



BUSINESS PLAN

2024-25

**Labour, Skills
and Immigration**

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Budget 2024-25: Business Plan
February 2024
ISBN 978-1-77448-569-9

Department of Labour, Skills and Immigration

2024-25 Priority Actions in Support of Government's Business Plan

The Nova Scotia Department of Labour, Skills and Immigration (LSI) works as a trusted partner to grow the province's population, develop our current and future workforce, and foster inclusive, safe and fair workplaces. This includes welcoming people from across Canada and the world, helping people prepare for job opportunities and build the skills they need, promoting safe work environments and helping employers and employees know their rights and responsibilities. We work together so that everyone has an opportunity to thrive. In 2024-25, LSI will advance the following priorities:

Create opportunities for sustainable population and economic growth

- Continue to increase applications approved through the Provincial Nominee Program and Atlantic Immigration Program to fill employer needs, with a focus on recruitment and retention of skilled workers in the construction and healthcare sectors.
- Actively promote recruitment and labour mobility of healthcare professionals in several key occupations through initiatives like the Welcome Collaborative and Nova Scotia's International Community of Healthcare Workers Engagement (NICHE) in partnership with the Department of Health and Wellness, the Office of Healthcare Professionals Recruitment, and the Department of Seniors and Long-Term Care.
- Continue to support settlement service provider organizations across the province to meet the growing need for services for newcomers and increase the provincial rate of retention.
- Continue to attract and retain francophone newcomers throughout the province, in line with the [Growing Nova Scotia's Francophone Population, An Action plan for Success 2022-25](#).

Advance inclusion, learning and employability for all

- Support the implementation of the Minister's Panel on Nova Scotia Community College Pre-Apprenticeship and Trades Training recommendations focused on promotion of the trades, pathways to the skilled trades, preparing students for success and completion of their college programs, participation in trades programs by equity-deserving individuals, and promoting excellence in trades training.
- Implement the [Actions for Accelerating the Growth of Skilled Trades in Nova Scotia](#), which will get more apprentices into and through the system faster, increase the diversity of the skilled trades workforce and remove barriers for students and apprentices to be successful in the skilled trades. The focus on new programs and support is for both the attraction and retention of skilled trades professionals, which includes:
 - Creating and offering new programs to enter, connect and explore skilled trades.
 - Creating and expanding financial support, incentives and grants for students, apprentices, employers and certified trades professionals.
 - Offering enhanced training delivery models that serve apprentices throughout the province (especially outside of HRM) to certify apprentices faster.
- Support the implementation of the [Nova Scotia Microcredentials Framework](#), connecting more Nova Scotians to available learning opportunities that supports their entry into in-demand sectors and advancement in the workplace.
- Provide pre-arrival employment programs and services to families of military personnel who are transferring to Nova Scotia, in support of the Seamless Canada Initiative to enable successful attachment to employment for in-demand sectors.

Enable safe, fair, diverse, welcoming and productive workplaces

- Minimize regulatory and administrative burden for skilled workers seeking to have out-of-province and international credentials recognized so they can live and work in Nova Scotia, especially those working in housing construction.
- Continue to promote compliance with workplace and technical safety regulations and advance work to review and update regulatory requirements in priority areas to reduce the occurrence of accidents, injuries, and occupational illnesses.
- Support the Worker’s Compensation Review Committee, which will provide recommendations on improvements to Nova Scotia’s workers’ compensation system based on consultations and public engagement sessions.
- Continue to promote Nova SAFE, Nova Scotia’s safety mobile app, which provides up-to-date information on topics concerning the health and safety of every worker in Nova Scotia and the technical safety information required by workers, owners, and contractors.
- Translate key labour standards resources to help foreign workers better understand their rights and responsibilities under the legislation. Ensure employer compliance with and understanding of their responsibilities under labour standards by increasing the number of inspections in sectors which employ foreign workers.
- Expand the suite of employer services available through Nova Scotia Works Online to include an integrated, digital HR Resource Toolkit that guides businesses through effective recruitment and retention practices and building a welcoming, accessible, and inclusive workplace for all employees, with a focus on youth and equity-deserving workers.

Performance Measures

| | |
|---|-----------------------|
| Create opportunities for sustainable population and economic growth | 2024-25 Target |
| # of net interprovincial migrants per year | 10,000 |
| # of new immigrant landings per calendar year | 7,000 |
| # of NS Nominee Program certificates issued per calendar year | 3,500 |
| # of endorsements in the Atlantic Immigration Program per calendar year | 2,500 |
| Advance inclusion, learning and employability for all | 2024-25 Target |
| # of new employers in the apprenticeship system | 200 |
| # of new apprentices | 1650 |
| # of new journeypersons | 1000 |
| % of apprentices who identify as belonging to equity-deserving communities, including women | 25% |
| # of clients receiving employment services, education and training supports | 18,000 |
| Enable safe, fair, diverse, welcoming and productive workplaces | 2024-25 Target |
| # of inspections conducted in sectors which employ foreign workers | 50 |

Financial Summary

| Departmental Expenses Summary | | | |
|--|--|---|---|
| (\$ thousands) | | | |
| <u>Programs and Services</u> | <u>2023 -2024</u> <u>Estimate</u> | <u>2023-2024</u> <u>Forecast</u> | <u>2024-2025</u> <u>Estimate</u> |
| Administration | 890 | 845 | 919 |
| Engagement, Equity and Belonging | 547 | 464 | 504 |
| Corporate Policy and Services | 8,341 | 8,726 | 9,077 |
| Safety | 18,938 | 19,282 | 19,968 |
| Labour Services | 8,580 | 8,298 | 8,653 |
| Skills and Learning | 125,943 | 148,469 | 127,403 |
| Nova Scotia Apprenticeship Agency | 29,623 | 30,067 | 61,883 |
| NS Immigration and Population Growth | 13,374 | 17,337 | 13,237 |
| Total - Departmental Expenses | <u>206,236</u> | <u>233,488</u> | <u>241,644</u> |
| Ordinary Recoveries | 129,873 | 150,683 | 118,898 |
| <u>Funded Staff (# of FTEs)</u> | | | |
| Department Funded Staff | 266.6 | 246.1 | 267.6 |

Note:
 For Ordinary Revenues, see Estimates and Supplementary Detail Book, Chapter 2
 For TCA Purchase Requirements, see Estimates and Supplementary Detail Book, Chapter 1