

Saskatchewan

Ministry responsible for literacy	Ministry of Education
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Donna Harpauer Director, Literacy Office
Ministry responsible for the LMA	Ministry of Advanced Education, Employment and Immigration
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Rob Norris
Ministry responsible for workplace literacy	Ministry of Advanced Education, Employment and Immigration
<ul style="list-style-type: none"> • Minister's name • Key Staff 	<ul style="list-style-type: none"> • Hon. Rob Norris • Ted Amendt Executive Director, Program Innovation Note: AEEI is responsible for workplace essential skills, ABE, and GED

Definition of literacy

[Literacy Benchmarks \(Levels 1 & 2\)](#): Levels 1 and 2 Literacy Benchmarks reflect the roles adults learners fill in their everyday lives – as family members, community members, and workers. The Benchmarks, therefore, are those general skills, abilities, and attitudes adults need to function in their world. *The Circle of Learning* is the physical representation of the Benchmarks.

[Adult Basic Education Level Three \(Adult 10\)](#): Adults who are not ready to prepare for the GED tests or enter an Adult 12 program may register in Adult Basic Education Level Three (Adult 10) courses.

[Adult Secondary Completion - Level 4 \(Adult 12\)](#): Under Adult 12 Policy, an adult may attain a Grade 12 standing by successfully completing seven credit classes.

Adult Literacy Policy

The 1999 ABE Program Re-design was the last policy initiative related to literacy. A draft literacy strategy framework was written in partnership by the Ministries of Education and Advanced Education, Employment and Immigration in 2010-11. It is expected to be shared across government in 2011-12.

How are literacy programs provided?

In Saskatchewan Adult Basic Education (ABE) is an umbrella term to describe a wide range of credit and non-credit programs. ABE programs help adults to fulfil one or more of the following goals:

- to acquire and develop literacy and numeracy skills;
- to acquire the necessary academic prerequisites to access further post-secondary education and skill training opportunities, or employment and workplace training opportunities;
- to increase educational levels for purposes of self-improvement;
- to learn and develop living and social skills; and
- to acquire and develop language skills for New Canadians living in Saskatchewan.

Programs are provided at four levels. Levels 1 and 2 Literacy Benchmarks programs are offered by [Saskatchewan Institute of Applied Science and Technology \(SIAST\)](#), [Regional Colleges](#), and other community-based organizations (CBOs) on a part-time basis. [SIAST](#), [Regional Colleges](#), [Dumont Technical Institute \(DTI\)](#), and [Saskatchewan Indian Institute of Technologies \(SIIT\)](#) typically offer Level 3 and 4 courses. The Ministry of Education supports programs at levels 1 and 2 while the Ministry of Advanced Education, Employment and Training supports the higher levels of ABE.

The Literacy Office, Ministry of Education, provides funding support through three programs. In 2010-11, it spent \$2,442,000 on literacy initiatives, of which \$1,855,000 was provided to third parties.

1. The SaskSmart Innovation Fund (SSIF) provides financial assistance to Saskatchewan communities (made up of at least two organizations including a business or business-related organization) to create innovative and sustainable ways to address local literacy needs in Saskatchewan. Two types of funding are available - Expression of Interest and Community Literacy Plan. Expression of

Interest grants are available to help these communities do a literacy needs assessment and develop their plans during the fall and winter of 2010-11 in preparation for submitting a Community Literacy Plan proposal to the SaskSmart Innovations Fund in 2011-12. Community Literacy Plans' funding is provided for one year only, and plans must demonstrate a sustainability plan. As part of this sustainability plan, communities must ensure that less than 100% of the first year's funding comes from the SaskSmart Innovations fund.

2. **Adult Literacy.** The Ministry of Education provides funding to the Saskatchewan Institute of Applied Science and Technology (SIAST), seven regional colleges and five community-based organizations to provide non-credit learning opportunities for adults.
3. **Family Literacy.** The Family Literacy Initiative Program provides funding to provincially designated service providers to deliver family literacy programs and services in Saskatchewan.

The Provincial Training Allowance (PTA) provides income support to low-income students enrolled in approved basic education, Workforce Development initiatives or in Quick Skills Training which are not approved for student loan funding.

Is there a focus on workplace literacy and essential skills?

The Ministry of Advanced Education, Employment and Immigration provides funding, through the "Workplace Essential Skills Saskatchewan" (WESS) to support business and industry in training low-skilled job seekers and existing low-skilled employees to gain the workplace essential skills needed for long-term employment and/or advancement. The Ministry would like to ensure that proposals consider inclusion of the following equity groups: First Nations; Métis; social assistance recipients; immigrants; people with disabilities; visible minorities; and, women. To support this, the Ministry is allocating 40% of the WESS budget for projects that focus on First Nations and Métis individuals. Proposals can be initiated by a training institution, community based organization, an employer or industry association, and must clearly identify the partnerships between the training institutions and employers/industry using the template provided by the Ministry.

The Essential Skills for the Workplace Project (ESWP) helps Adult Basic Education Level One and Two learners gain workplace skills that will allow them to enter the workforce. The focus of Essential Skills for the Workplace are First Nations/Métis learners and the unemployed. The program is managed by Advanced Education, Employment and Immigration.

In 2011-12, agreements were signed with 11 post-secondary institutions to deliver 24 projects in the province with a target of 545 learners. The projects will enable post-secondary institutions to create partnerships with First Nations/Métis agencies, community-based organizations, community schools, and employers to develop and deliver literacy and essential skills programs that will enable learners to work in local businesses throughout Saskatchewan. In 2010-11 there were 19 projects involving about 390 learners.

Canada-Saskatchewan Rapid Response Teams are available to ensure that employers and employees can access the programs, services, benefits, and information they need during through difficult times. Information may include training plan development for workers to gain skills and boost productivity.

Is there a formal role for labour?

The Saskatchewan Labour Market Commission was a corporation created under provincial legislation in 2007 to bring business and labour representatives together to provide advice to government on closing labour market supply and demand gaps. Due to budget restraints, the corporation was wound down in 2009. The expectation was that a new Labour Market Strategic Issues Council reporting to the Enterprise Saskatchewan Board would be established in place of the commission to provide advice on labour market issues. However, Enterprise Saskatchewan has chosen to establish a task team co-chaired by the Saskatchewan Chamber of Commerce in lieu of a Labour Market Strategic Issues Council.

What is the available financial support? (For workers, for labour)

There is no specific funding designated for labour. Workers would benefit from projects funded under WESS.

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Amount	\$90 million (6 years)
Date Signed:	February 22, 2008
Focus for the Unemployed	<p>For unemployed individuals who are not eligible for training assistance under the EI program, including under-represented groups:</p> <ul style="list-style-type: none"> • Aboriginal people, immigrants, persons with disabilities, youth, women, older workers and other under-represented groups within the labour market • Individuals entering and re-entering the workforce
Focus for the Employed	Training for employed individuals who are low skilled and do not have a high school diploma or a recognized credential, or have low levels of literacy and lack essential skills.
Provincial Priorities	<ul style="list-style-type: none"> • developing Foundational Skills • increasing Access to Skills Training responding to Labour Market Needs
Accountability Measures	<p>The Labour Market Agreements contain a robust accountability framework that includes commitments related to:</p> <ul style="list-style-type: none"> • the development of annual plans and the engagement of stakeholders • the stewardship of financial resources provided under the agreement • the measurement of the outcomes and benefits of investments in three areas: participants, service delivery and participant impacts • regular public reporting of results achieved • regular review and evaluation of activities
Displacement	Commitment to ensure that the new federal investments do not displace normal provincial expenditures within the labour market.
Official Languages	Saskatchewan agrees to take into account the needs of the official language minority communities within the province and to deliver, where there is significant demand, services in either official language.
Other	Supports key provincial labour market initiatives such as Enterprise Saskatchewan
Administration	Ministry of Advanced Education, Employment and Labour is responsible for the LMA
Strategic Training and Transition Fund	Saskatchewan received \$9,000,000 in STTF funds. It has been used to enhance activities related to the literacy levels of Metis and First Nations peoples; increased workplace essential skill; as well as bridging

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	programs for immigrants.
Consultations	Conducts annual regional needs assessments. Consultations are held with Saskatchewan Institute of Applied Science and Technology, provincial regional colleges and the Saskatchewan Apprenticeship and Trades Certification Commission; First Nations and Metis organizations, community groups (including immigrant groups), industry sectors and business. There is no specific mention of labour.
Literacy and Essential Skills	Saskatchewan has placed an emphasis on the adult basic education system on reserve as well as on-the-job workplace essential skills training. Essential skills have also been incorporated into college and the Trades and Skills Centres programs.

Saskatchewan - Original LMA

Priority Areas (\$000's)	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	Six Year Total	Notional %
Foundational Skills	2,000	2,000	2,000	2,000	2,000	2,000	12,000	13%
Skills Training	2,795	2,795	2,795	2,795	2,795	2,795	16,770	18%
Respond to Labour Market Needs								
a) Workforce Development Programs and Services	5,000	5,000	5,000	5,000	5,000	5,000	30,000	33%
b) Learner Supports	1,765	1,765	1,765	1,765	1,765	1,765	10,590	12%
c) Active Income Supports	2,555	2,555	2,555	2,555	2,555	2,555	13,330	15%
Administration	1,000	1,000	1,000	1,000	1,000	1,000	6,000	7%
Total (\$000)	15,115	15,115	15,115	15,115	15,115	15,115	90,690	100%

* Total does not add up to 100% due to rounding

Saskatchewan LMA Activity

Priority Area (\$, millions)	2008- 2009 Actual	2008-2009 Actual Activities	2009- 2010 Actual	2009-2010 Actual Activities	2010- 2011 Planned	2010-2011 Planned Activities
Foundational Skills	\$2.748	<ul style="list-style-type: none"> • <i>Adult Basic Education</i> On-Reserve • <i>Workplace Essential Skills</i> Saskatchewan (WESS) – supports business and industry to successfully prepare low-skilled job seekers and low skilled employees gain the workplace Essential Skills needed for sustainable long-term employment and/or advancement. 	\$3.069	<ul style="list-style-type: none"> • <i>Adult basic education</i> on-reserve through the province’s training system. • On-the-job <i>workplace Essential Skills</i> training in partnership with firms and/or sectors to support business and industry, equity organizations and training institutions to provide the training to low-skilled job seekers and employees. 	\$2.135	<ul style="list-style-type: none"> • <i>Adult basic education</i> on-reserve through the province’s training system. • On-the-job <i>workplace Essential Skills</i> training in partnership with firms and/or sectors to support business and industry, equity organizations and training institutions to provide training for low-skilled job seekers and employees
Skills Training	\$3.038	<ul style="list-style-type: none"> • Regina and Saskatoon Trades and Skills Centres • Saskatchewan Apprenticeship and Trade Certification Commission (training); Saskatchewan Institute of Applied Sciences and Technology (new seats); Saskatchewan Indian Institute of Technology (capacity building and <i>Essential</i> 	\$2.323	<ul style="list-style-type: none"> • Delivery of quick skills programs at the Regina and Saskatoon Trades and Skills Centres in areas experiencing skills shortages. • Expansion of training opportunities within the Saskatchewan post-secondary training system. Activities will include components of 	\$3.224	<ul style="list-style-type: none"> • Delivery of quick skills programs at the Regina and Saskatoon Trades and Skills Centres in areas experiencing skills shortages. • Expansion of apprenticeship and training opportunities within the Saskatchewan post-secondary training system. Activities will

		<i>Skills)</i>		<i>workplace Essential Skills.</i>		include components of <i>workplace Essential Skills</i> and will respond to industry-identified labour market needs.
				<ul style="list-style-type: none"> • Additional funding from the LMA for the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) has assisted in creating increased apprenticeship technical training opportunities, • Early Childhood Educator Level 1 training 		
Labour Market Needs	\$6.526	<ul style="list-style-type: none"> • Learner Supports (via regional colleges and Dumont Technical Institute) • Specialized Immigrant Bridging • Assessment, Referral and Labour Market Attachment - includes Programs and services delivered through community-based organizations and institutions that provide individuals with <i>basic employability skills</i>, life skills, <i>workplace literacy</i>, and other <i>Essential Skills</i> needed to attain employment • Active Income Supports 	\$7.167	<ul style="list-style-type: none"> • Workforce development programs and services delivered through community-based organizations and institutions. These programs and services provide: a) <i>basic employability skills</i>, life skills, <i>workplace literacy</i> and other skills needed to attain employment; b) individualized employment supports for persons with disabilities or other barriers to sustain employment; c) parent initiatives to access community and other resources to secure employment; and, d) 	\$9.107	<ul style="list-style-type: none"> • Provide employment assistance to individuals experiencing barriers to finding or maintaining employment through a flexible array of programs, services and supports, including appropriate and customized assessments, counselling services, referrals to service providers, income support, skills development and supported employment interventions that will enhance an individual's employability. • Programs and services delivered through community-based organizations and

access to programs to assist individuals who have been in the penal system to gain and maintain employment.

- Learner Supports funding that enabled the regional colleges and Dumont Technical Institute (DTI) to improve supports to adult learners, such as counseling, career planning, transition to employment and on-the-job coaching services.
- Accelerated Employment Opportunities – a) Self services – access to computers to prepare resumes, look for jobs online or search for information about training and education; b) Assisted services – assessing for employment service needs, stability and transition planning, career and employment planning and counselling, service referrals to agencies and *employability* assessment and testing; c) Job Search/Career Planning

institutions that provide individuals with *basic employability skills*, life skills, *workplace literacy*, and other *Essential Skills* needed to attain employment.

				<p>Workshops; and, d) Programs and services delivered through community-based organizations and institutions that provide individuals with <i>basic employability skills</i>, life skills, <i>workplace literacy</i> and other essentials needed to attain employment</p> <ul style="list-style-type: none"> • Active Income Supports • Transitions to Employment assists youth with severe cognitive and physical disabilities to gain <i>employability skills</i> essential to the workplace, and to make a transition to employment in their communities. • Rapid Response Teams were established to offer information and expertise on program and services available to individuals impacted by the economic downturn. 	
Administration	\$1.693	• Administration • Information Technology	\$2.681	• Administration • Information Technology	\$.800 • Administration Information Technology
TOTAL	\$14.006		\$15.240		\$15.266

STTF Activities and Expenditures

Priority Area (\$, millions)	2009- 2010 Actual	2009-2010 Actual Activities	2010- 2011 Planned	2010-2011 Planned Activities
Foundational Skills	\$2.287	<ul style="list-style-type: none"> • Increased capacity for <i>adult basic education</i> on-reserve through the province's training system. • Increased capacity for on-the-job <i>workplace Essential Skills</i> training. • Increased capacity for job coaches for First Nations and Métis people 	\$2.020	<ul style="list-style-type: none"> • Increased capacity for <i>adult basic education</i> on-reserve through the province's training system. • Increased capacity for on-the-job <i>workplace Essential Skills</i> training. • Increased capacity for job coaches and learner supports for First Nations and Métis people.
Skills Training	\$1.865	<ul style="list-style-type: none"> • Increased capacity for skills programs at the Regina and Saskatoon Trades and Skills Centres. • Increased capacity for skills credit training. 	\$1.450	<ul style="list-style-type: none"> • Increased capacity for skills programs at the Regina and Saskatoon Trades and Skills Centres. • Increased capacity for skills credit training.
Labour Market Needs	\$ 400.0	<ul style="list-style-type: none"> • Income support for new immigrants accessing short term bridging programs. • Immigrant Bridging focuses on language training, assessments and referral services, and information and orientation to bridge individuals into employment. 	\$.752	<ul style="list-style-type: none"> • Income support for new immigrants accessing short term bridging programs. • Transition to employment supports for persons with disabilities.
TOTAL	\$4.552		\$4.222	

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