



Business Plan

2023-24

Labour, Skills and Immigration


NOVA SCOTIA

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Budget 2023-24: Business Plan
March 2023
ISBN 978-1-77448-508-8

Department of Labour, Skills and Immigration

2023-24 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 to create a future where everyone has an opportunity to thrive. In 2023-24, LSI will advance the following priorities:

Create opportunities for sustainable population and economic growth

- Implement domestic and international recruitment strategies to build awareness of employment opportunities in Nova Scotia and create and participate in engagement events to attract healthcare workers, skilled trades people and other in-demand skilled workers to help address labour market needs.
- Engage with the Department of Health and Wellness, the Office of Healthcare Professionals Recruitment, and the Department of Seniors and Long-Term Care on physician and healthcare worker recruitment and labour mobility, so that attraction strategies and immigration programs target labour needs in essential services.
- Continue to provide supports across the province to build inclusive and welcoming communities and to support the retention of newcomers.
- Support settlement service provider organizations across the province to meet the growing need for services for immigrants, including recently arrived Ukrainians.
- Implement the [Growing Nova Scotia's Francophone Population, An Action plan for Success 2022-25](#), which was developed with the Office of Acadian Affairs and Francophonie and establishes a plan to attract francophone newcomers from other countries and provinces.

Advance inclusion, learning and employability for all

- Modernize the apprenticeship system to better meet the needs of apprentices, those interested in working in the skilled trades sector, employers, and the industry. This includes preparing the workforce for a green economy, ensuring prospective apprentices and apprentices move efficiently through the system, and developing retention supports to increase employer participation and grow the number of apprentices who achieve certification, or journey person, status.
- Support the Minister's Panel on Nova Scotia Community College (NSCC) Pre-Apprenticeship and Trades Training, which will provide recommendations on NSCC trades programming needed to meet the demands of employers while ensuring students receive support and credit towards their apprenticeship pathways.
- Implement the Apprenticeship Management System, which will transform apprenticeship in the four Atlantic Provinces and provide real-time access for apprentices and their employers to enroll in training, apply for examinations, access learning supports and update information on their training plan.

- Work with the Department of Education and Early Childhood Development, industry, and equity-deserving partners to promote the skilled trades to youth through awareness and experiential opportunities with a focus on increasing the diversity of those who participate.
- Continue to support work-integrated learning opportunities for post-secondary students and permanent, full-time jobs for graduates, with an emphasis on international and equity-seeking individuals through youth employment programs.
- Expand the online employment services offered through Nova Scotia Works, including an employer HR resource hub and job posting builder, a wage funding navigator, and youth services to explore in-demand and growing occupations to help plan learning and training pathways to employment.

Enable safe, fair, diverse, welcoming and productive workplaces

- Improve the Worker’s Compensation system by establishing a review committee, comprised of volunteer members representing employers and employees, LSI, and Workers’ Compensation Board (WCB) staff, that will develop recommendations based on input from interested parties and the public on opportunities to improve the workers’ compensation system.
- Advance the use of data and reporting to better inform business decisions and measure performance through trend analysis of safety issues in key sectors, with the aim of modernizing the approach to prevention, promotion, compliance and enforcement activities related to occupational health and technical safety work.
- Continue to assess translation of all key safety resources to better support communities and provide language interpretation services to assist staff in communicating with clients to improve the understanding of and compliance with safety laws.
- Develop and provide access to cultural intelligence and inclusive business practices resources and tools through the Workplace Education Initiative to support the building of welcoming workplaces.
- Advance the LSI commitments under the [Government of Nova Scotia Accessibility Plan 2022-25](#), through resource development, training, and continuing to build a culture of accessibility.

Performance Measures

Create opportunities for sustainable population and economic growth	2023-24 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	2,700
Advance inclusion, learning and employability for all	2023-24 Target
# of clients receiving employment services, education and training supports	18,000
# of new employers in the apprenticeship system	200
# of new apprentices	1,500
Enable safe, fair, diverse, welcoming and productive workplaces	2023-24 Target
# of employers accessing cultural intelligence and inclusive business practices resources through the Workplace Education Initiative	150

Financial Summary

Departmental Expenses Summary			
(\$ thousands)			
Programs and Services	2022 -2023 Estimate	2022-2023 Forecast	2023-2024 Estimate
Administration	866	887	890
Engagement, Equity and Belonging	437	531	547
Corporate Policy and Services	8,312	8,308	8,341
Safety	18,017	17,909	18,938
Labour Services	8,294	7,110	8,580
Skills and Learning	142,056	147,367	125,943
Nova Scotia Apprenticeship Agency	16,542	24,920	29,623
NS Immigration and Population Growth	12,969	14,041	13,374
Total - Departmental Expenses	207,493	221,073	206,236
Ordinary Recoveries	132,223	139,554	129,873
Funded Staff (# of FTEs)			
Department Funded Staff	246.6	228.7	266.6
Note:			
For Ordinary Revenues, see Estimates and Supplementary Detail Book, Chapter 2			
For TCA Purchase Requirements, see Estimates and Supplementary Detail Book, Chapter 1			

