in increased enrolments for those years.
- The increase in Adult Basic Education is due to the inclusion of part-time enrollments that were not included in previous years

| Program Enrolments and Completions | | | | | | | | | | |
|---|---------|-------|---------|-------|---------|-------|---------|-------|---------|-------|
| | 2005-06 | | 2006-07 | | 2007-08 | | 2008-09 | | 2009-10 | |
| | Enrol | Comp | Enrol | Comp | Enrol | Comp | Enrol | Comp | Enrol | Comp |
| JobStart/Future Skills ¹ | 4,235 | 3,673 | 5,680 | 5,111 | 4,433 | 3,814 | 3,860 | 3,152 | 3,717* | 3,180 |
| Adult Basic Education (ABE) ² | 5,364 | 3,195 | 5,709 | 3,271 | 6,245 | 3,484 | 8,818 | 5,538 | 9,266 | 5,669 |
| Trades and Skills Centres (Regina and Saskatoon) ³ | N/A | N/A | N/A | N/A | 248 | 191 | 262 | 184 | 296 | 233 |

Sources:

1 JobStart/Future Skills Follow-up Survey completed by SIAST, the Regional Colleges, SIIT and DTI 60 to 90 days after completion of every program and project submitted to AEEI.

2 Adult Basic Education Follow-up Survey completed annually by SIAST, the Regional Colleges, DTI and SIIT and submitted to AEEI.

3 Trades and Skills Centre Follow-up Survey completed monthly by both Regina and Saskatoon Trades and Skills Centres.

*This figure consists of:

- IQRT (Institutional Training Quick Response) 2,454 full -time students, 722 part-time students.
- WBT (Workbased Training for the Unemployed); 541 trainees from April 1, 2009 to October, 2009.

Measurement Results

Labour Force Attachment by Credential

| Employment Rate (%) by Education Level, Population Aged 15 Years and Over, Saskatchewan, 2005 to 2010 | | | | | | |
|---|------|------|------|------|------|------|
| Education level | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 |
| All education levels | 64.5 | 65.6 | 66.6 | 66.8 | 66.7 | 66.3 |
| Not completed high school | 39.7 | 42.3 | 43.3 | 42.5 | 40.7 | 40.3 |
| High school graduate | 71.7 | 73.6 | 74.3 | 73.1 | 72.5 | 71.9 |
| Some post-secondary | 66.9 | 68.3 | 69.7 | 70.0 | 69.1 | 67.9 |
| Post-secondary certificate or diploma | 74.7 | 73.6 | 73.9 | 75.5 | 75.0 | 74.4 |
| University degree | 79.8 | 80.1 | 80.9 | 79.3 | 80.9 | 79.6 |

Source: Statistics Canada, Labour Force Survey

Note: In 2010, Labour Force Survey data was restated based on data from the 2006 Census. All historical figures have been restated.

The labour force attachment by credential measure reflects the importance of education to employment by measuring the employment rate of the population over the age of 15 years by level of education. In general, individuals with a post-secondary certificate or diploma or a university degree have higher rates of employment than high school graduates and significantly higher rates of employment than individuals who have not completed high school. In 2010, almost 80 per cent of individuals with a university degree and 74.4 per cent of individuals with a post-secondary certificate or diploma were employed. For those that had not completed high school, just over 40 per cent were employed.

This indicator reflects the critical importance of educational attainment and its relationship to employment. Studies show that individuals with higher levels of educational attainment are more likely to have higher wages, higher rates of employment and better health outcomes. Education is also a key component of productivity growth, which in turn results in a higher standard of living and supports the Government goal of sustaining economic growth.

Government can influence education levels by supporting a system where individuals can access programs, receive the support they need to complete their programs and attach successfully to the labour force.

Ensure that Saskatchewan's post-secondary system is characterized by excellence, innovation, inclusion and accountability, and is responsive to the needs of learners and Saskatchewan's labour market.

Results Reported

Provide leadership and funding to support the operations and infrastructure of the post-secondary education system, ensuring high quality programs and services at an affordable cost to students (Minister's Mandate Letter and 2008 Throne Speech commitment).

- Approved or supported the 2010-11 business plans of the Regional Colleges, SIAST, SATCC, GDI/DTI and SIIT as required by mid-July, 2010.
- Provided \$1.6 million in capital funding to Southeast Regional College Weyburn Campus for design of a permanent facility and development of temporary spaces during construction.
- Completed or approved new or continuing appointments of 12 industry members to the SATCC Board and seven members to post-secondary institution Boards: five for U of R, one for Northlands College, and one for GDI.

-
- Amended SIIT legislation to exempt SIIT from school and municipal taxation.
 - Pursuant to a Memorandum of Understanding signed by the Federation of Saskatchewan Indian Nations (FSIN), U of R, FNUUniv and the Ministry of AEEI in March 2010, AEEI worked with FNUUniv, U of R and Meyers Norris Penny (MNP) to implement a Funding Agreement that would enable the province to reinstate its 2010-11 funding for FNUUniv with enhanced governance and accountability practices. MNP administered the funding, approved all payments and provided monthly reports on the revenues and expenditures that flowed through the Administrator accounts. Through the work of a liaison officer, the U of R provided advisory services to FNUUniv in areas such as board governance, institutional accountability and the overall reorganization of the FNUUniv to ensure its long term feasibility. The U of R also provided the provincial government with monthly reports tracking progress in these areas.
 - In response to a formal request from Carlton Trail Regional College and St. Peters College, developed, and tendered an RFP and engaged a consultant to assess the feasibility of a merger. On February 15, 2011, Meyers Norris Penny (MNP) submitted its final report to AEEI on its assessment, evaluation and consultation on the proposed merger of SPC and CTRC. As a result of MNP's findings and AEEI's assessment, in March 2011, the Minister denied the merger request and initiated audits of both institutions.
 - Worked with Governance Leadership Series (GLS) Advisory Committee to plan and deliver the annual training session for board members of all of the public post-secondary institutions. A number of experts were contracted to deliver sessions on the following topics: Proven Practices for Progressive Boards; The Board's Role in Assessing and Managing Risks; Good Governance in Three Dimensions: Fiduciary, Strategic, Generative; Board Legal Responsibilities; and Board Perspectives - Questions that Drive Good Decisions and Accountability. The session was held on October 4-5, 2010 and was attended by approximately 100 participants.
 - Undertook assessments of new student housing developments resulting in:
 - The construction of U of S on-campus residences that will result in 400 new beds in fall 2011. Provincial funding of \$15 million in 2008-09 has leveraged an additional \$95.2 million and will result in 1,062 new beds by 2013.
 - The completion of three townhouses for 40 new student housing units, which is scheduled for April 2011 at the North West Regional College Meadow Lake Campus. The project cost \$9.4 million, of which the province contributed \$2.3 million.
 - The completion of a \$2 million eight-family student housing unit in La Ronge for the Northern Teacher Education Program and the Northern Teacher Access College. The province contributed \$768,000 to this project.
 - In response to recommendations in the Saskatchewan Renal Transplant Program Review (July 2010), began work with the U of S College of Medicine, Ministry of Health and Saskatoon Health Region to establish an academic renal transplant program in Saskatchewan.
 - Allocated \$1.4 million to provide opportunities for 76 students to participate in highly specialized programs in other jurisdictions (see chart on following page).
 - AEEI maintains eight inter-provincial agreements with other provinces and post secondary institutions to share costs of these programs.

| Program | Location | # Sask Students in 2010-11 |
|-------------------------------|------------------------|----------------------------|
| Magnetic Resonance Imaging | NAIT in Edmonton, AB | 2 |
| Denturist Technology | NAIT in Edmonton, AB | 6 |
| Diagnostic Medical Sonography | SAIT in Calgary, AB | 6 |
| Respiratory Therapy | SAIT in Calgary, AB | 19 |
| Nuclear Medicine Technology | SAIT in Calgary, AB | 4 |
| Occupational Therapy | U of A in Edmonton, AB | 23 |
| Orthotics/Prosthetics | BCIT in Burnaby, BC | 2 |
| Optometry | U of W in Waterloo, ON | 14 |
| TOTAL | | 76 |

Support individuals with financial needs to participate and be successful in post-secondary education, including the following enhancements to student financial supports (2009 Throne Speech commitment):

- changing eligibility assessment criteria that will increase the number of eligible students and the amounts they receive; and
- reducing interest rate to prime for all Saskatchewan Student Loans in repayment.
- Implemented the following enhancements to the student financial assistance program effective August 1, 2010:
 - Full-time students can earn as much as they choose during their study period without affecting their eligibility for financial assistance;
 - Interest rates were reduced to prime (floating) or prime plus 2.5 per cent (fixed) on Saskatchewan Student Loans; and
 - Ownership of vehicles by students is allowed without affecting the level of financial assistance.
- Provided 12,037 students financial assistance through the Canada-Saskatchewan Integrated Student Loans Program. The amount of Saskatchewan assistance provided was \$45,689,991 (\$15,898,765 repayable and \$29,800,226 non-repayable).
- Participation in the student loan program increased by 13 per cent as at March 31, 2011 compared to the same time last year. While some of the growth may be attributed to the enhancements that were implemented on August 1, 2010, the introduction in the 2009-10 loan year of new federal and provincial grants combined with increased loan and bursary limits may have also contributed to the uptake in the program.
- Awarded \$2.4 million in scholarships including the Centennial Merit Scholarship, French Language Awards, Queen Elizabeth II Scholarship, Queen Elizabeth II Centennial Aboriginal Scholarship and D.R. Simmons Memorial Scholarship. Through the Centennial Merit Scholarship matching program, \$2 million was allocated to 1,859 learners.
- Awarded \$205,000 to the 41 recipients of the Scholarship of Honour.
- Paid \$28.0 million in Provincial Training Allowance to provide income-support for 4,690 people taking basic education and short skills courses designed to help them move into employment or for post-secondary education.

Promote research and innovation, including the provision of financial support for the Canadian Light Source (CLS) and International Vaccine Centre (InterVac).

- Allocated \$1.0 million to the CLS for ongoing operating costs. This allocation is the first of government's four-year, \$11.8 million commitment.
- Provided \$11.5 million to the Innovation and Science Fund to support research.
- Provided \$10.8 million to support capital costs of InterVac, including \$5.1 million from the Innovation and Science Fund.
- Allocated \$200,000 to support the Canada Excellence Research Chair at the U of S, focusing on water research, part of Government's \$10.0 million commitment over 10 years.

Work with post-secondary institutions and employers to implement an experiential learning model that is designed to include more co-op and applied learning opportunities (Minister's Mandate Letter).

- Invested \$270,000 in Mathematics of Information Technology and Complex Systems (MITACS) ACCELERATE for graduate students and post-doctoral fellows to participate in applied research and development internships.

Undertake a review of the regional college system.

- Appointed Dr. Michael Atkinson of the Johnson-Shoyama Graduate School of Public Policy in September 2010 to conduct the 2010 Regional College Review. The review focused on the effectiveness and efficiency of the regional college system in relation to its legislated mandate, the alignment with government objectives and the needs of Saskatchewan learners.

- The final report, *Saskatchewan's Regional Colleges: Towards a New System* was forwarded to the Minister on March 31, 2011. A response to the report is expected in 2011-12.

Additional Results

- Provided \$16.3 million to Saskatchewan's universities to limit the average tuition increase to about five per cent in 2010-11.
- SIIT launched its new Aircraft Maintenance Engineering (AME) program with 15 students in the first year of a two-year program. The program was developed in partnership with major aviation industry manufacturers Rockwell Collins, Boeing, and Loughheed Martin to address shortages in the aviation industry. The AME is housed in SIIT's new Saskatchewan Aviation Learning Centre constructed on leased space donated by the Saskatoon Airport Authority, where it shares space with SIAST's commercial pilot training program.
- Provided workshops on Qualification Recognition to regulators and other stakeholders involved in credential recognition through our contract with the International Qualifications Assessment Service.
- After thorough review, provided SIAST with approval to purchase property adjacent to Kelsey Campus in Saskatoon.
- Implemented more rigorous compliance enforcement processes for private vocational schools, including enhanced financial monitoring. AEEI was able to identify those schools experiencing significant financial difficulties and ensure that students were able to complete their training or receive a refund of unearned tuition.

- The following table outlines final data for post-secondary enrolments to the end of the 2009-10 fiscal year. There is a one-year lag in reporting final data due to differences in fiscal and academic years.
- Regional College enrolment decreases are primarily a result of a decrease in non-credit program delivery (including: industry non-credit, community/individual non-credit, personal interest non-credit). These programs are delivered on a demand and cost recovery basis and are subject to fluctuations. A reduction of 800 industry credit enrolments also contributed to the decrease in total college enrolments in 2009-10 which are also delivered on a cost recover basis.
- University enrolments declined in the early years shown in this table, mainly due to demographics, labour market influences and competition among post-secondary institutions. The enrolment increase in the most recent year is due to increased recruitment efforts by the universities combined with improved student support programs from the government.
- SIAST has experienced strong demand for training in a number of areas across most divisions reflecting a strong economy. SIAST training is significantly tied to the provincial labour market thus when the economy is growing, there is a greater need for skilled individuals.
- Apprenticeship enrolments have increased as a result of government investment, a strong labour market, more employers engaging and/or re-engaging in the apprenticeship and trade certification system and the successful Saskatchewan Youth Apprenticeship (SYA) Program that has created positive awareness of skilled trades careers.

| Post-Secondary Enrolments | | | | | |
|---|---------|---------|---------|---------|---------|
| | 2005-06 | 2006-07 | 2007-08 | 2008-09 | 2009-10 |
| Regional Colleges ¹ | 18,416 | 19,528 | 20,182 | 20,690 | 17,846 |
| Universities ² | 32,223 | 31,900 | 31,550 | 31,124 | 32,028 |
| SIAST ³ | 7,859 | 7,847 | 8,241 | 7,987 | 8,552 |
| Apprentices ⁴ | 7,205 | 8,323 | 9,632 | 10,957 | 11,716 |
| Private Vocational Schools (Total) ⁵ | 3,127 | 2,548 | 2,179 | 1,613 | 2,039 |

Sources:

- U of R: U of R Fact Book data/Fingertip Statistics, http://www.uregina.ca/orp/FactBookReports/repFingertip10_11Fall.pdf (2009-10: 12,044);
- University of Saskatchewan (U of S) Student Information System: October Snapshot Data for Regular Session, http://www.usask.ca/isa/statistics/summary_pdfs/Statistical_summary_Feb_2009.pdf
- SIAST Student Statistics for Academic Year 2009-10 Annual Report Addendum http://www.gosiast.com/about/reports_statistics/student_statistics.shtml
- Saskatchewan Apprenticeship and Trade Annual Reports, 2005-06 to 2009-10 http://www.saskapprenticeship.ca/PUBLICATION/Annual_Report/
- Private Vocational Schools Student Statistics 2005-06 to 2009-10
 - 1 This figure is total number of participants attending any program at a regional college, not including Basic Education.
 - 2 University enrolment for 2010-11 was 32,973 (U of R: 12,458; U of S: 20,515).
 - 3 SIAST's enrolments are reported as full-load equivalents (FLEs) and include certificate/diploma programs, course registrations and Future Skills enrolments.
 - 4 Apprentice enrolments include all registered apprentices that received services during the year.
 - 5 Enrolment statistics are no longer collected for Category II schools. As a result, figures from 2008-09 onwards are not comparable to previous years. There are two categories of registered Private Vocational Schools (PVS). A Category I school delivers vocational training to fee-paying students. A Category II school delivers vocational training that is contracted for by a sponsor and not by the students enrolled in the school. Currently, there are 27 Category I and 13 Category II schools registered with the Ministry.

The following table outlines final data for post-secondary graduates/completers to the end of the 2009-10 fiscal year. There is a one-year lag in reporting final data due to differences in fiscal and academic years.

| Graduates/Completers by Type of Delivery | | | | | |
|--|----------------|----------------|----------------|----------------|----------------|
| | 2005-06 | 2006-07 | 2007-08 | 2008-09 | 2009-10 |
| University Degrees Total | 5,375 | 5,717 | 5,671 | 5,780 | 5,670 |
| U of R | | | | | 1,939 |
| U of S | | | | | 3,731 |
| University Non Degree Certificates, Diplomas Total | 487 | 507 | 455 | 462 | 483 |
| U of R | | | | | 322 |
| U of S | | | | | 161 |
| SIAST Certificate/Diploma | 4,116 | 3,714 | 3,637 | 3,770 | 3,668 |
| Journey person/Proficiency Certificates Issued | 1,164 | 1,151 | 1,150 | 1,235 | 1,258 |
| Private Vocational Schools (Total) | 1,513 | 1,212 | 990 | 887 | 977 |

Sources:

- U of R Convocation: Fall '09 and Spring '10 Degrees: 1,939; Fall '09 and Spring '10 Non-Degrees: 322. Source table: <http://www.uregina.ca/orp/FactBookReports/convosummary.pdf>
- U of S: <http://www.usask.ca/isa/statistics/students/credentials.php>: Fall '09: Degree: 883, Non-degree: 29; and Spring '10: Degree: 2,848, Non-degree: 132; Total 09-10 U of S: Degrees 09-10: 3,731, Non-Degrees 09-10: 161
- SIAST Student Statistics for Academic Year 2009-10 Annual Report Addendum http://www.gosiast.com/about/reports_statistics/student_statistics.shtml
- Saskatchewan Apprenticeship and Trade Annual Reports, 2005-06 to 2009-10 http://www.saskapprenticeship.ca/PUBLICATION/Annual_Report/
- Private Vocational Schools Student Statistics 2005-06 to 2009-10

The following table outlines the 2010-11 tuition levels compared to previous years:

| Tuition Levels | | | | | |
|---|----------------|----------------|----------------|----------------|----------------|
| Institution | 2006-07 | 2007-08 | 2008-09 | 2009-10 | 2010-11 |
| SIAST – Two-year Diploma Program | \$2,910 | \$3,026 | \$3,147 | \$3,336 | \$3,540 |
| PVS: Category 1 ¹ | \$6,242 | \$7,075 | \$6,687 | \$7,439 | Unavailable |
| University – Undergraduate ² | \$5,015 | \$5,015 | \$5,015 | \$5,173 | \$5,431 |

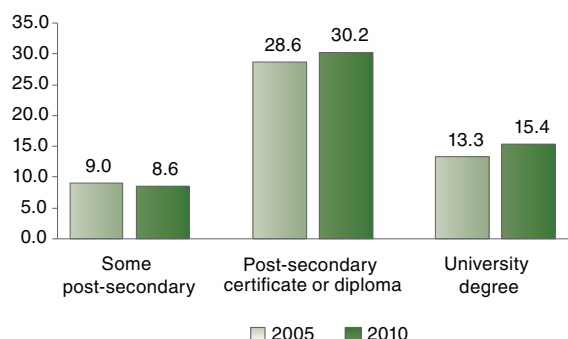
Notes:

- 1 There are two categories of registered Private Vocational Schools (PVS). A Category I school delivers vocational training to fee-paying students. A Category II school delivers vocational training that is contracted for by a sponsor and not by the students enrolled in the school. Currently, there are 27 Category I and 13 Category II schools registered with the Ministry.
- 2 University tuition levels are calculations conducted by Statistics Canada.

Measurement Results

Post-secondary Educational Attainment of Population aged 15 years and over

Proportion of Saskatchewan Population with Post-Secondary Education aged 15 years and over, 2005 and 2010



Source: Statistics Canada, Labour Market Survey

Note: In 2010, Labour Force Survey data was restated based on data from the 2006 Census. All historical figures have been restated.

Data from Statistics Canada's Labour Force Survey indicates that the education attainment of Saskatchewan's labour force has risen between 2005 and 2010. The proportion of individuals with some post-secondary education has slightly decreased, while those completing a post-secondary certificate or diploma or a university degree have increased. The proportion of those with a post-secondary certificate or diploma increased from 28.6 per cent to 30.2 per cent while the proportion of individuals with a university degree increased from 13.3 per cent to 15.4 per cent.

Government can influence this measure by supporting an educational system that promotes transition to post-secondary education and to employment, supports successful attainment of post-secondary knowledge and skills, and encourages research and innovation. Elements of an effective post-secondary system include accessible, quality programs and services, an array of support services (financial and non-financial), and strategies for successful labour force attachment.

This chart shows the educational attainment of Saskatchewan's population aged 15 years and over. Although levels of educational attainment change slowly, it is critical that these levels continue to increase for Saskatchewan to maintain a skilled and knowledgeable labour force.

Increase post-secondary education levels and labour market participation of First Nations and Métis peoples to meet existing and future labour market demand

Results Reported

Support the equitable and sustainable participation of First Nations and Métis peoples in Saskatchewan's economy.

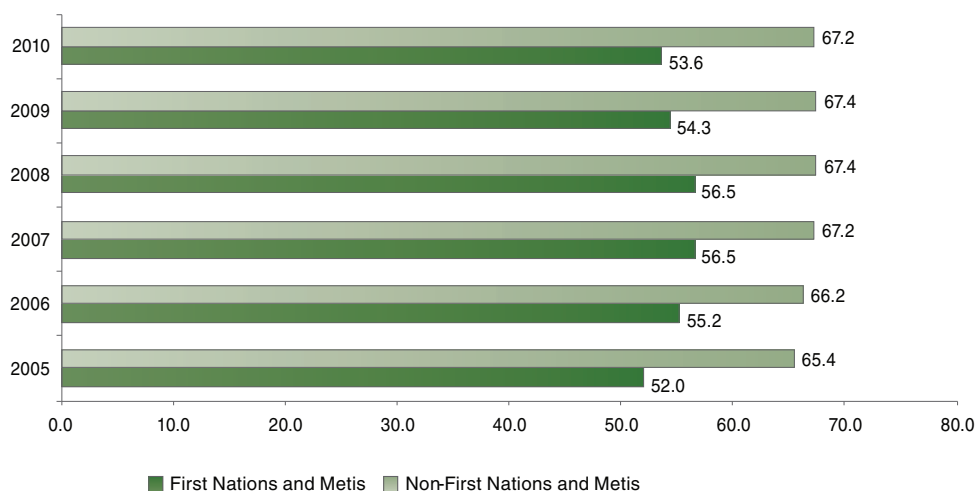
- Provided an array of programs and services to assist First Nations and Métis peoples in achieving sustainable employment.
- Fostered new and/or enhanced local partnerships with First Nations and Métis peoples for employment services (Minister's Mandate letter).
- Reviewed and redesigned the skills training program. The redesign is expected to increase the participation of First Nations and Métis people in training initiatives that lead to employment opportunities. The Ministry received an exemption for the Skills Training Allocation from the Saskatchewan Human Rights Commission to allow designated programming for disadvantaged groups. The results from a survey of First Nations and Métis organizations confirmed the new approach corresponds with the needs of First Nations and Métis learners.
- Participated in four Aboriginal Skills and Employment Partnerships with the federal government, First Nations and Métis leadership, industry and training institutions in the housing, resource, agricultural and construction sectors.
- As of March 21, 2011, Northern Career Quest provided financial support and training for 1,756 clients, which resulted in 747 individuals gaining employment in the resource sector.
- Provided \$15,000 and in-kind Ministry support to the Northern Labour Market Committee and its sector subcommittees to identify and respond to local skills development priorities including:
 - administering the Multi-Party Training Plan for the mineral sector;
 - connecting northern apprentices to employment; and
 - researching the labour force needs of northern health care organizations and the logistics of addressing these needs.
- On March 11, 2011, AEEI, along with the Government of Canada, represented by Indian and Northern Affairs (INAC), and five tribal councils signed a Memorandum of Understanding to develop and deliver "active measures" employment initiatives for federal income assistance recipients living on reserve. AEEI shared information on provincial active measures, provided advice and aligned programs in support of program and service parity for all social assistance recipients on- and off-reserve.
- Provided \$1.6 million to Northlands College under the Northern Skills Training budget to respond to a variety of emerging training needs.
- The number of Aboriginal apprentices increased to 1,216 at June 30, 2010, up from 1,174 at the end of the previous year.
- The number of SIAST Aboriginal students increased to 2,843 at June 30, 2010, up from 2,451 at the end of the previous year.
- The number of Regional College Aboriginal students increased to 5,194 at June 30, 2010, up from 4,616 at the end of the previous year.
- The number of University of Saskatchewan Aboriginal students increased to 1,628, up from 1,561 at the end of the previous year.

- The number of University of Regina Aboriginal students decreased to 1,053, down from 1,431 at the end of the previous year. However, the number of First Nations University Aboriginal students increased to 496, up from 394 at the end of the previous year.

Additional Results

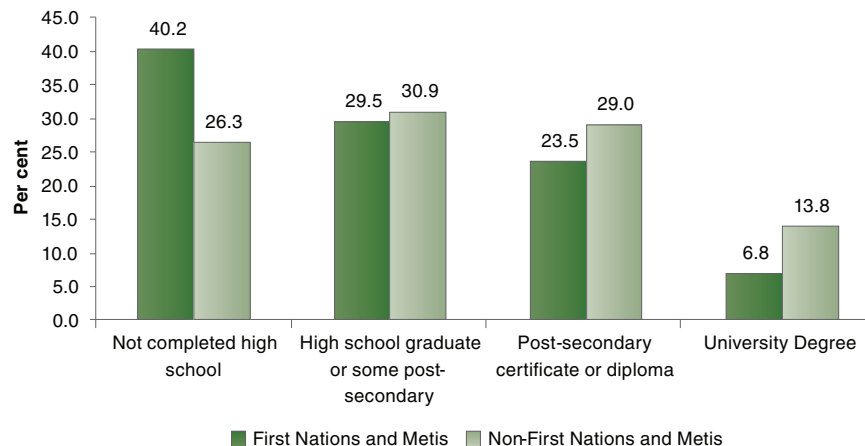
- Negotiated the Task Force on Education and Employment with the Federation of Saskatchewan Indian Nations. It is anticipated that the work of the Task Force will begin in September 2011, reporting in August 2012 (Minister's Mandate letter and 2010 Throne Speech commitment).
- \$1.4 million was provided to SIIT to support the administration of education and training opportunities for approximately 2,300 learners.
- \$5.7 million was allocated to GDI in an operating grant to support education and training opportunities for approximately 730 learners. This includes:
 - \$2.2 million for the core operating grant;
 - \$3.5 million to SUNTEP in an operating and tuition reimbursement grant for approximately 180 learners/training opportunities; and
- \$1.7 million to DTI in an operating grant for approximately 550 learners/training opportunities.
- Provided \$3.0 million to Northern Teachers' Education Program and Northern Professional Access College to support education and training opportunities for approximately 160 learners.
- Provided \$2.2 million to the Northern Nursing Education Program and the Northern Health Sciences Access Program to support education and training opportunities for approximately 206 learners.
- Allocated \$400,000 to SATCC for eight projects under the Aboriginal Apprenticeship Initiatives Program. For the year ending June

Employment Rate of off-reserve First Nations and Metis and non-First Nations and Metis Populations, 15 years and over



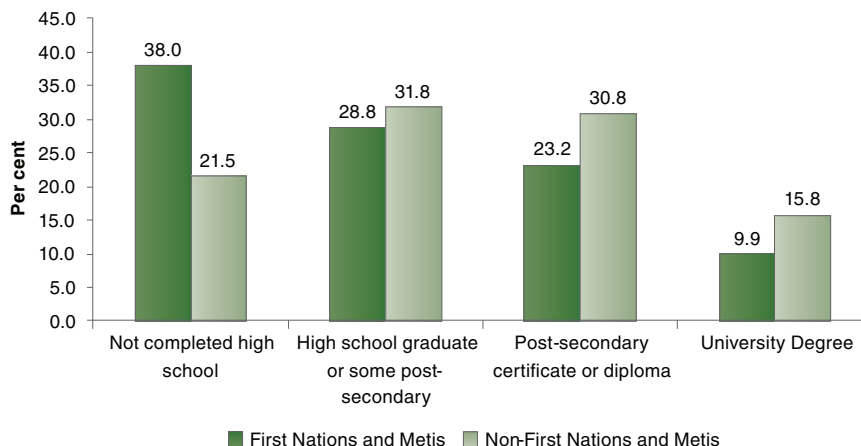
Source: Statistics Canada's Labour Force Survey

Educational Attainment of First Nations and Metis and Non-First Nations and Metis populations, 15 years and over, 2005



Source: Statistics Canada's Labour Force Survey

Educational Attainment of First Nations and Metis and Non-First Nations and Metis populations, 15 years and over, 2010



Source: Statistics Canada's Labour Force Survey

Note: Statistics Canada's Labour Force Survey is the most reliable source of annual Aboriginal labour force characteristics, but includes information for off-reserve First Nations only. The employment and educational attainment rate for the non-Aboriginal population is based on a larger sample size and therefore has a higher degree of statistical reliability than that for First Nations and Métis people. In 2010, Labour Force Survey data was restated based on data from the 2006 Census. All historical figures have been restated.

30, 2010, 330 Aboriginal Apprenticeship Initiative participants were trained.

Measurement Results

Employment rate of off-reserve First Nations and Métis and non-First Nations and Métis populations aged 15 years and over and educational attainment of First Nations and Métis and non-First Nations and Métis populations aged 15 years and over

These measures identify the employment and educational attainments rates for First Nations and Métis and non-First Nations and Métis populations and shows that a smaller proportion of First Nations and Métis people are employed and acquire post-secondary education in Saskatchewan compared to non-First Nations and Métis people. Employment and educational attainment rates are collected for Statistics Canada's Labour Force Survey and reflect employment and educational attainment rates for individuals living off-reserve only.

Increased First Nations and Métis employment is critical for Government's goal of sustaining economic growth. Between 2005 and 2010, the gap in employment rates between First Nations and Métis people and non-First Nations and Métis people remained relatively unchanged. One of the factors that result in lower First Nations and Métis employment rates is lower levels of educational attainment. Just over 23 per cent of First Nations and Métis individuals have a post-secondary certificate or diploma compared to 30.8 per cent of non-First Nations and Métis people. Almost 10 per cent of First Nations and Métis people have a university degree compared to 15.8 per cent of non-First Nations and Métis people.

Higher educational attainment is an important factor in gaining and maintaining employment and supports Government's goal of sustaining economic growth. Individuals with higher levels

of educational attainment are more likely to have higher wages, higher rates of employment and better health outcomes. However, because education levels change slowly over time, data should be analyzed over a period of time. The First Nations and Métis population lags behind the non-First Nations and Métis population in the completion of high school and post-secondary education. With a young and growing First Nations and Métis population, it is essential that supports are in place to help ensure increasing numbers of First Nations and Métis youth complete high school, are successful in post-secondary education and enter the workforce.

Government can influence this measure by working with its partners to address the factors impacting the education and employment outcomes for First Nations and Métis people. These include improving basic skills, establishing links to employment and providing needed supports.

Support increased attraction and retention of newcomers to Saskatchewan

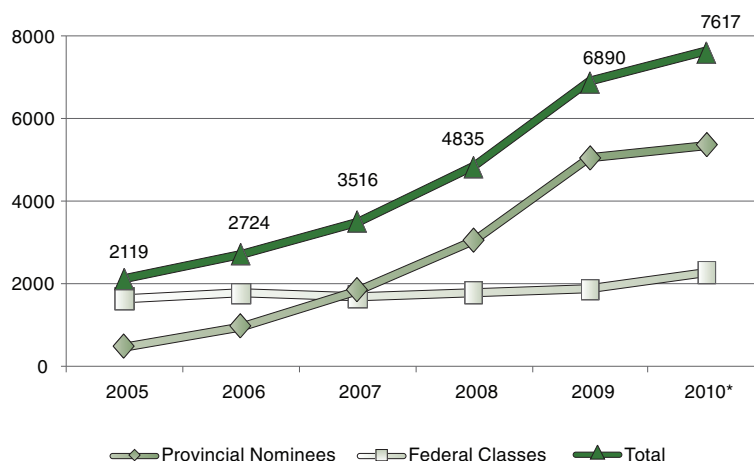
Results Reported

Continue to implement the Immigration Strategy (Minister's Mandate Letter and Throne Speech commitment) by:

- Developing business immigration streams to attract immigrant entrepreneurs;
- Nominated 301 Entrepreneur and Farm applicants between 2009-10 and 2010-11.
- Streamlined application process for immigrant entrepreneurs and reduced processing time by 62 per cent.
- SINP Entrepreneur and Farm Owner/Operator nominees invested \$12.8 million in Saskatchewan – the total since 2006-07 is over \$47 million.

-
- Worked with Enterprise Saskatchewan, the Regina Regional Opportunities Commission (RROC) and the Entrepreneurial Foundation of Saskatchewan to develop a program to address the issue of business succession in the province.
 - Creating new programs within the Ministry's new settlement service delivery model;
 - Allocated \$6.9 million to provincial settlement funding.
 - Launched a new immigration website that enhances access to relevant information for newcomers and assists them in connecting with the people, resources and services that can help them succeed in Saskatchewan.
 - Established settlement advisors in Regional Newcomer Gateways, which provide information, services and resources for newcomers to Saskatchewan. Settlement advisors provide one-on-one assistance to recent newcomers with specific settlement and integration challenges.
 - Supported over-the-phone interpretation services that allow staff at the Regional Newcomer Gateways, settlement advisors and language assessors to access an interpreter to communicate with newcomers with limited English.
 - Enrolled 1,084 learners in the new Stage 1 English program that provides English language training focused on day-to-day community interactions.
 - Enrolled 129 learners in English for Employment classes. This program was launched in fall 2010 in rural areas, giving learners an opportunity to focus on their English language skills to prepare them to participate more fully in the labour market.
 - Implemented an English for Employment pilot project in March 2011 at the Saskatoon Trades and Skills Centre to assist newcomers to develop the language skills needed to participate effectively in training programs offered by the Centre.
 - Worked with Saskatchewan employers to implement At Work English projects that provide language instruction tailored to the needs of their immigrant workers. Four At Work English projects involving 41 immigrant participants were completed and four additional projects are underway.
 - Attracting skilled immigrants to meet the labour market needs of employers;
 - Nominated 4,195 individuals under the SINP, which is expected to result in about 12,500 newcomers arriving over the next 18 months. The number of skilled worker nominations increased by 33 per cent over last year.
 - Received 6,717 SINP applications – a 32 per cent increase over the previous fiscal year.
 - 70 per cent of the immigrants that arrived in Saskatchewan were provincial nominees.
 - The top three source countries for SINP nominees in 2010 were the Philippines, Pakistan and China.
 - The top three destinations in Saskatchewan for SINP nominees in 2010 were Saskatoon, Regina and Prince Albert.

New Permanent Residents (Landings) – Saskatchewan



Source: Citizenship and Immigration Canada

Note: 2010 figures are preliminary. Historical figures are periodically updated by Citizenship and Immigration Canada.

- Enhancing efforts to recruit international students (also identified in 2010 Mandate Letter);
- Established a Saskatchewan International Education Council, composed of representatives from post-secondary institutions, the primary and secondary education sector and Government, to increase enrolment of international students.
- Added the Masters and PhD Graduates' stream to the SINP to enhance competitiveness with other nominee programs and increase the ability to attract and retain highly qualified graduates.
- Provided \$55,922 to support educational institutions including the U of R, the U of S, SIAST and Parkland College in outreach and recruitment initiatives and to fund international education development projects, research by international partners and international academic exchanges.
- Increased nominations of international students from 140 in 2009-10 to 285 in 2010-11, an increase of 104 per cent.
- Ensuring adequate protection of foreign workers;
- Delivered, in conjunction with Labour Relations and Workplace Safety, 10 presentations across Saskatchewan to employers, immigration consultants, immigrants, temporary foreign workers and other interested community members. The objectives of the presentations included:
 - Increasing awareness of rights and responsibilities of employers and foreign workers to ensure better immigration outcomes and retention of the workers in the province;
 - Increasing public awareness and understanding of the role of the Program Integrity Unit (PIU) and ensure that PIU's contact information is known across the province; and

- providing information, support and advice to assist third party representatives and CBOs in serving immigrants and temporary foreign workers.
- Facilitating the assessment and recognition on international qualifications and ensuring that newcomers have the opportunity to use their education, skills and work experience.
- Provided \$294,719 in project funding for certified general accountants, engineers and medical laboratory technologists to improve foreign qualification assessment and recognition in the province and for research into best practices in foreign qualification recognition in the trades and alternative careers.
- Provided \$65,835 for an International Medical Graduates (IMG) Support Program and for an IMG support position to serve up to 25 international medical graduates per year.
- Implementing an online application process.
 - Launched the online SINP application, which is the first of its kind in Canada and makes the nomination process faster and more efficient. The average processing time went from 4.4 months in 2009-10 to 3.3 months in 2010-11, a 25 per cent decrease in time.

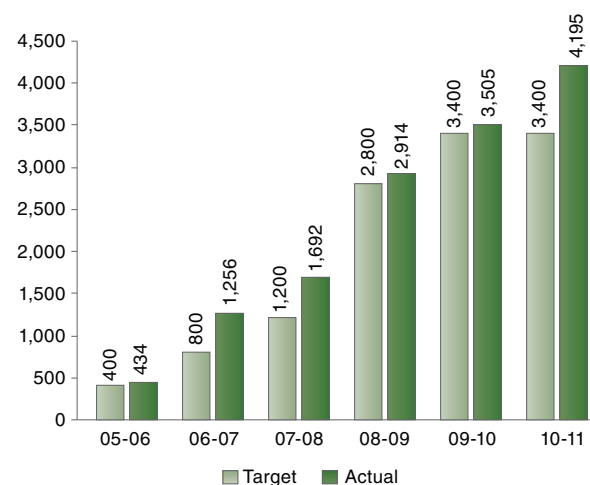
Additional Results

- Worked with and provided funding to the City of Saskatoon and the City of Regina to train staff that serve immigrants.
- Provided \$257,000 through the Organizational Development Fund, the Strategic Initiatives and Innovation Fund, and stabilization grants to community-based immigrant service provider organizations to build or enhance their capacity to provide quality services.
- Provided funding, in collaboration with Enterprise Saskatchewan (ES), to the Entrepreneurial Foundation of Saskatchewan (EFS) to provide investment coaching and referral services to immigrant entrepreneurs as well as training to promote newcomer entrepreneurship. To date, the services have resulted in the successful coaching of 46 nominees to facilitate their successful transition into Saskatchewan's business community, leading to the investment of over \$6.9 million in Saskatchewan communities.

Measurement Results

Number of Saskatchewan Immigrant Nominee Program Nominees

SINP Nominations, 2005-06 to 2010-11



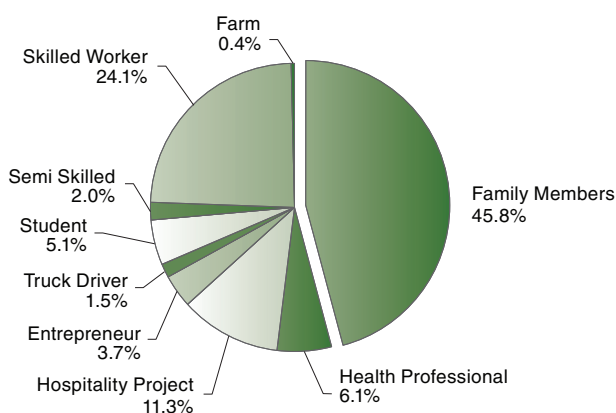
Source: Immigrant Services Division

The measure illustrates the level of activity in the Saskatchewan Immigrant Nominee Program (SINP). The SINP attracts skilled workers, entrepreneurs and their families by linking them with employment and economic development opportunities and, in doing so, supports the Government goal of sustaining economic growth. There are multiple factors that influence the number of applications and subsequent nominations under the SINP and as a result, impact immigration rates to the province. These factors include availability of jobs, size of immigrant cultural group and awareness of the SINP. The increase in SINP nominations since 2005-06 is due in part to a more effective working relationship with Citizenship and Immigration Canada, establishment of explicit goals by the Government of Saskatchewan, strong labour market demand and increased use of the SINP by Saskatchewan employers.

The SINP nominated 4,195 individuals during the 2010-11 fiscal year. Once family members are considered, Saskatchewan expects over 12,500 immigrants to move to the province over the next 18 months. SINP data is collected by the Ministry. The Ministry has a moderate level of influence on this measure as it is in part dependent on the involvement of the federal government and cooperation of participating employers.

The following chart illustrates SINP nominations by category:

SINP Nominations by Category, 2010



Source: Immigrant Services Division

Foster productive, safe and competitive workplaces

The responsibility for this strategy was transferred to the Ministry of Labour Relations and Workplace Safety. Please refer to that Ministry's Annual Report for results.

The Ministry of Advanced Education, Employment and Immigration supports Government's goal to keep Government's Promises and fulfill the commitments of the election, operating with integrity and transparency, accountable to the people of Saskatchewan.

Improve the effectiveness and efficiency of the Ministry's programs, services and systems to ensure the best use of public funds.

Results Reported

Establish a Quality Assurance framework for the province's post-secondary education system.

- Launched a public consultation process led by Alex Usher, an internationally-recognized expert in post-secondary education systems, to consider expanding degree-granting authority in Saskatchewan.
- Began development of a quality assurance review process that could be used to assess new degree programs. This is being led by Dr. Brian Gillespie, former chair of British Columbia's Degree Quality Assessment Board.

Work with public post-secondary institutions to expand the range of education data collected and shared between the Ministry, institutions and Statistics Canada in order to enhance reporting and accountability.

- Undertook preliminary work to assess the current state of AEEI's post-secondary data collection activities.

Continue transformation of the Ministry with a focus on improved integrated client service delivery and continuous improvement management practises.

- Completed a literature and cross-jurisdictional review of ABE to improve program and participant outcomes. The results of the report showed that Saskatchewan is at the forefront of best practices in ABE programming.
- Designed a learner and instructor survey to assess perspectives of ABE programs for Levels One, Two, Three and Four, and GED preparation. The surveys will inform continuous improvement processes and provide some comparative data from previous survey instruments.
- Examined the Employability Assistance for Persons with Disabilities program to identify areas for program improvement, including client response times.
- Developed service referral protocols between Career and Employment Services regional offices and Regional Newcomer Gateways to ensure effective client service for those with employment needs.
- Initiated development of an integrated student records database for ABE and skills training programs to improve quality of data and reduce duplication of effort for post-secondary institutions. The work is occurring in cooperation with the institutions and implementation is planned for the 2011-12 program year.
- Opened a SINP service hub in Saskatoon on April 1, 2010 to enhance client service.

- Launched a new employer section to the immigration portal that assists employers interested in hiring foreign workers. The new employer section allows Saskatchewan employers to sign up and submit job positions for approval on-line prior to initiating overseas recruitment for potential foreign workers.

Improve engagement with Ministries to ensure government programs and services address gender equality and equity.

- Refer to the Ministry of Social Services Annual Report for results related for this action.

Review mediation services currently offered to eliminate duplication with similar services offered by the Ministry of Justice and Attorney General.

- Refer to the Ministry of Labour Relations and Workplace Safety for results for this action.

2010-11 Financial Overview

Financial Summary for 2010-11

| For the Year Ended March 31 | (thousands of dollars) | | | |
|---------------------------------|------------------------|-------------------------------|--------------------|--------------------------------|
| | 2009-10 Actual | 2010-11 Revised* Budget | 2010-11 Actual* | 2010-11 Budget to Actual |
| Central Management and Services | \$22,690 | \$19,349 | \$18,103 | (\$1,246) 1 |
| Student Support Programs | 85,056 | 101,470 | 98,464 | (\$3,006) 2 |
| Post-Secondary Education | 634,719 | 591,930 | 687,739 | \$95,809 3 |
| Immigration | 10,811 | 12,836 | 11,923 | (\$913) |
| Labour Force Development | 100,744 | 102,938 | 103,078 | \$140 |
| Capital Asset Acquisition | | 7,580 | 2,328 | (\$5,252) 4 |
| Total Appropriation | 854,020 | 836,103 | 921,635 | 85,532 |
| Capital Asset Acquisition | (2,613) | (7,580) | (2,823) | \$4,757 4 |
| Capital Asset Amortization | 2,152 | 1,976 | 2,280 | \$304 |
| Total Expense | 853,559 | 830,499 | 921,092 | 90,593 |

* Revised to account for the transfer of responsibility and related funding to the Ministry Labour Relations and Workplace Safety (LRWS) and the Ministry of Social Services (re: the Status of Women Office). The amount transferred to Central Management and Services at LRWS was prorated to account for a partial year transfer (\$3.1 million on a pro-rated basis versus a full-year transfer of \$4.1 million).

Notes

1. Central Services - under expended mainly due to lower-than-anticipated expenditures in Information Technology and systems development (\$1.3 million).
2. Student Support Programs - savings are the result of lower-than-anticipated program utilization, particularly relating to the Provincial Training Allowance.
3. Post Secondary Education - an additional \$11.3 million in spending was approved through Supplementary Estimates for the intake of 170 new Registered Nurses' seats, and \$78.1 million in spending was approved through a Special Warrant for major capital projects and sustaining capital. In addition, \$5.3 million was over expended in this subvote for projects eligible for the Knowledge Infrastructure Program (KIP) as well as \$2.0 million for the University of Regina building improvement and SIAST equipment. This was offset by under spending in Capital Asset Acquisition and program underutilization in other subvotes.
4. The KIP-eligible project in this subvote was significantly reduced in scope and funding was redirected to other eligible projects funded through Post-Secondary Education transfers (see Note 3).

Summary of Expenditures

The following table outlines information on actual and budgeted expenditures by subvote and subprogram. Variance explanations are provided for all variances that are \$1.0 million or greater.

| For the Year Ended March 31 | | (thousands of dollars) | |
|---|-----------------------|------------------------|--------------------------|
| Subvote/Subprogram | Revised* Estimates | Actual* Expenditure | Variance Over/(Under) |
| Central Management and Services | | | |
| Minister's Salary | 45 | 45 | — |
| Executive Management | 1,429 | 1,807 | 378 |
| Central Services | 12,042 | 10,644 | (1,398) ¹ |
| Accommodation Services | 5,833 | 5,607 | (226) |
| Subvote Total | 19,349 | 18,103 | (1,246) |
| Student Support Programs | | | |
| Operational Support | 3,801 | 3,644 | (157) |
| Saskatchewan Student Aid Fund | 24,995 | 24,995 | — |
| Provincial Training Allowance | 29,818 | 27,520 | (2,298) ² |
| Skills Training Benefit | 11,657 | 11,256 | (401) |
| Apprenticeship Training Allowance | 2,126 | 2,007 | (119) |
| Employability Assistance for People with Disabilities | 5,973 | 5,942 | (31) |
| Graduate Retention Program | 23,100 | 23,100 | — |
| Subvote Total | 101,470 | 98,464 | (3,006) |
| Post-Secondary Education | | | |
| Operational Support | 3,019 | 2,480 | (539) |
| Universities, Federated and Affiliated Colleges | 391,246 | 398,968 | 7,722 ³ |
| Technical Institutes | 140,048 | 140,053 | 5 |
| Regional Colleges | 24,748 | 24,975 | 227 |
| Post-Secondary Capital | 16,859 | 105,253 | 88,394 ⁴ |
| Innovation and Science Fund | 11,510 | 11,510 | — |
| Science and Technology Research | 4,500 | 4,500 | — |
| Subvote Total | 591,930 | 687,739 | 95,809 |
| Immigration | 12,836 | 11,923 | (913) |
| Labour Force Development | | | |
| Operational Support | 12,976 | 12,469 | (507) |
| Work Readiness – Youth and Adult Skills Training | 21,524 | 20,245 | (1,279) ⁵ |
| Work Readiness – Basic Education | 21,428 | 23,596 | 2,168 ⁶ |
| Work Readiness – Employment Development | 27,328 | 27,086 | (242) |
| Apprenticeship and Trade Certification Commission | 19,682 | 19,682 | — |
| Subvote Total | 102,938 | 103,078 | 140 |

This table is continued on the following page

| For the Year Ended March 31 | | (thousands of dollars) | |
|---|-----------------------|------------------------|-----------------------------|
| Subvote/Subprogram | Revised* Estimates | Actual* Expenditure | Variance Over/(Under) |
| Capital Asset Acquisition | 7,580 | 2,328 | (5,252) ⁷ |
| Subtotal | 836,103 | 921,635 | 85,532 |
| Supplementary Estimates | 11,250 | — | (11,250) |
| Special Warrant | 78,059 | — | (78,059) |
| Total Advanced Education, Employment and Immigration Appropriation | 925,412 | 921,635 | (3,777) |
| Capital Asset Acquisitions | (7,580) | (2,823) | 4,757 ⁷ |
| Capital Asset Amortization | 1,976 | 2,280 | 304 |
| Total Advanced Education, Employment and Immigration Expense | 919,808 | 921,092 | 1,284 |

* Revised to account for the transfer of responsibility and related funding to the Ministry Labour Relations and Workplace Safety (LRWS) and the Ministry of Social Services (re: the Status of Women Office). The amount transferred to Central Management and Services at LRWS was prorated to account for a partial year transfer (\$3.1 million on a pro-rated basis versus a full-year transfer of \$4.1 million).

Changes to the Ministry

Effective June 29, 2010, the Ministry of Labour Relations and Workplace Safety (LRWS) was created pursuant to OC 397/2010 and OC 417/2010. LRWS was assigned a budget of \$15.2 million for 2010-11 on that date to transfer responsibility for funding for the Labour and Employer Services subvote (full-year allocation) and for the creation of a Central Management and Services division within LRWS (pro-rated for partial year). In addition, responsibility for the entire budget for the Status of Women Office of \$0.4 million was transferred to the Ministry of Social Services.

Supplementary Estimates/Special Warrants

Supplementary estimates of \$11.25 million were approved to support additional expenditures for an increased intake of 170 Registered Nurses' training seats. These additional expenditures were approved to cover \$8.25 million for operating costs to be split between the two universities and \$3 million for capital expenditures. The Special Warrant of \$78.1 million reflected capital transfers of \$50 million for the Academic Health Science Centre; \$20.7 million for sustaining capital; \$5.7 million to complete the Ministry's commitment for the construction of Western Canada's first laboratory to allow research on both animal and human health for current and emerging and infectious diseases; and \$1.6 million to support a new Southeast Regional College Weyburn campus and administration offices as part of a multi use facility.

Explanations for Major Variances on Appropriation Budget

1. Central Services was under expended largely as the result of lower-than-anticipated expenditures in Information Technology and systems development.
2. Provincial Training Allowance was under expended by \$2.298 million as the result of lower-than-anticipated program utilization.
3. Universities, Federated and Affiliated Colleges were over expended by \$7.7 million largely as the result of:
 - \$8.1 million expenditure for the operating costs for the first intake of 170 Registered Nurses' students;
 - \$0.5 million for SUNTEP tuition costs; offset by
 - \$1.0 million underspent as the result of the deferral of the final intake for physicians at the College of Medicine.

4. Post Secondary Capital Transfers were over expended by \$88.4 million as the result of:

- \$81.1 million in capital funding from the special warrant and supplementary estimates for:
 - \$50 million for D and E wing of the Academic Health Science Centre;
 - \$20.7 million for sustaining capital;
 - \$5.7 million to complete the Ministry's commitment for the construction of the International Vaccine Centre (InterVac), Western Canada's first laboratory to allow research on both animal and human health for current and emerging and infectious diseases;
 - \$3 million for capital expenditures related to the new intake of 170 Registered Nurse students; and
 - \$1.6 million to support a new Southeast Regional College Weyburn campus and administration offices as part of a multi-use facility.
- \$7.3 million for the following projects;
 - \$4.0 million for University of Saskatchewan Steam Distribution System, a Knowledge Infrastructure Program (KIP) project ;
 - \$1.3 million for SIAST Kelsey Health Technologies, a KIP project;
 - \$1 million for University of Regina building improvements; and
 - \$1 million for SIAST equipment.

5. Work Readiness – Youth and Adult Skills Training was under spent in Labour Market Supports (\$1.2 million), Workplace Essential Skills (\$0.1 million); the Targeted Initiative for the Older Workers' (TLOW) Program (\$0.1 million) and skills training (\$0.1 million) due to slightly lower-than anticipated program utilization.

6. Work Readiness – Basic Education exceeded budget by \$2.2 million as a result of additional on-reserve programming.

7. The KIP-eligible project in this subvote was significantly reduced in scope and funding was redirected to other eligible projects funded through Post-Secondary Education transfers (see Note 4).

Summary of Revenues

| For the Year Ended March 31 | | (thousands of dollars) | |
|--|-----------------|------------------------|-----------------------|
| Revenue Category | Budget | Actual Revenue | Variance Over/(Under) |
| Privileges, Licences and Permits | | | |
| Property and Building Rentals | 60 | 98 | 38 |
| Examination Fees | 55 | 54 | (1) |
| Subtotal | 115 | 152 | 37 |
| Sales, Services and Service Fees | | | |
| Other Miscellaneous Services | 13 | 11 | (2) |
| Other Registration Fees | 264 | 130 | (134) ¹ |
| Charges for Personal Mileage | 2 | 1 | (1) |
| Subtotal | 279 | 142 | (137) |
| Receipts From Other Governments | | | |
| Federal-Provincial Cost Sharing Programs | 84,730 | 77,173 | (7,557) ² |
| Employability Assistance | 5,824 | 5,824 | — |
| Subtotal | 90,554 | 82,997 | (7,557) |
| Other Revenue | | | |
| Casual Revenue | 230 | 209 | (21) |
| Refund of Previous Year's Expenditures | 475 | 1,611 | 1,136 ³ |
| Subtotal | 705 | 1,820 | 1,115 |
| Total Revenue | \$91,653 | \$85,111 | (\$6,542) |

Explanations of Major Variances

1. Collected lower-than-anticipated fees, particularly Entrepreneur Immigrant Fees, which were \$130,000 lower than budgeted.
2. Lower-than-budgeted recoveries from federal cost sharing programs, largely relating to Knowledge Infrastructure Program transfers that were budgeted for 2010-11 but received and recognized as revenue 2009-10.
3. Recoveries of previous years expenditures were higher than anticipated, primarily from the Provincial Training Allowance, Immigration programs and the Workforce Development program.

Special Funds

(All audited financial statements for ministries and special funds for the fiscal period just ended may be found at www.finance.gov.sk.ca/public-accounts/2008-09)

Student Aid Fund

The Saskatchewan Student Aid Fund was created in 1949 by the Government of Saskatchewan to ensure that students would not be denied access to post-secondary education or training due to lack of financial means. Since then, the Fund has assisted many thousands of individuals to attain their career goals.

For audited financial statements or further information, please contact the Marketing and Communications Branch of the Ministry of Advanced Education, Employment and Immigration at (306) 787-9478.

Training Completions Fund

The Training Completions Fund (Fund) was created under *The Private Vocational Schools Regulation Act, 1995*. *The Act* was proclaimed on December 15, 1995.

The Fund is administered by the Ministry of Advanced Education, Employment and Immigration. The revenue of the Fund consists of monies that operators are directed by regulations to provide, donations to the Fund, and earnings from the investments of the Fund. The Fund is primarily used to provide the financial resources necessary to continue the training of students affected by the closure of a private vocational school.

For audited financial statements or further information please contact the Marketing and Communications Branch of the Ministry of Advanced Education, Employment and Immigration at (306) 787-9478.

Appendices

Guaranteed Debt

Advanced Education, Employment and Immigration has Guaranteed Debt through responsibility for the Risk Premium Agreement with the Royal Bank. For further information, please refer to Appendix A.

Appendix A: Student Assistance and Student Aid Fund Act – Risk Premium Agreement

Guaranteed debt represents a guarantee to the Royal Bank for bankruptcy and/or death of a borrower before loan consolidation within the Student Loans Program. As the number of loans owing to the Royal Bank decrease, so will the guaranteed debt year over year.

| For the Year Ended March 31 | | (thousands of dollars) | | |
|--|--------|------------------------|-----------------------|--|
| Risk Premium Agreement | Budget | Actual | Variance Over/(Under) | |
| Total Outstanding Balance at Beginning of Year | 45 | 37 | (8) | |
| Additions | — | | — | |
| Reductions | (10) | (6) | 4 | |
| Total Outstanding Balance at Year End | 35 | 31 | (4) | |

Explanation of Variances

1. The Royal Bank Loan Guarantee is based on projections of outstanding “in school” loans and assumptions about the value of future claims. An annual reduction in liability is expected as the total value of the portfolio continues to decline. In 2010-11, the reduction was marginally less than budgeted as a result of updates to projections of “in school” loans.

Loans

The Ministry of Advanced Education Employment and Immigration administers the Student Loan Program for the Province of Saskatchewan. For further information, please refer to Appendix B.

Appendix B: Student Loans Programs

Effective August 1, 2001, the Province assumed responsibility for the financing of student loans. A loan from the General Revenue Fund is provided to the Student Aid Fund to support this role. The interest rate charge on the loan is at the Province's eight year cost of borrowing.

The loan program supports the Ministry's objective to increase the participation of low-income individuals in post-secondary education and training through access to student loan funding for tuition and living costs.

| For the Year Ended March 31 | (thousands of dollars) | | |
|--|------------------------|---------------|-----------------------|
| Risk Premium Agreement | Budget | Actual | Variance Over/(Under) |
| Total Outstanding Balance at Beginning of Year | 82,904 | 80,004 | (2,900) |
| Disbursements from the General Revenue Fund | 42,000 | 46,000 | 4,000 ¹ |
| Receipts to the General Revenue Fund | (46,500) | (47,000) | (500) ² |
| Total Outstanding Balance at Year End | 78,404 | 79,004 | 600 |

Explanation of Variances

1. In 2010-11, student loan disbursements were higher than budget, with actual disbursements of \$45.7 million compared to the budget of \$42 million. As the purpose of the General Revenue Fund (GRF) loan is to support student loan funding, higher-than-budgeted disbursements translated into a requirement for a higher loan from the GRF.
2. In part, GRF loan repayments are based on grants and bursaries paid to students. With higher-than-budgeted disbursements, the total value of grants and bursaries awarded was also higher. This generated higher-than-budgeted loan repayments.

Appendix C: Acts and Regulations for which The Minister of Advanced Education, Employment and Immigration is Responsible

Advanced Education and Employment

The Apprenticeship and Trade Certification Act, 1999

- *The Apprenticeship and Trade Certification Commission Regulations*
- *The Apprenticeship and Trade Certification Regulations, 2003*

The Crown Foundations Act

- *The Crown Foundations Regulations*

The Education Act, 1995 (section 3(1))

The Graduate Retention Program Act

- *The Graduate Retention Program Regulations*
- *The Post-Secondary Graduate Tax Credit Regulations*

The Human Resources, Labour and Employment Act (subsection 4(2) and section 4.01)

The Post-Secondary Education and Skills Training Act (section 5, clauses 15 (2) (a), (c), (d), (e), (i) and (j) and section 17 are jointly assigned with Minister of Education)

- *The Training Program Regulations (jointly assigned with the Minister of Education respecting literacy programs)*

The Private Vocational Schools Regulations Act, 1995

- *The Private Vocational Schools Regulations, 1995*

The Regional Colleges Act

- *The Regional Colleges Program Designation Regulations*
- *The Regional Colleges Program and Services Regulations*
- *The Regional Colleges Regulations*

The Saskatchewan Applied Science Technologists and Technicians Act

The Saskatchewan Indian Institute of Technologies Act

The Saskatchewan Institute of Applied Science and Technology Act

The Student Assistance and Student Aid Fund Act, 1985

- *The Lender-financed Saskatchewan Student Loans Regulations*
- *The Saskatchewan Student Direct Loans Regulations*
- *The Saskatchewan Student Loan Assistance Regulations*
- *The Student Assistance and Student Aid Fund Regulations, 2001*

The University of Regina Act

The University of Saskatchewan Act, 1995

- *The University of Saskatchewan Regulations, Order in Council 109/76*
- *Superannuation, reciprocal agreements, S.R. 212/75*

The following regulation continues to be in force under *The Government Organization Act* and is under the purview of the member of Executive Council to whom, for the time being, the administration of which is assigned:

- *The Employment Program Regulations*
- *The Skills Training Benefit Regulations*

The following regulation continues to be in force under *The Government Organization Act* and is under the purview of the member of Executive Council to whom, for the time being, the administration of *The Post-Secondary Education and Skills Act* is assigned:

- *The Training Allowance Regulations*

The following regulations were formerly under *The Department of Advanced Education and Manpower Act*, c.D-7.1 which was repealed by *The Government Organization Consequential Amendment Act, 1988* but continue to be in force under *The Government Organization Act*:

- *The Saskatchewan-China Exchange of Scholars Regulations*
- *The Saskatchewan Student Loan Program Regulations*
- *The Vocational Rehabilitation of Disabled Persons Program Regulations*

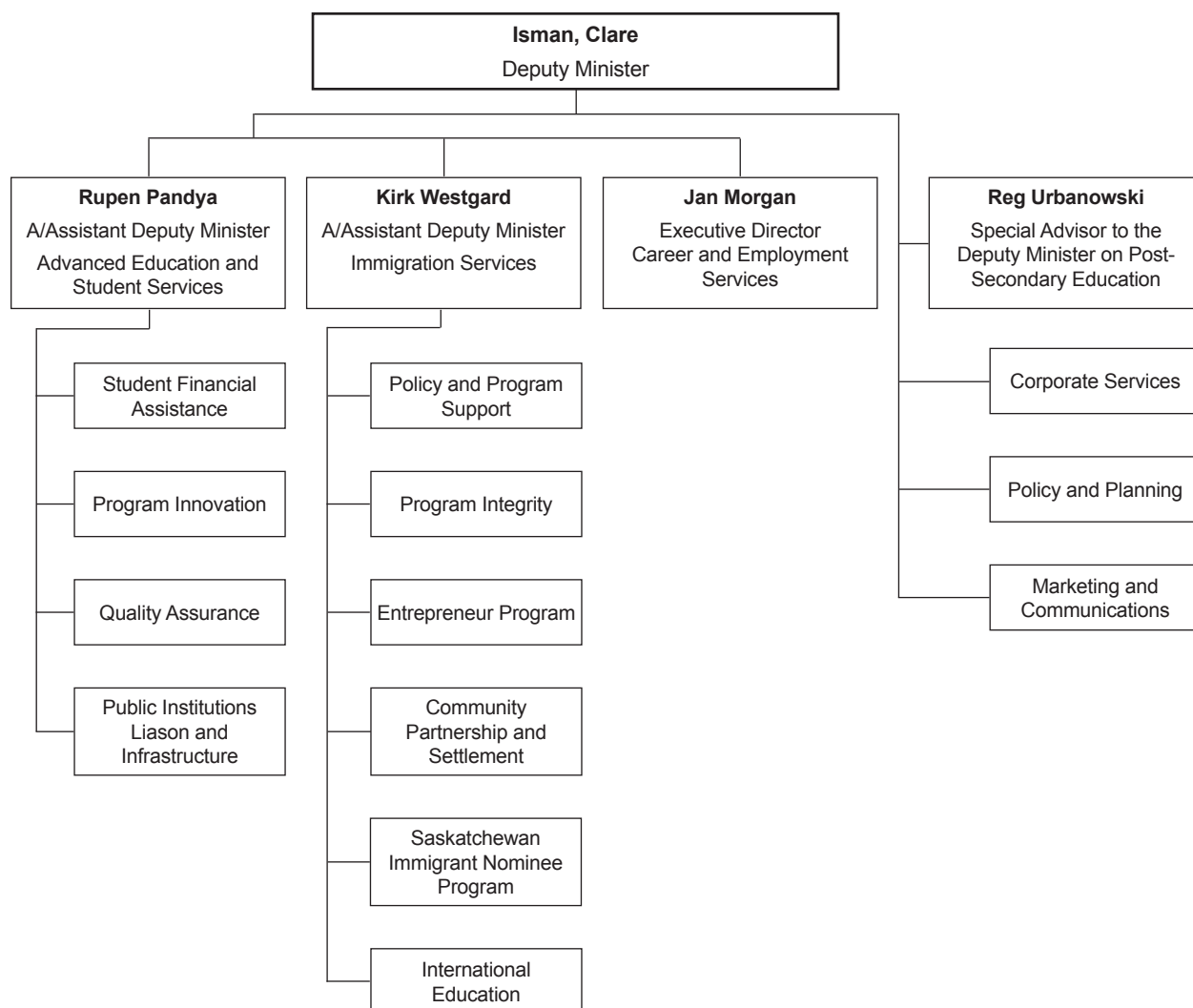
Immigration

The Department of Agriculture, Food and Rural Revitalization Act (section 9.2)

The Multiculturalism Act (section 4 clauses (g) and (h))

Appendix D: AEEI Organizational Chart

As of March 31, 2011



For More Information

If you have any questions or comments, or would like additional copies of the 2010-11 Annual Report, we invite you to call (306) 787-9478 or contact:

Advanced Education, Employment and Immigration
Marketing and Communications
11th Floor, 1945 Hamilton Street
Regina, SK S4P 2C8

To download a copy of the report or to obtain more information about programs and services contained in this annual report, please visit the Ministry's website at www.aeei.gov.sk.ca.

