



**Economic
Development and
Jobs**

Minister's Briefing

2021 Premier Transition

November 2021

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MANITOBA AT A GLANCE

DEMOGRAPHICS

 **Population 1,383,765**
(as at July 2021) – 5th highest in Canada

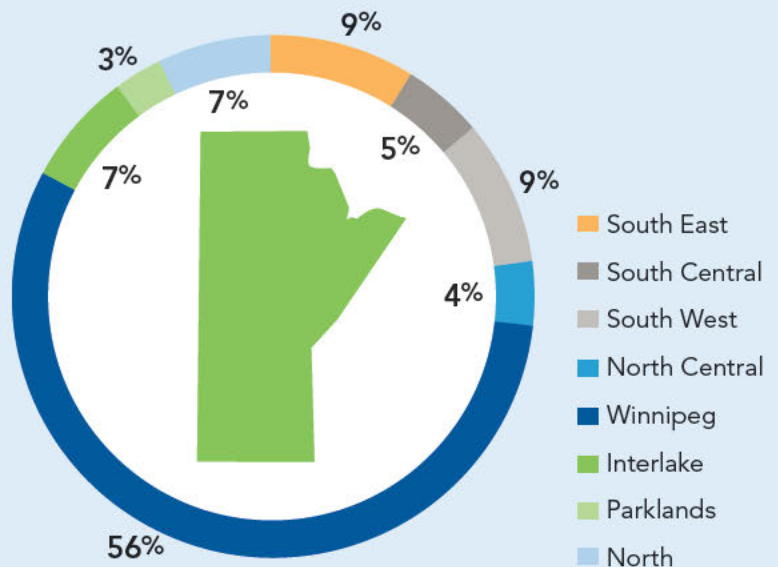
 **49.7%**
Male

 **50.3%**
Female


Median Age 37.8 years

Manitoba is the **youngest province**; third youngest including the territories. The **Indigenous population is 29.3 years on average**, approximately 8.5 years younger than the provincial median age.

Population by Economic Region



KEY ECONOMIC MEASURES

 **Real GDP is projected to grow 4.9%** in 2021, fully offsetting the worst economic downturn in Manitoba's history

Real GDP at market prices - \$64,454 million



Debt-to-GDP

37.7%

A ratio below 40 percent is desirable.



Manitoba has the 5th lowest greenhouse gas emissions out of 10 provinces

LABOUR FORCE



Unemployment Rate

5.6%

(lowest in Canada)

Youth unemployment

9.9%



Participation Rate

66.6%

(3rd best out of provinces)

MANITOBA AT A GLANCE *cont.*

HOUSEHOLD FINANCES

Median Income

\$68,147

(5th among the provinces - 2015)

Consumer Price Index

+4.7% from 2020

Shelter Cost

+7.3% from 2020

(2nd highest increase in Canada)



Average Weekly Earnings

\$1,023.26

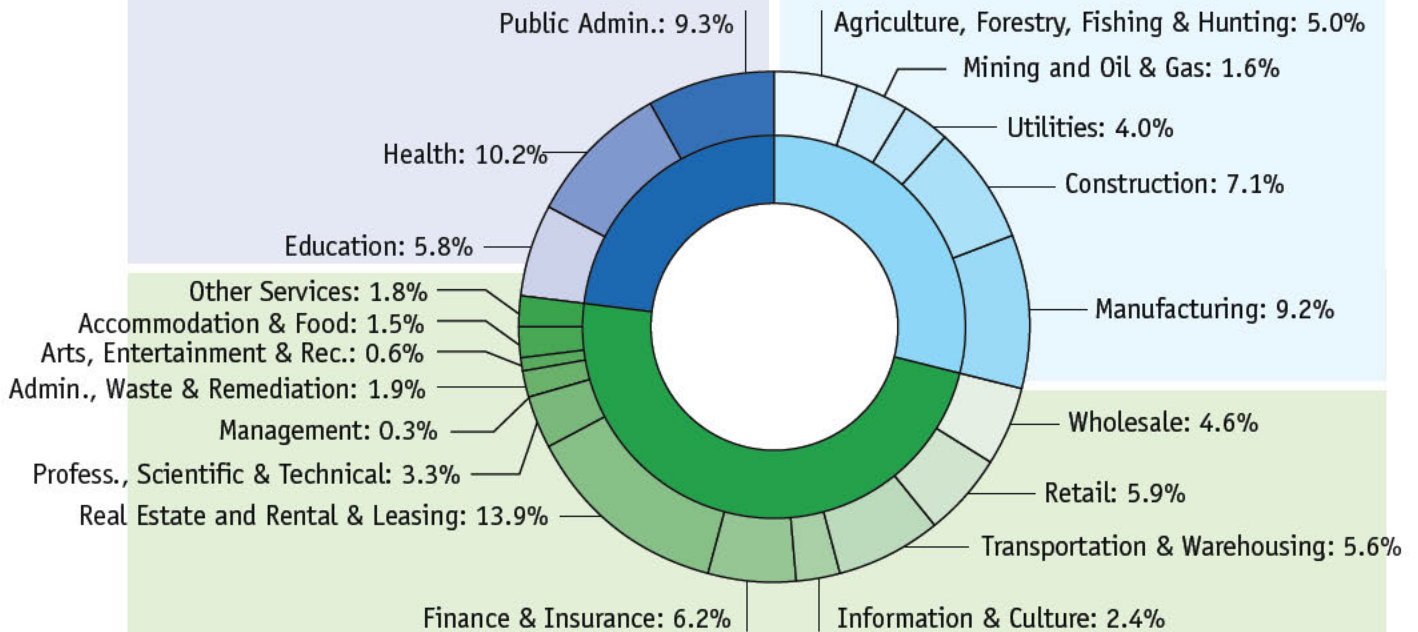
(7th in Canada)

LEADING SECTORS

Manitoba's Economic Diversity

Public Services: **25%**

Goods-Producing: **27%**



Private Services: **48%**

STATE OF MANITOBA - PANDEMIC IMPACTS

THE ECONOMY IS REBOUNDING, but there are major areas of concern – mental health and addictions, housing, youth learning loss, increasing labour slack, a significant backlog of medical treatments, and more.

Manitoba may be close to a return to pre-pandemic metrics on growth and jobs, but still far behind pre-pandemic projections for 2022 – the province is facing a “growth gap”.

Vulnerable Manitobans have, in many ways, fallen further behind. This has increased the existing gap in wellbeing for many demographics.

HEALTH

- Based on self-reported data gathered during the second wave, **40% of Manitoba respondents indicated their mental health deteriorated since the onset of the pandemic.** There is increasing evidence of a mental health “echo pandemic”.

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- Median wait times at Winnipeg emergency departments and urgent care centres are the highest in at least the past seven years.

EDUCATION

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- Manitoba consistently ranks among the bottom of provinces and OECD countries in reading, math, and science scores. 23(1)(a)

COMMUNITY

- African, Filipino, Latin American, Indigenous and South Asian communities in Manitoba were disproportionately impacted by COVID-19, with both more cases of, and deaths from, the disease.
- Immigration numbers plummeted in 2020 as the world locked down. **Manitoba welcomed 8,628 immigrants, a decrease of 54 percent from 2019.** Low immigration causes strain on the labour market, tax base, post-secondary sector, and economy as a whole.
- A recent Winnipeg survey found 424 people experiencing absolute homelessness (not using shelters) – an 84% increase since 2018.
- Manitoba’s Crime Severity Index (CSI) score indicates a decrease in both violent and non-violent crimes by 11 percent and 10 percent respectively through the pandemic, a greater decrease than the national average. Across Canada, the CSI decreased by 8 percent in 2020 compared to 2019.

HOUSEHOLD INCOME

- In 2020, Manitoba household net savings was roughly \$6 billion. 23(1)(a)
- Manitoba has **the second-highest low-income persistence rate out of all provinces**, and a higher low-income immobility rate than the Canadian average.



PANDEMIC IMPACTS *cont.*

ECONOMY AND BUSINESS

- Across the board, key macroeconomic indicators in Manitoba are trending upwards in 2021, providing **early evidence of a strong recovery**.
- **The number of active businesses recovered** by May 2021, exceeding the pre-pandemic count in February 2020 by 130 businesses. The number has since fallen 0.3 percent and remains down 21 businesses compared to the pre-pandemic level.
- **Small businesses represent 98 percent of employers in Manitoba.** The majority (if not all) of the volatility in active business numbers can be attributed to small businesses.

GOVERNMENT

- The pandemic required significant unplanned spending, resulting in an actual deficit of \$2.1 billion in 2020/21, compared to the budgeted a deficit of \$220 million. **The First Quarter Report in 2021/22 forecasts a \$1.6 billion deficit for this year.**
- Own-source revenues fell by over \$1.1 billion.
- Government is required to balance the budget by 2028/29 under the Balanced Budget Legislation.

LABOUR

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- Labour slack: **over 89,651 Manitobans are looking for work or want to work more than they currently do.** While Manitoba's unemployment rate has returned to 5.6% (up 0.5 points from Feb 2020), labour slack has returned to 12.8% (up 1.4 points from Feb 2020).
- **Transportation & Warehousing is experiencing the highest job vacancy rate** in Manitoba at 6.4%. In contrast: nationally, the Accommodation & Food and Arts, Entertainment & Recreation sectors are experiencing considerably higher job vacancy rates at 9.0% and 8.4%.

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STATE OF MANITOBA – MANITOBA 2050

PLANNING FOR MANITOBA 2050 requires responding to the province's immediate needs while anticipating the demands of the future.

The medium- to long-term outlook for Manitoba is informed by factors that are reasonably certain, such as the growth and aging of the population, as well as more enigmatic factors such as climate change. At the same time, the COVID-19 pandemic is a reminder that disruptors of unknown scope and scale can occur at any time.

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POPULATION

- By 2050, **Manitoba's population could grow to between 1.7 million and 2 million residents**, compared to 1.3 million in 2021.
- In ten years, **21% of Manitoba's population will be First Nations or Métis.**
- **Despite the overall young age of the province, the fastest growing age group is seniors.** Projections show that, over time, the number of seniors will increase from 27 to 34 for every 100 workers, increasing demand for public services while reducing the tax base.
- **Immigrant attraction and retention will be crucial** to offsetting population loss to other provinces and a stagnant birth rate. **Manitoba's 5-year retention rate for the 2018 tax-year was 75%, ranking fifth nationally and below Canada's rate of 87%.**

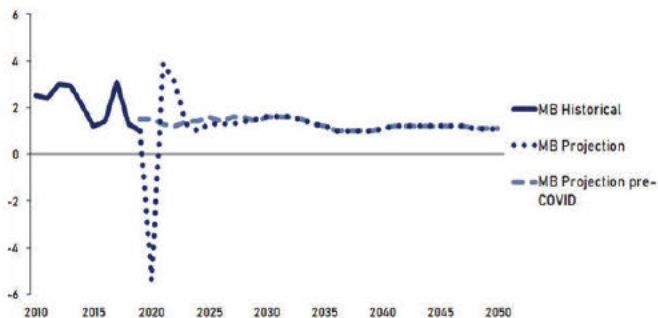


MANITOBA 2050 *cont.*

ECONOMIC OUTLOOK

- The pandemic is not anticipated to have persisting impacts on Manitoba's economy in the longer term.

Real Economic Growth (%), Manitoba, Past & Projected



Data Source: Stokes Economics

- Over the next three decades, **Canada's economy is projected to slightly outperform Manitoba's economy.**
- **Manitoba is the only province with more potential labour market entrants than potential retirees** and Manitoba will likely continue to have an **unemployment rate between 5 and 6%**, which is currently consistently among the lowest in Canada.
- The sectors with the greatest growth projections are, **transportation and warehousing, other services** (e.g. maintenance and repairs, personal and pet care, funerals, religious activities, and advocacy) and **health and social services sectors.**

CLIMATE CHANGE

- The **largest contributors to provincial emissions are transportation, agriculture, and stationary combustion.**
- **The Prairies, and Western Canada generally, have had the strongest warming to-date across southern Canada, especially in winter.**

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GOVERNMENT



- An aging population **will increase demand for services**, particularly in healthcare.
- Provincial government expenditures are projected to outpace revenue under current conditions.

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MANITOBA 2050 *cont.*

AN INDIGENOUS DRIVEN FUTURE

- **Manitoba has a high Indigenous population compared to other provinces**, and Winnipeg has more Indigenous residents per capita (11.1%) than any other major Canadian city.
- **First Nations communities in Manitoba have the lowest average Community Well-Being scores in Canada**, at 49.3 points. The score for non-Indigenous communities in Manitoba is 78 points.
- In 2016, **Indigenous people spent \$9.3 billion in Manitoba**. The bulk of that spending was by Indigenous businesses and created over 35,700 jobs, contributed \$2.3 billion to Manitoba's GDP and **\$231 million in taxes to federal and provincial governments**.
- Closing the significant opportunity gaps between Indigenous and non-Indigenous Canadians which, if addressed, would **boost Manitoba's economy by nearly \$3 billion annually**.
- The Indigenous population in Canada is young and growing. Since 2006, the Indigenous population across the country has grown at more than four times the rate of the non-Indigenous population.

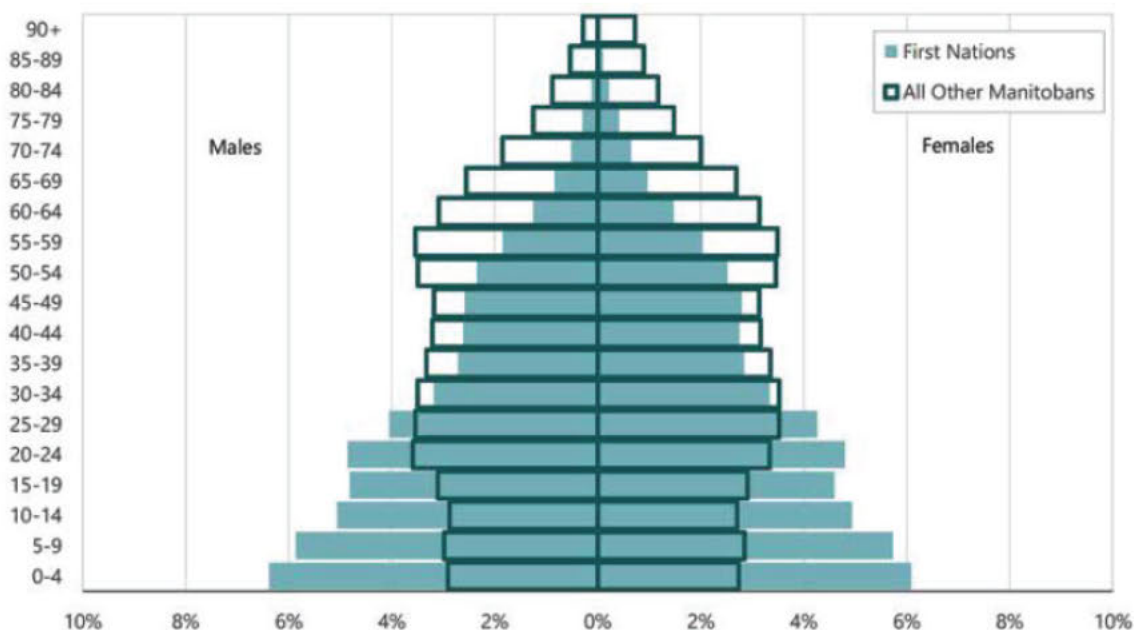


Age and Sex Distribution for Manitoba

Age Profile of Manitoba, 2016

First Nations: 141,965

All Other Manitobans: 1,209,214



Source: Manitoba Centre for Health Policy, Autumn 2019

II. Machinery of Government Summary

Machinery of Government

This section focuses on the existing structure, machinery and procedure of government.

Premier's Office

Partisan political staff occupy 'technical' (non-civil service) positions in the Premier's Office and provide policy advice and support. Key staff and functional areas of support typically include the Principal Secretary, Chief of Staff, Communications and Stakeholder Relations, and the Premier's Secretariat.

Executive Council

The Executive Council is the central, senior executive authority in government. It is the Premier's Ministry – 'department of the Premier'. Its mission is to support the Premier and Cabinet in fulfilling their commitments and undertakings. Within Executive Council, members from the public service work in tandem with the Premier's Office to support the Premier and Cabinet and the achievement of the government's priorities.

Office of the Clerk of the Executive Council

Composed exclusively of public servants, the Office of the Clerk is responsible for supporting the work of the Clerk and of Cabinet. The Executive Council Office is comprised of three primary division: Cabinet Operations and Planning Division, Policy and Research Division, and the Communications and Engagement Division. The Cabinet Operations and Planning Division supports the Clerk on the planning and delivery of government's agenda as Cabinet Secretary. The Policy and Research Division advances strategic, long-term policy work across departments in alignment with overarching government priorities and whole-of-government thinking. Lastly, the Communications and Engagement Division is in the ECO and serves the whole-of-government in communicating to and from Manitobans.

Ministerial Office Staff

Administrative staff in Ministerial offices (e.g., Correspondence Secretaries, Assistants to Ministers, Appointment Secretaries) are public servants. Their experience and knowledge are critical to the effective operation of Minister Offices and departments. On a day-to-day basis, they function within the parameters set by ministers and their staff.

Cabinet

Cabinet is a forum for Ministerial consultation and coordination. It is the highest decision-making body in government. It offers the premier and Ministers the opportunity to meet with colleagues to make proposals, outline interests or concerns, and collectively contribute to the decision-making of government. Fundamental Cabinet principles are confidentiality, consensus, and solidarity.

Cabinet Committees

Priorities and Planning (P&P)

Mandate: Advises on policy direction and priorities to Cabinet and oversees the implementation of government's priorities.

Treasury Board (TB)

Mandate: Treasury Board's role is to make resource allocation decisions within the context of Cabinet's direction. In fulfilling this objective, Treasury Board provides a forum for the specific review of the financial and human resources required to fulfill departmental proposals. Generally, even policy issues requiring Cabinet review would be considered first by Treasury Board from a resource requirement perspective prior to referral to Cabinet.

Regulatory Accountability Committee (RAC)

Mandate: RAC was established by legislation to oversee and promote regulatory accountability and red tape reduction across government. Its mandate has expanded to include review of all legislative proposals. RAC is mandated to oversee the modernization of regulatory development practices within government. This is accomplished by promoting alternatives to regulation and current best practices with departments and government agencies, encouraging simple, high quality, efficient regulatory requirements. The goal of these efforts is to reduce the administrative burden on external stakeholders associated with regulatory requirements and to reduce internal costs for government.

All Aboard (Poverty Reduction)

Mandate: Responsible for advising on poverty-related policies, programs and services. Provides advice on the poverty reduction strategy, monitors implementation, and facilitates community involvement in strategy development.

Public Sector Compensation Committee (PSCC)

Mandate: Review and consider public sector management and labour relations issues and resulting strategic options in a fiscally responsible and sustainable manner. Review and direct specific public sector compensation mandates for bargaining purposes, ensuring necessary oversight and consistency. Align direction with broader fiscal challenges and imperatives, ensuring that mandates reflect government's ability to pay. Ensure mandates reflect Manitoba's relative economic position within Canada. Ensure overall direction balances and supports government's priorities as to service delivery, through retention and recruitment of qualified and competent employees.

Economic Growth Committee of Cabinet (EGCC)

Mandate: Oversee a whole-of-government approach to growing the provincial economy and to deliver on the Economic Growth Action Plan's key outcomes. Mandate is to ensure that the government's approach towards economic development is comprehensive and strategically aligned across provincial departments and agencies.

Gender Based Violence Committee of Cabinet (GBVCC)

Mandate: Integrate services and takes a whole of government approach to co-ordinate policies, legislation and initiatives on pervasive issues such as domestic and sexual violence and harassment.

Central Agencies, Departments, and Supporting Bodies

Treasury Board Secretariat

Situated within Manitoba Finance, the Treasury Board Secretariat provides financial and analytical support and advice to the Chair of Treasury Board (normally the Minister of Finance) and to Treasury Board in fulfilling expenditure management responsibilities.

The Department of Finance

The department is responsible for managing the province's fiscal and financial resources, allocating funds to other governmental departments, labour relations and employment standards, consumer protection, business services and promoting an open government and engaged Manitobans.

The Regulatory Accountability Secretariat

Currently located within the responsibility of Legislative and Public Affairs, the Regulatory Accountability Secretariat (RAS) provides analytical and operational support to the Regulatory Accountability Committee of Cabinet. The RAS also acts as the provincial government's representative on pan-Canadian forums to remove trade barriers that impede the free flow of labour, capital and goods and services amongst provinces.

Civil Service Commission

The Civil Service Commission (CSC) provides human resource services and management for the Manitoba government consistent with the provisions of The Civil Service Act. This organization reflects the consolidation of responsibility for the human resource function from departments to the CSC which occurred in 2010.

Intergovernmental and International Affairs

Intergovernmental Affairs provides strategic advice, analysis, and support to the Premier of Manitoba on matters of intergovernmental and international significance to Manitoba. This includes matters concerning Manitoba's relationships with the federal government, other provincial and territorial governments, as well as on Manitoba's international relations, activities, and interests, including trade agreements.

Central Services

The Department of Central Services was established in 2019 to focus on modernization of government services including procurement, Information Technology (IT), and capital management with the mandate to be the service delivery organization for government.

Legal Services Branch

The Legal Services Branch, situated within the Department of Justice, functions as the law firm to the provincial government. It provides legal services to all government departments, agencies, boards, commissions, committees and government corporations that do not have their own legal counsel. The role of the Legal Services Branch flows from the constitutional and statutory responsibilities of the Attorney General as the chief legal advisor to government and the guardian of the public interest.

Legislative Counsel

Legislative Counsel, situated in the Department of Justice, prepares all Manitoba bills, acts and regulations in English and French as well as consolidations of current acts and regulations. The office also provides advice and assistance as the Law Officer of the Legislative Assembly in the manner contemplated by the Rules of the Assembly. Publishes acts and regulations on the Manitoba Laws website, and provides French translation services to the Legislative Assembly.

Protocol Office

The Manitoba protocol office facilitates official visits to Manitoba; acts as Manitoba's principal point of contact for the numerous countries that comprise Winnipeg's Consular Corps; serves as the secretariat to the Order of Manitoba Advisory Council; provides event and travel support for the Premier's (or Deputy Premier's) office; provides logistical support for Cabinet Shuffles and ceremonial aspects of the Cabinet Swearing in event; and organizes ceremonial aspects of the Speech from the Throne Ceremony, among other responsibilities. Formally with Intergovernmental Affairs, it is now situated in the Office of the Minister of Legislative and Public Affairs.

Existing Departments

1. Advanced Education, Skills and Immigration (AESI)
2. Agriculture and Resource Development (ARD)
3. Central Services (CEN)
4. Civil Service Commission (CSC)
5. Conservation and Climate (C&C)
6. Crown Services (CS)
7. Economic Development and Jobs (EDJ)
8. Education (ED)
9. Families (FAM)
10. Finance (FIN)
11. Health and Seniors Care (HSAL)
12. Indigenous Reconciliation and Northern Relations (IRNR)
13. Intergovernmental Affairs (IGA)
14. Justice (JUS)
15. Legislative and Public Affairs (LPA)
16. Manitoba Infrastructure (MI)
17. Mental Health, Wellness and Recovery (MHWR)
18. Municipal Relations (MR)
19. Sport, Culture and Heritage (SCH)
- 20.

Secretariats and Special Offices

1. Accessibility Compliance Secretariat
2. Francophone Affairs Secretariat
3. Manitoba Status of Women Secretariat (MSW)
4. Multiculturalism Secretariat
5. Climate and Green Plan Implementation Office
6. Social Innovation Office

Deputy Ministers

The highest ranking public servants, namely the Deputy Ministers and the Clerk of the Executive Council, are appointed by Order in Council. Deputy Ministers are appointed on advice of the Clerk of the Executive Council. The Deputy Minister is the principal source of support for a Minister in fulfilling his or her collective and individual responsibilities and respecting his or her accountability to the Legislature.

Machinery of Government and Procedural Matters

Cabinet Committees – Protocols and Procedures

Traditionally, Cabinet has met in the Executive Council Chamber (Room 208) on Wednesdays, weekly when the House is sitting and less often when it is not, with attendance restricted to Cabinet members, a small number of Executive Council Office and Premier's Office staff, none of whom participate in discussions unless specifically requested to do so.

Discussions at Cabinet are open and confidential, with Ministers bringing to the table proposals within their area of responsibility. Decisions are made by consensus and reflected in Cabinet "minutes", distributed to Ministers and departments by the Clerk of the Executive Council.

Setting Priorities

Mandate Letters: Since 2016 in Manitoba, the assignment of responsibilities to Ministers has been formalized through the issuance of a mandate letter from the Premier to the Minister. This confirms the responsibilities assigned to each minister, policy goals, performance expectations, and commitments. The letters are published on the government's external website. Traditionally, these have been drawn from the party's electoral platform.

Officers of the Legislative Assembly

Officers of the Legislative Assembly (OLAs) are responsible for upholding and promoting the fundamental principles of democracy, fairness, transparency and sound governance. Each OLA is assigned a specific mandate through statute to oversee that these principles are respected in the operations of executive government.

There are currently six OLAs in Manitoba, two of which (Conflict of Interest Commissioner and Information and Privacy Adjudicator) are combined operationally:

1. Auditor General
2. Chief Electoral Officer
3. Children's Advocate
4. Conflict of Interest Commissioner
5. Information and Privacy Adjudicator
6. Ombudsman

III. Department Organization

A. Department Responsibilities and Mandate

The Mission of Economic Development and Jobs is to create jobs and economic growth for Manitobans through investment, trade, and a skilled and diverse workforce.

The department delivers on its mission with the following areas of responsibility:

Core:

- Develop economic policy and programming for existing and new business.
- Act as the connector between businesses and Invest Manitoba and other government departments
- Gather and disseminate labour market and economic intelligence
- Promote industrial clusters
- Support, promote and develop tourism in the province
- Support research and innovation
- Lead Manitoba's engagement in intergovernmental labour market and economic development forums.
- Advancing modernization through legislative and regulatory changes.

Business Support

- Provide policy direction to build the capacity of Manitoba companies, advance strategic initiatives and create an environment that supports investments and exports to generate economic growth through collaboration with strategic partners.
- Support Invest Manitoba to provide a concierge service/single window for business in Manitoba and facilitate Invest Manitoba's connection to government.
- Ensure that our research and innovation investments and policies align with industry needs by strengthening partnerships between industry, post-secondary institutions and government to facilitate bringing innovative new products and services to market quickly.
- Support sector wide and employer specific workforce skills development and training initiatives to help Manitoba companies recruit and retain workers.
- Provide funding for customized, employee specific skills training support to businesses entering the Manitoba market.

- Deliver a suite of responsive economic development tools, tax incentives and financial programs to facilitate industry growth and innovation.

Jobs Support

- Identify and anticipate future skill requirements by gathering, validating and disseminating labour market intelligence and use this knowledge to inform decision-making.
- Build, attract and retain the talent needed to meet labour market needs in partnership with industry, community and education and training organizations.
- Coordinate with industry, employers, training providers, community-based organizations, and other government departments to help Indigenous peoples, immigrants, persons with disabilities, and youth connect with jobs.
- Advance a modern apprenticeship system that works in collaboration with employers, employees, labour, educational institutions and other government departments to develop the skilled workers needed to grow the economy.
- Work with regulators to ensure fair recognition of skills and training for internationally trained individuals and skilled workers.
- Work with the federal government to ensure economic and labour market investments and programming meets the needs of the province and its partners.

B. Organizational Structure

Assistant Deputy Ministers and Executive Directors of each of the five divisions makes up Executive Management Committee and reports directly to the Deputy Minister.

- **Economic Opportunities Navigation Unit – Executive Director is vacant**

The Economic Opportunities Navigation Unit supports Invest MB (external Economic Development Agency) to provide a single-window concierge service for business in Manitoba and serves as the point of contact for Invest MB to government. The division is responsible for working internally across provincial departments to provide Invest MB with relevant program and/or policy supports needed to address business needs in a one-stop approach to connecting with government.

- **Industry Programs and Partnerships**

Industry Programs and Partnerships contributes to job creation and economic growth by creating an environment for economic success. The division is responsible for the delivery of economic development tools, incentives and programs for industry, business, agencies and sector councils, including Apprenticeship Manitoba, and working with regulators through the Office of the Fairness Commissioner to reduce barriers to employment.

Apprenticeship Manitoba:

Apprenticeship Manitoba coordinates and delivers structured, workplace-based post-secondary training programs that lead to a certificate of qualification in a skilled trade or designated occupation.

Economic Programs:

Will maintain responsibility for the delivery of tools, incentives and programs delivered to business and industry that support economic development. Primary focus will be on implementation and administration of programs with policy development moving to Economic and Labour Market Policy.

Office of the Fairness Commissioner:

Work with regulators to ensure fair recognition of skills and training for internationally trained individuals and skilled workers.

Industry Workforce Development:

Responsible for support to sector councils and programs for training of existing workers and new hires through the branch's existing programs, including Industry Expansion. Also responsible for administration of the Workforce Development Agreement.

Industry Technology Centre:

The Centre was established in 1979 to provide technical services to public and private sector business. It has two units: Engineering and Technical Services and Lottery Ticket Testing. On February 2021, 19(1)(b) the department to enter into negotiations to sell the Centre to T. Manson and Associates Ltd. for

23(1)(a)

- **Workforce Training and Employment**

Contributes to the development of a skilled and diverse workforce needed to support economic success. The division is responsible for the design and delivery of employment and training programs in partnership with employers, industry, community organizations, training providers and other government departments to help Manitobans connect with jobs.

Winnipeg & Eastern Manitoba Service Area:

Responsible for the delivery of employment and training services for job seekers in the Winnipeg, Eastern and Interlake regions including Manitoba Jobs and Skills Development Centres in Winnipeg, Steinbach, Selkirk and Gimli.

Western & Northern Manitoba Service Area:

Responsible for the delivery of employment and training services for job seekers in the Western, Central, Parkland, Northwestern and Northern regions including Manitoba Jobs and Skills Development Centres in Brandon (including Westbran), Dauphin, Swan River, Portage la Prairie, Morden, The Pas, Flin Flon and Thompson.

Provincial Services:

Responsible for contracted service delivery, Employability Assistance for Persons with Disabilities, and operational support for service delivery areas.

- **Economic and Labour Market Policy**

Provides policy expertise related to the department's economic and workforce programs. The division is responsible for policy development, production and dissemination of high quality labour market intelligence and relationships with the federal government to ensure economic and labour market investments meet the needs of the province and its partners.

Economic & Workforce Strategy:

Made up of policy from economic and workforce program areas. Responsible for working with other divisions to provide technical expertise in the development of strategic and program policy.

Stakeholder Relations & Communications:

Develops and oversees engagement and consultation activities with the department's external stakeholders and the public. Manages responses to stakeholder correspondence and inquiries. Develops public communications content, plans and strategies in consultation with the divisions and Communication Services Manitoba including news releases/announcements, print, digital content and social media.

Strategic Partnerships & Intelligence:

Responsible for economic and labour market intelligence, department wide analytics and leading federal-provincial activity in collaboration with the divisions. Also responsible for supporting accountability requirements of the labour market transfer agreements including planning, reporting and evaluation.

- **Finance and Corporate Services**

Provides corporate leadership and coordination of strategic initiatives, finance, legislative and information technology services to support the department and related agencies in achieving their mandates. Utilizes a shared service model to provide financial and corporate leadership to both Economic Development and Jobs and Advanced Education, Skills and Immigration, reporting to both Deputy Ministers – but is housed within Economic Development and Jobs.

Priorities Implementation:

Provides both departments access to consultants/analysts that can quickly be engaged to work with program staff and support high-level, time-limited, priority projects. The branch will lead and provide oversight and accountability for projects, such as COVID programming, the Skills, Talent and Knowledge Strategy and Apprenticeship Modernization. The branch is responsible for guiding the development of materials for Executive Council including Housebook/Issue of the Day, the Speech from the Throne, and Committee of Supply. Day to day operations will also include strategic policy submission review and strategic planning coordination.

Corporate Services:

Responsible for leading, coordinating and providing oversight for internally focused government operating processes and performance management systems. This includes leading the implementation and ongoing coordination of the implementation of the balanced scorecards and mandate tracking, SOPs and business continuity processes, FIPPA coordination, as well as diversity and inclusion, learning and development and internal corporate supports.

Finance & Accountability:

Provides financial expertise, advice, and analysis as well as comptrollership functions for the departments. Staff will maintain a portfolio of responsibility related to specific divisions and branches.

Information Systems:

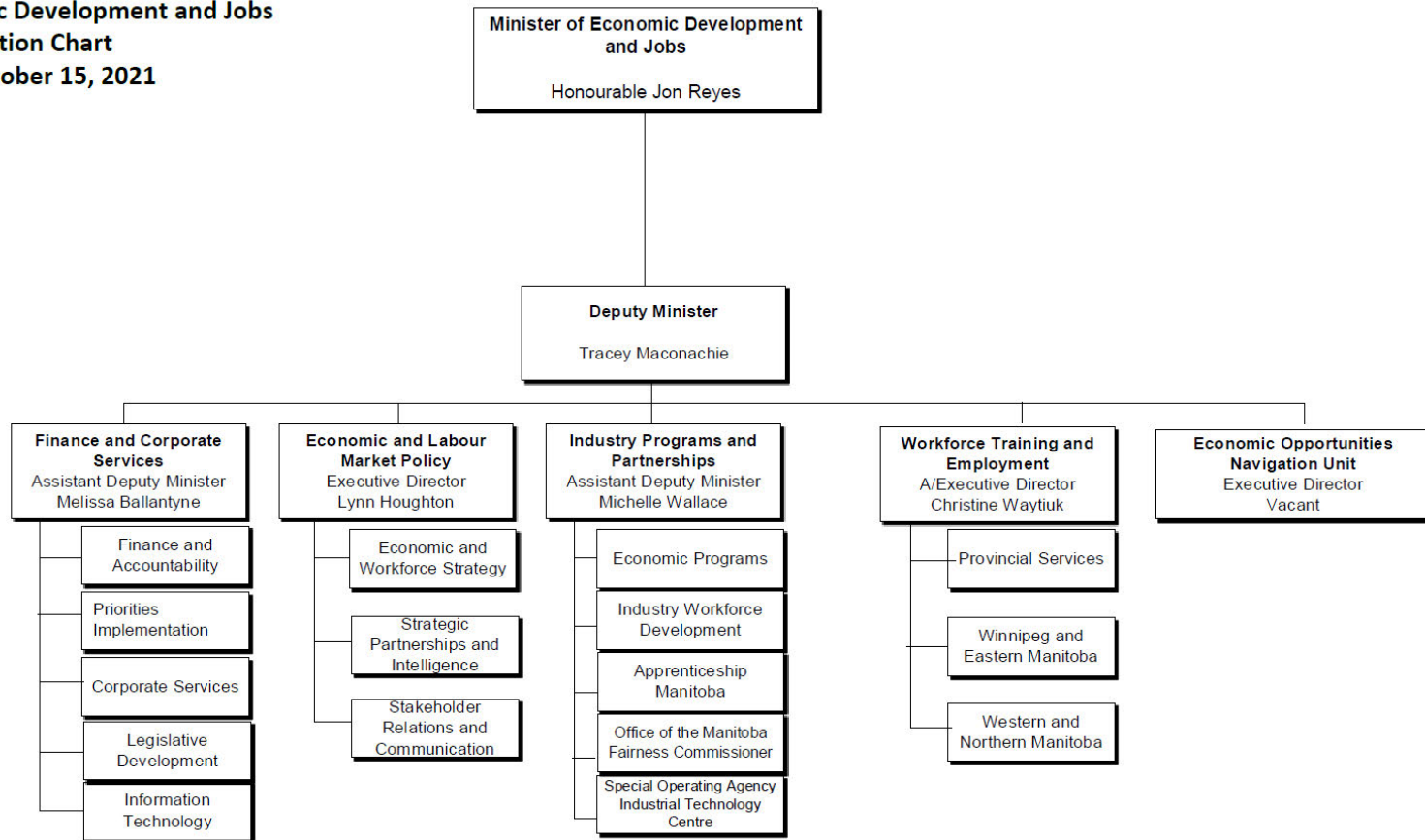
Continuing responsibility for leading IT development. The branch will work with divisions to prioritize IT projects and work with IT partners in a coordinated way.

Legislative Development:

Provide technical expertise and knowledge to assist divisions with their legislative and regulatory requirements. Divisions remain experts on the content of legislation and regulation where Legislative Development staff provide support, guidance and assistance with the legislative and regulatory development process.

C. Organizational Chart and Senior Leadership

**Economic Development and Jobs
Organization Chart
As at October 15, 2021**



Tracey Maconachie, Deputy Minister, Economic Development and Jobs



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Christine Waytiuk, Executive Director, Workforce Training and Employment Division



17(1)(2)(e)

Lynn Houghton, Executive Director, Economic and Labour Market Policy Division



17(1)(2)(e)

Michelle Wallace, Assistant Deputy Minister, Industry Programs and Partnerships



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[Redacted content]

**Melissa Ballantyne, Assistant Deputy Minister, Finance and Corporate Services
(Executive Financial Officer)**



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IV. Strategic Overview

A. Urgent and Pending Issues

1. Issue Title: Invest Manitoba

Timeline for Action: 23(1)(a)

High Level Summary:

Invest Manitoba will be a single window for local or foreign companies, investors and others interested in building or growing a business or investing in Manitoba. It will also reduce duplication in the economic development ecosystem by consolidating and coordinating economic development services to better achieve objectives.

Current Status:

- The legislation establishing the new economic development agency was passed this fall as part of the Budget Implementation and Tax Statutes Amendment Act and will come into force upon proclamation.
- Fulfills a Budget 2021 commitment to create a private sector-led provincial economic development agency. Based on recommendations from the Premier's Economic Opportunities Advisory Board.
- A new branch (Economic Opportunities Navigation) of the department was formed to work directly with the agency and be the link to other departments. This will establish a single-window model to deliver timely and relevant support to Manitoba businesses.

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Options and Recommendation:

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Contact Person: Tracey Maconachie, Deputy Minister, Economic Development and Jobs

2. Issue Title: Economic Growth Strategy

Timeline for Action: 23(1)(a) 

High Level Summary:

Stakeholders have expressed a need for a new economic roadmap and vision to drive economic recovery and growth in a collaborative and consistent manner. In order to advance recovery in a collaborative manner, a new strategy aligning and focusing economic activities will be developed.

Current Status:

- Manitoba’s Economic Action Plan was released in 2018.
- There are currently many overlapping strategies to drive economic growth in Manitoba Protein Strategy, Climate and Green Plan, Skills, Talent, and Knowledge.
- The pandemic has amplified barriers to economic growth and development in Manitoba.

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Options and Recommendation:

23(1)(a) 

Contact Person: Tracey Maconachie, Deputy Minister, Economic Development and Jobs

3. Issue Title: Recovery and Growth Initiatives

Timeline for Action: 23(1)(a)

High Level Summary:

Businesses will be seeking supports to navigate post-pandemic recovery and new economic realities. There is an urgency to implement programming to ensure Manitoba has a competitive advantage compared to other jurisdictions.

Current Status:

- Since the beginning of the pandemic, Manitoba has delivered a variety of supports for Manitoba businesses and non-profits.
- In the post-pandemic recovery phase new programs will need to be developed to reflect the current challenges.
- Support included a \$50.0 million Long-Term Recovery Fund administered by the Manitoba Chamber of Commerce.
- The department collaborated with the Chamber to establish programs and initiatives to support business, such as the Dine-In Relief and Shoplocal.ca programs.

23(1)(a)



Options and Recommendation:

23(1)(a)



Contact Person: Michelle Wallace, Assistant Deputy Minister, Industry Programs and Partnerships

4. Issue Title: Investment Projects

Timeline for Action: 23(1)(a) 

High Level Summary:

Invest Manitoba will be the lead for economic development investment projects that are supported across various departments such as Economic Development and Jobs, Agriculture and Resource Development and Municipal Relations.

The Economic Opportunities Navigation unit is responsible for working internally across provincial departments as a one-stop connection to Invest Manitoba and other businesses and economic development partners to the Government of Manitoba.

Current Status:


- The Economic Opportunities Navigation Unit was developed to meet the needs of business and has replaced the Economic Development Office.
- The legislation establishing the new economic development agency was passed this fall as part of the Budget Implementation and Tax Statutes Amendment Act and will come into force on a day to be fixed by proclamation.

23(1)(a) 

Options and Recommendation:

23(1)(a) 

23(1)(a)



Contact Person: Tracey Maconachie, Deputy Minister Economic Development and Jobs

B. Strategic Priorities and Opportunities

1. Issue Title: Labour Force Needs

Timeline for Action: 23(1)(a)


High Level Summary:

Labour shortages have been identified across sectors and within businesses of all sizes. In addition, individuals are unemployed and displaced. There is a need to ensure labour market gaps are filled and individuals are receiving the training to meet those needs.

Current Status:


- In April 2021, the Economic and Labour Market division was established to provide high quality labour market intelligence to inform decisions that will ensure economic and labour market investments meet the needs of the province and its partners.
- One of Manitoba greatest labour market opportunities is immigration with the Manitoba Provincial Nominee Program and a focus on internationally educated professionals.

23(1)(a)



Options and Recommendation:

23(1)(a)



Contact Person: Tracey Maconachie, Deputy Minister, Economic Development and Jobs

2. Issue Title: Access to Capital

Timeline for Action: 23(1)(a)

High Level Summary:

Lack of access to capital for businesses is resulting in lost opportunities for growth and has been identified as a competitive disadvantage for Manitoba compared to other Canadian jurisdictions.


Current Status:

In the October 2020 Throne Speech, the Premier's Economic Opportunities Advisory Board was asked to examine the need and role for a provincial venture capital investment fund.

Budget 2021 enhanced tax initiatives such as the Small Business Venture Capital Tax Credit also announced that Manitoba will commence a tax competitiveness review to ensure that our entrepreneurs are not held back in investing, building and creating jobs.


These enhancements aim to make it more attractive for Manitobans to invest in Manitoba companies and to thereby increase the pool of investment capital available to Manitoba companies.

23(1)(a)



Options and Recommendation:

23(1)(a)



Contact Person: Tracey Maconachie, Deputy Minister, Economic Development and Jobs

3. Issue Title: Alignment of economic development

Timeline for Action: 23(1)(a)


High Level Summary:

Economic development is a whole of government priority and is driven and enabled across multiple departments and sectors. The Economic Opportunities Navigation unit is responsible for working internally across provincial departments as a one-stop connection to Invest Manitoba and other businesses and economic development partners to the Government of Manitoba.

Current Status:


- The Economic Opportunities Navigation Unit was developed to meet the needs of business and has replaced the Economic Development Office.
- The legislation establishing the new economic development agency was passed this fall as part of the Budget Implementation and Tax Statutes Amendment Act and will come into force on a day to be fixed by proclamation.

23(1)(a)





Options and Recommendation:

23(1)(a)



Contact Person: Tracey Maconachie, Deputy Minister, Economic Development and Jobs

V. Impact of COVID -19 and Response Measures

- Management of the economic impact of the COVID-19 pandemic was the focus of the department's efforts throughout the past year. The department worked to develop and deliver programs to help Manitobans cope with, and recover from, the impacts of the pandemic.
- 23(1)(a)

- 23(1)(a)

- Throughout the COVID-19 pandemic, client facing services such as the Manitoba Jobs and Skills Development Centres and service providers delivered programming through alternate service delivery models, including virtual services, to ensure Manitobans continued to have access to high quality employment services.
- Apprenticeship Manitoba was required to pause all in-person exams for technical training, creating a delay in apprentice certification.
- The department worked to help Manitobans take full advantage of federal programs and to ensure that provincial supports dovetailed with federal programs. Throughout the year, the department relied on input from business stakeholders, gathered through weekly meetings, to help shape the economic response to the pandemic.
- A Stakeholder Response Unit was established in December 2020 to address questions from business, industry and economic stakeholders related to COVID-19 public health orders and consulted with Public Health officials on complex matters on behalf of stakeholders.

- The department worked collaboratively with stakeholders to assist Manitoba businesses cope with, and recover from, the impacts of the COVID-19 pandemic. Financial programs were developed in collaboration with industry including:
 - \$8.0M provided to the Manitoba Hotel Association and Manitoba Lodges and Outfitters Association to Manitoba's hospitality sector;
 - \$50.0M provided to the Manitoba Chamber of Commerce for long-term recovery, including promoting local retail business through www.goodlocal.ca and support for the Dine-In Restaurant Relief Program;
 - \$750.0K over three years to Futurpreneur to support and mentor young entrepreneurs starting their own business in Manitoba.

- In 2020/21 the department administered \$40.3M in COVID-19 wage subsidy relief programs (Manitoba Summer Student Recovery Jobs, Back to Work This Summer, and Back to Work Manitoba), which provided funding for over 4,000 unique employers supporting 17,000 employees.

- The department supported Research Manitoba in allocating \$5,000,000 to establish a COVID-19 Research Fund to support Rapid Response Grants and Clinical Trials in response to the COVID-19 pandemic. As a result, Research Manitoba leveraged approximately \$6,000,000 from federal, philanthropic, and industry organizations to enable significant and timely research that has had an impact on Manitoba's response and helped to prepare for subsequent waves of COVID-19 and future virus outbreaks.

- The department worked in partnership with the Federal government to provide the following:
 - \$12 million in relief for Manitoba's regional airlines, ensuring remote northern communities continued to receive essential supplies during the pandemic.
 - An additional \$47.2M Workforce Development Agreement COVID funding to support training of nurses in the North, enforcement officer training throughout the province and recruitment and retention of Indigenous women living in remote communities with careers in the construction industry. Additional funding was provided to service providers to better support persons with disabilities remotely through enhancements to training, technology and marketing. In 2020/21 \$31 million from the Workforce Development Agreement funding was spent to support workers and businesses affected by COVID-19 through employment and training supports including micro-credential programs for vaccine administration. 23(1)(a)

- In 2021/22 the department will also be delivering following COVID-19 support programs:
 - Essential Air Access to Remote Northern Communities \$8.8M
 - Manitoba Pandemic Sick Leave Assistance - \$4.5M – 23(1)(a) [REDACTED]
 - Health Hire Manitoba Program (which was amalgamated with the Manitoba Youth Jobs Program) - \$45M.

- The Internationally Educated Nurses Pathway to Licensure project is underway and removes a financial barrier to licensing in Manitoba. The project will accelerate the entry of students and internationally educated nurses into nursing professions, and will increase the number of nurses in Manitoba who can staff our hospitals and health-care clinics.

VI. Status of Throne and Budget Speech Commitments

- Create a new, private sector-led provincial economic development agency: 23(1)(a)
 - The legislation establishing the new economic development agency – Invest Manitoba - was passed this fall as part of the Budget Implementation and Tax Statutes Amendment Act and will come into force on a day to be fixed by proclamation.
- Transform and Modernize Apprenticeship Training: 23(1)(a)
 - Bill 61: The Apprenticeship and Certification Amendment Act was proclaimed in June 2021 to reduce red tape and streamline the apprenticeship system.
 - The Apprenticeship and Certification - General Regulation was amended to increase access to skilled trades, particularly for youth, by expanding the apprentice to journeyperson ratio.
 - In partnership with the colleges, Manitoba has moved to a blended delivery model which has identified gaps in practical training.
- Fair Registration Practices in Regulated Professions Act. 23(1)(a)
 - Bill 41: The Fair Registration Practices in Regulated Professions Amendment Act received royal assent on May 20, 2021. The legislation will be in effect upon proclamation.
- Updated Provincial Tourism Strategy. 23(1)(a)
23(1)(a)
- Enhancements to the Small Business Venture Capital Tax Credit and Interactive Digital Media Tax Credit: 23(1)(a)
 - Improvements were included as part of the Budget Implementation and Tax Statutes Amendment Act.
- \$25 million in identified funding for youth and student job hiring: 23(1)(a)
 - \$15 million Manitoba Youth Jobs Program was announced on April 29, 2021. On July 13, 2021 the program was amalgamated with the Healthy Hire Manitoba Program for a total of \$45 million to support hiring workers of all ages.
- \$62 million to support specific new COVID-19 recovery job creation and workforce training: 23(1)(a)
 - \$50 million to support the long-term sustainability and adaptation of Manitoba businesses coming out of COVID-19. The Manitoba Chambers of Commerce and Economic Development Winnipeg were provided with \$50M to undertake short, medium and long term recovery projects. \$10.5M has already been allocated to restaurant relief programs and a Shop Local initiative.

- In 2020/21 \$31 million from the Workforce Development Agreement funding was spent to support workers and businesses affected by COVID-19 through employment and training supports including micro-credential programs for vaccine administration. [REDACTED]
- 23(1)(a) [REDACTED]

VII. Intergovernmental Affairs Overview

The Forum of Labour Market Ministers is an intergovernmental forum, established in 1983, that promotes discussion, cooperation and collaboration between federal, provincial, and territorial governments on labour market issues. It is led by labour market Ministers with tables at the Deputy Minister, Senior Official (Assistant Deputy Minister and equivalent), and Official levels. The forum also has provincial/territorial only tables, reflecting specific responsibilities and interests in labour market matters. Priorities have related to labour mobility, foreign qualifications recognition, apprenticeship, labour market information, and the labour market transfer agreements. The transfer agreements and economic recovery from COVID-19 will be among the forum's key priorities moving forward.

The forum is co-chaired by Canada (Employment and Social Development Canada) and a province/territory, which rotates across jurisdictions every two years. The co-chair also hosts the Secretariat, which manages all the forum's affairs, including budgets. The current co-chair is the Northwest Territories (year 1 of 2). ^{23(1)(a)}

Issues:

- Six year top-up funds provided under the labour market transfer agreements are set to expire as of March 31, 2023. ^{23(1)(a)}
- Canada committed to a review of the Employment Insurance Program in the 2021 budget. Consultations with provinces and territories will be held, ^{23(1)(a)}
- Canada introduced a number of new federally delivered skills training programs in the 2021 budget and in their election platform. ^{23(1)(a)}

- 23(1)(a)



Upcoming Activities:

DATE	EVENT	LOCATION
October 12, 2021 recurring biweekly to June 28, 2022	Innovation and Economic Development Senior Official call	Microsoft Teams

VIII. Fiscal Overview and Status of Special Operating Agencies/ Other Operating Agencies


The Summary Impact table reflects the 2021/22 first quarter projected forecast for the department and other reporting entities:

- Community Economic Development Fund
- Rural Manitoba Economic Development Corporation
- Research Manitoba
- Manitoba Development Corporation
- Manitoba Opportunities Fund
- Travel Manitoba
- Economic Development Winnipeg

Preliminary Summary Net Impact Statement Economic Development and Jobs \$000s	
	2021/22 Budget
Revenue	
Service Fees and Other Misc Charges	19,282.0
Tuition Fees	-
Shared Cost and Other Federal Transfers	109,775.0
Other Taxes	-
Sinking Funds and Other Earnings	4,838.0
Total Revenue	133,895.0
Expenses	
Administration and Finance	9,881.0
Industry Programs and Partnership	135,475.0
Workforce Training and Employment	138,547.0
Amortization	1,237.0
General Eliminations	(943.6)
Total Expenses	282,196.4
Summary Net Impact before Debt Servicing	(148,301.4)
Debt Servicing	2,620.0
Summary Net Impact after Debt Servicing	(150,921.4)
Capital Asset Acquisitions	-
Expenses breakdown:	
	2021/22 Budget
Salaries and Benefits	41,088.8
Other Expenditures	23,188.4
Grants/Transfer Payments	216,682.2
Amortization	1,237.0
Total Expenses	282,196.4


23(1)(a)

23(1)(a)



Additional Notes:

23(1)(a)



- In 2021/22 the department will be delivering the following COVID-19 support programs:
 - Essential Air Access to Remote Northern Communities
 - Manitoba Pandemic Sick Leave Assistance
 - Health Hire Manitoba Program


23(1)(a)



Preliminary Summary Net Impact Statement	
Economic Development and Jobs	
\$000s	
Revenue	
Service Fees and Other Misc Charges	
Tuition Fees	
Shared Cost and Other Federal Transfers	
Sinking Funds and Other Earnings	
Total Revenue	
Expenses	
Administration and Finance	
Industry Programs and Partnership	
Workforce Training and Employment	
Amortization	
General Eliminations	
Total Expenses	
Summary Net Impact before Debt Servicing	
Debt Servicing	
Summary Net Impact after Debt Servicing	
Capital Asset Acquisitions	
Expenses breakdown:	
Salaries and Benefits	
Other Expenditures	
Grants/Transfer Payments	
Amortization	
Total Expenses	

19(1)(e); 23(1)(a)

23(1)(a)



IX. Internal Structural Pressures

23(1)(a)



X. Legislative and Regulatory Overview


List of Bills or Regulations that were neither introduced nor passed (2020-21)

- **The Invest Manitoba Act** will be introduced as a Schedule in the Budget Implementation and Tax Statutes Amendment Act 2021. The Invest Manitoba Act will pass concurrently with Budget Implementation and Tax Statutes Amendment Act and will come into force on a day to be fixed by proclamation.

Two projects are currently active in the Regulatory Accountability Committee of Cabinet approval process:

- **The Small Business Venture Capital Regulation**
 - Regulatory Accountability Committee of Cabinet: October 7, 2021, Cabinet date to follow.
 - Effective date coincides with the passing of BITSA.
- **The Regulated Professions Regulation (College of Paramedics)**
 - Not yet in force, undergoing a 45 day public consultation period ending November 5, 2021.

23(1)(a)



XI. Agencies, Boards, and Commissions Appointment

Apprenticeship and Certification Appeal Board

- Membership: The appeal board must consist of at least three (3) but not more than five (5) members
- Comprised of external/stakeholder and government appointments
- All appointments expired on August 31, 2019

Apprenticeship and Certification Board

- Membership: The board is to consist of twelve (12) members appointed by the minister.
- Five external appointments expired June 30, 2020; three external appointments expired June 20, 2021; one government appointment (Chair) expired June 30, 2021; three government appointments current.
- A member continues to hold office until they are reappointed, the appointment is revoked or a successor is appointed.

Communities Economic Development Fund

- Membership: Not fewer than four (4) and not more than eight (8) persons. Seven members current.

Industrial Technology Centre - Advisory Board – winding down

Manitoba Development Corporation

- Membership: Not less than three (3) and not more than five (5), comprised of Civil Servants. All four (4) members current.

RBC Convention Centre Corporation

- Membership: Shall consist of 13 members, of which two (2) are appointed by the Province. Both provincial members current

Research Manitoba

- Membership: Board of directors consisting of at least nine (9) but not more than 17 directors. All nine (9) members are current

Rural Manitoba Economic Development Corporation

- Membership: Board of directors consisting of not less than five (5) and not more than nine (9). Three members are appointed by the Province and are current.

Travel Manitoba

- Membership: Board of directors consists of not fewer than nine (9) and not more than 15 directors, three (3) of whom are to be appointed to represent the Government. All members current

XII. Appendices

A. Departmental/Cross-Departmental Committees and Advisory Committees

COMMITTEE	FUNCTION	MEMBERSHIP
Economic Development/Industry Attraction	To discuss economic development projects and industry investment attraction	Economic Development and Jobs (Lead)) Agriculture and Resource Development Deputy Minister and Assistant Deputy Minister/Executive Director Participation
Council of Executive Financial Officers	To discuss financial matters impacting government and ensure a whole of government approach.	All department Executive Financial Officer's and Treasury Board Secretariat.
Large Area Planning	Integrated land planning for non municipal Manitoba to enable sustainable development	Conservation and Climate (Lead), Economic Development and Jobs, Agriculture and Resource Development, Manitoba Infrastructure, Indigenous Reconciliation and Northern Relations, Municipal Relations and Crowns. Assistant Deputy Minister/Executive Director Participation

B. Statutory Responsibilities of the Minister / Legal Framework

STATUTORY RESPONSIBILITIES OF THE MINISTER	
The Apprenticeship and Certification Act	c. A110
The Communities Economic Development Fund Act.....	c. C155
The Community Development Bonds Act	c. C160
The Community Revitalization Tax Increment Financing Act.....	c. C166
The Convention Centre Corporation Act (S.M. 1988-89, c. 39)	
The Crocus Investment Fund Act [except section 11].....	c. C308
The Manitoba Development Corporation Act	c. D60
The Fair Registration Practices in Regulated Professions Act	c. F12
The Income Tax Act [sections 7.13 to 7.16, 10.5 and 11.8 to 11.21].....	c. I10
The Innovation Funding Act.....	c. I37
The Labour Mobility Act	c. L5
The Labour-Sponsored Venture Capital Corporations Act [Part 2 and sections 16 to 18 as they relate to Part 2].....	c. L12
The Property Tax and Insulation Assistance Act [Part V, and section 1 and Part VI as they relate to subjects covered under Part V].....	c. P143
The Research Manitoba Act	c. R118
The Travel Manitoba Act.....	c. T150
Under The Social Services Administration Act, the Vocational Rehabilitation of Disabled Persons Regulation, M.R. 1/90	