

Published plans and annual reports 2024–2025: Ministry of Labour, Immigration, Training and Skills Development

Plans for 2024–2025, and results and outcomes of all provincial programs delivered by the Ministry of Labour, Immigration, Training and Skills Development in 2023–2024.

Ministry overview

Ministry's vision

The Ministry of Labour, Immigration, Training and Skills Development (MLITSD) leads Ontario's effort to be the best jurisdiction in North America to recruit, train, retain, protect, and reward workers for the jobs of today and tomorrow. The ministry's work creates dynamic and equitable labour markets, safe and harmonious workplaces, and competitive labour and employment regulations. It is the ministry's job to support the people of Ontario in all aspects and phases of employment:

The labour market

- Identifying jobs of the future and related skills.
- Nominating workers for permanent residence that have the right skills, experience and education to support the economy.
- Connecting job seekers with training and skills development opportunities.
- Promoting apprenticeships in skilled trades and developing programs and incentives to support increased uptake.

In the workplace

- Developing policy to promote safe, fair and harmonious workplaces.
- Helping parties resolve disputes quickly and providing collective bargaining data, research and trend analysis to inform decision-making.
- Enforcing the laws and providing information and education.
- Working with partners to prevent workplace injuries, illness and fatalities.

Post employment

- Setting rules around termination, layoff and severance.
- Supporting workers who lose their jobs and need to transition to a new career.
- Sending rapid response teams in cases of mass layoffs.
- Ensuring compensation and supports in place for injured workers.

MLITSD supports a number of key government priorities for strengthening Ontario's economy, such as:

- Promoting a competitive economy that creates good jobs and attracts investments.
- Keeping Ontario workers healthy and safe.
- Supporting a harmonious and stable labour relations environment that minimizes the number and duration of work stoppages.
- Creating fair workplaces and a level playing field for employers.
- Ensuring employment and training sectors are efficient and aligned with Ontario's labour market needs.
- Making Ontario's skilled trades and apprenticeship system more client-focused, flexible, and accessible.
- Transforming and integrating Ontario's employment services to help job seekers, including those on social assistance, find and keep good jobs.
- Nominating skilled immigrants for permanent residence that help fill Ontario's labour market gaps and grow the province's economy.

- Supporting newcomers with settlement services and language training programs to set them up for economic success in the province.

Ministry programs

MLITSD contributes to government priorities through the delivery of public services in five primary areas of responsibility:

- Employment Ontario
- Occupational Health and Safety
- Employment Standards
- Labour Relations
- Global Talent and Settlement Services

Employment Ontario (EO) aims to address labour market and skills gaps and enhance employment opportunities for all Ontarians. The objective of the suite of programs and services is to support job seekers in connecting with opportunities to find and keep good jobs, ensure employers can hire the skilled workers they need, and make sure the province has the best possible employment services. EO aims to achieve this by equipping more people with valuable skills through apprenticeships and transforming employment and training services to improve labour market outcomes for job seekers.

EO programs and services are funded in part through two federal transfer agreements: The Canada-Ontario Labour Market Development Agreement (LMDA) and the Canada-Ontario Workforce Development Agreement (WDA).

The **Occupational Health and Safety (OHS) Program** aims to prevent fatalities, illness, and injuries across Ontario workplaces. The OHS program has two major streams — OHS Enforcement and OHS Prevention.

OHS Enforcement activities are focused on promoting and enforcing compliance with the *Occupational Health and Safety Act* (OHSA) and its regulations, particularly in workplaces with higher risk of injury, and supporting skilled trades and apprenticeship system modernization through the Building Opportunities in Skilled

Trades (BOSTA) program. OHS Prevention activities are delivered in collaboration with system partners such as the Workplace Safety and Insurance Board (WSIB), Research Centres (RCs), Health and Safety Associations (HSAs) and private training providers (PTPs). Through these OHS activities, the ministry ensures business stability by creating safe and healthy workplaces.

Costs associated with both OHS programs are fully recoverable from the WSIB.

The **Employment Standards (ES) Program** helps create fair workplaces, and a level playing field for employers, thereby reinforcing a competitive business environment that also attracts jobs and investment to Ontario. The program achieves this through educational and outreach activities, and with enforcement of the *Employment Standards Act, 2000* (ESA), the *Employment Protection of Foreign Nationals Act, 2009* (EPFNA), and the *Protecting Child Performers Act, 2015* (PCPA).

The **Labour Relations (LR) Program** supports a stable and constructive labour relations environment and promotes productive workplace relationships in Ontario by facilitating labour relations, dispute resolution and providing collective bargaining information, research, and analysis to bargaining parties.

The **Global Talent and Settlement Services (GTSS) Program**, through the Ontario Immigrant Nominee Program, nominates foreign workers, international students and others with the right education, skills and experience for permanent residence based on Ontario’s economic needs. The Immigration and Settlement Program helps newcomers access the support and training needed for effective integration through a range of programs and services. Programs include settlement services, adult language training program, and the Bridge Training program. GTSS also develops initiatives that help remove foreign qualification recognition barriers for internationally trained immigrants.

The cost of the Ontario Immigrant Nominee Program is fully recovered through fees.

Additional internal program: anti-racism team

The ministry’s Anti-Racism Action Plan is a key commitment of the OPS Anti-Racism Policy and is an internal ministry initiative focusing on ministry staff. The plan is focused on three main objectives: building anti-racism competency and capacity; diversifying talent pathways; and fostering accountable, anti-racist and inclusive workplaces. The overarching goal is to enable the ministry, in partnership with key OPS stakeholders, to collectively build a diverse, inclusive, accessible, and respectful workplace where every employee has a voice and the opportunity to fully contribute.

MLITSD’s anti-racism action plan lays the groundwork for how the ministry will transform organizational, workforce and workplace practices and processes, create a racially equitable organizational culture, provide equitable access to career development and investment opportunities, address and resolve issues of workplace discrimination and harassment, and provide equitable programs and services in Black, Indigenous and Racialized communities.

In 2024–25, the ministry will continue to identify and remove systemic racism barriers within policies, processes and practices that lead to disproportionate outcomes for employees and Ontarians from equity-deserving groups.

2024–25 Strategic plan

Employment Ontario (EO)

Employment Ontario (EO) is the province’s network of employment and training programs, connecting employers, communities, incumbent workers, and job seekers to meet the demands of evolving economic changes, addressing their company-specific and local labour market needs. EO delivers a suite of employment and training, apprenticeship, and adult education programs.

In 2024–25, the ministry plans to deliver on the following key priorities through the suite of EO programs:

- **Providing better training** through the Skills Development Fund (SDF) and other programs that targets specific populations.
- **Transforming Employment Services** to help transition people from social assistance programs to meaningful jobs.
- **Growing the Skilled Trades**, to modernize the skilled trades and apprenticeship system.

Providing better training

The ministry aims to provide better training in 2024–25 through the following programs:

- **Skills Development Fund Training Stream**, which supports market-driven projects that unlock the economic potential of the skilled trades, support workforce development initiatives, and grow the province’s economy.

- **Skills Development Fund Capital Stream**, which supports innovative training projects focused on building and modernizing the infrastructure Ontario needs to train workers to fill in-demand jobs and lead purpose-driven careers.
- **Better Jobs Ontario**, a demand-driven program which supports unemployed individuals in need of skills training to help them find employment in occupations with demonstrated labour market prospects in Ontario.

Integrated Employment Services (IES)

The government is transforming Ontario’s employment services to make them more efficient, more streamlined, and outcomes focused. As part of IES, a new service delivery model will integrate social assistance employment services, as well as other government employment services into Employment Ontario. This new service delivery model will be more responsive to the needs of job seekers, businesses and local communities.

Under IES, the ministry will also continue engaging and collaborating with Indigenous communities in 2024–2025. Input and recommendations on employment and training initiatives for Indigenous populations will be done through two distinct engagement tables:

- **The Urban Indigenous Engagement Table (UIET)**, which will continue to identify opportunities to ensure the reformed system best supports Indigenous clients, and enables improved employment outcomes working within the Service System Manager (SSM) model.
- **The Chiefs of Ontario (COO)** and the establishment of the Employment Table Working Group, which will move First Nations engagement forward and co-develop a First Nations model for employment service delivery in First Nation communities.

Growing the skilled trades

MLITSD will continue supporting, modernizing, and growing apprenticeship and the skilled trades in Ontario. Apprenticeships help businesses harness new talent, while equipping workers with the practical skills and qualifications that the economy needs now and in the future. The modernization of Ontario’s skilled trades and apprenticeship system focuses on the following elements:

- Breaking the stigma and attracting more youth by promoting the skilled trades as high-profile and desirable first choice careers in elementary and secondary schools and through LevelUp! Skilled Trades Fairs for youth.
- Simplifying the delivery of services provided to apprentices, skilled trades workers and their employers by providing secure and convenient access to online

information and services and delivering high quality training.

- Leading the ongoing implementation of the *Building Opportunities in the Skilled Trades Act, 2021* (BOSTA), which enabled the creation of a new Crown agency, Skilled Trades Ontario (STO)
- Providing new and enhanced funding programs to support apprentices in progressing and completing their programs
- Encouraging skilled trades employers to train apprentices toward trade program progression, completion, and certification
- Facilitating access for underrepresented and equity deserving groups

Occupational Health and Safety (OHS)

The goal of the ministry’s OHS program is to prevent workplace fatalities, injuries, and illnesses. It is guided by the province-wide OHS strategy, *Prevention Works*. The legislative foundation of the OHS program is the *Occupational Health and Safety Act* (OHSA) and its regulations, which establish the rights and duties of all workplace parties. The OHSA requires compliance with minimum standards to protect the health and safety of Ontario workers. The program also undertakes activities such as policy development, legislative/regulatory reform, implementation of the *Prevention Works* strategy, establishment of health and safety standards, information and knowledge management, performance measurement and evaluation, and training and education to improve OHS knowledge and practices.

MLITSD also enforces the *Building Opportunities in the Skilled Trade Act* (BOSTA), ensuring compliance with trade authorization requirements during Occupational Health and Safety (OHS) inspections for compulsory trade work. The Act mandates registration for individuals in 23 compulsory trades, with enforcement measures including education, orders, and penalties for violations. MLITSD develops operational policies, provides guidance and training, and contributes to legislative amendments while analyzing enforcement data and collaborating with stakeholders.

The OHS program delivers its services through two major streams — Prevention and Enforcement.

OHS prevention

Prevention activities are guided by the province-wide occupational health and safety strategy — *Prevention Works*. Under the strategy, MLITSD works with businesses, worker groups and provincial health and safety system partners to create a culture where occupational health and safety is at the centre of the

workplace. A key component is the partnership MLITSD has with Health and Safety Associations (HSAs), OHS Research Centres (RCs) and other key stakeholders.

MLITSD collaborates with HSAs and RCs to deliver accessible health and safety programs, resources, and services to Ontarians, such as training, consulting and research studies. In the fiscal year 2024–2025, HSAs will implement programs aligned with the objectives of Prevention Works, to foster system-wide advancements in priority areas such as equity, diversity, accessibility, and inclusion across all program domains. MLITSD will continue monitoring key performance indicators (KPIs) related to Prevention Works initiatives and will provide progress updates in subsequent Occupational Health and Safety Annual Reports.

In 2024–2025, OHS Prevention activities will include:

- Implementation of the Occupational Disease Landscape Review Report, containing 41 recommendations to enhance health outcomes for Ontario workers. The formation of an Occupational Illness Leadership Table, comprising representatives from MLITSD, Ministry of Health, and OHS System Partners, to oversee recommendation implementation.
- Implementing the new Working at Heights training standards from April 1, 2024
- Continuous efforts to expand the online COVID-19 Workplace Safety Plan Builder tool, aiding employers, particularly small businesses, in identifying and managing workplace hazards to prevent injuries and illnesses.
- Mid-strategy engagement with OHS partners in Spring 2024 to gather feedback on the Prevention Works strategy, addressing awareness, identifying challenges, and prioritizing initiatives for vulnerable workers.
- Launching discussions on Supporting Ontario’s Safe Employers (SOSE), the Chief Prevention Officer’s program aimed at accrediting and recognizing employers for their commitment to occupational health and safety. Discussions will focus on assessing program growth, promoting the use of occupational health and safety management systems (OHSMSs), and aligning with the objectives of the Prevention Works OHS strategy.
- Continued implementation of the new Certification Management System (CMS)
- Development of the Occupational Exposure Registry.

OHS enforcement

OHS Enforcement activities are focused on promoting compliance with the OHS Act and its regulations, particularly in high hazard workplaces, to reduce workplace fatalities, injuries, and illness, and promote safe and healthy workplaces in the province. The ministry’s strategy for promoting compliance with the OHS Act is based

on core compliance and enforcement activities through ministry’s OHS inspectors. OHS inspectors provide information, resources, and tools to assist workplaces in meeting legislative requirements and also have broad powers to enforce the OHSA.

The ministry will continue to conduct proactive inspection campaigns where inspectors visit workplaces to raise awareness of, and ensure compliance with, OHSA. The campaigns use a two phased approach:

- **Phase 1: Education, outreach, and awareness:** The ministry works with health and safety associations to raise awareness and to educate, train and provide resources to workplaces on hazards the blitz is focused on. Workplaces then have the tools and knowledge to comply before the inspections start.
- **Phase 2: Enforcement:** Inspectors conduct field visits to check that workplace parties are complying with OHSA and its regulations, and to raise awareness about specific issues in those workplaces.

In 2024–25, the ministry will conduct seven province-wide campaigns in the following OHS program areas:

- Construction: Falls from Heights and Struck by Materials, Vehicles and Equipment
- Industrial: Material Handling
- Health Care: Slips, Trips and Falls Prevention
- Mining: Airbourne Hazard Management and Ventilation
- Specialized Professional Services: Worker Exposures to Chemical Agents in the Workplace and WHMIS training (based on the amended Hazardous Products Regulations)

Employment Standards (ES)

MLITSD plays a vital role in promoting the awareness of employment standards, such as minimum wage, hours of work, public holidays, and other standards through the ES Program. The program administers and enforces the *Employment Standards Act, 2000* (ESA), and its regulations along with the *Employment Protection of Foreign Nationals Act, 2009* (EPFNA), and the *Protecting Child Performers Act, 2015* (PCPA). Licencing temporary help agencies and recruiters is part of the program’s work. The ES Program also develops and updates policies and procedures in response to legislative amendments or regulatory changes.

Ontario’s general minimum wage rates are set to increase from \$16.55 to \$17.20 on October 1, 2024, along with specific wage increases for students, homeworkers, and wilderness guides. Annual rate increases are required to be published on the government’s website by April 1 each year.

For 2024–25 the ES program will focus on:

- **Combatting Labour Exploitation**, through three main activities:
 - **Detecting and investigating** businesses suspected of labour violations, trafficking, or exploitation through the ongoing activities of a dedicated intelligence and enforcement team.
 - Launching the new Temporary Help Agencies (THAs) and recruiters **licensing system**, on July 1, 2024, to ensure that businesses have met the required standards for licensing.
 - **Educational and outreach activities** which will be undertaken over the course of the year.
- **Increasing employer and employee understanding of the ESA** and related legislation, by providing accurate, prompt, and straightforward information and compliance assistance through education resources and stakeholder outreach initiatives.
- **Increasing compliance with the ESA**, by applying a flexible, measured, and progressive enforcement approach to non-compliance, in line with modern regulator principles.
- **Addressing violations of the ESA** and related legislation by conducting timely investigations and inspections that adhere to legislative, policy and administrative obligations, and that use enforcement tools and penalties appropriate to the situation.
- **The Integrated Compliance Project**, where the ministry will lead work with regulatory ministries on opportunities to leverage the success of the multi-ministry COVID-19 enforcement initiative. The project will explore Ontario’s regulatory, compliance and enforcement community can work seamlessly together with a whole of government approach to promote service delivery excellence, raise awareness of Ontario’s laws and regulations, and improve compliance with regulatory requirements in Ontario.

Labour Relations (LR)

The objective of the LR program is to create a stable labour relations climate and harmonious workplace relationships needed to foster productive, supportive, and dynamic workplaces in Ontario. LR provides services to the Ontario Public Service, the broader public sector and private sector, and is the central source of

neutral labour relations information, policy, and research in Ontario. Through the LR program, MLITSD administers and supports key legislation, including the *Labour Relations Act, 1995*. In addition, the program also undertakes activities such as policy development, legislative/regulatory reform and supports other ministries’ LR policy initiatives.

In 2024–25 the LR priorities in MLITSD continue to be:

- **Mediation Services**, which facilitates and monitors the collective bargaining process in the province and assists employers and trade unions to resolve outstanding issues through conciliation and mediation.
- **Arbitration Services**, which facilitates the arbitration process, identifies, and appoints experienced individuals as arbitrators and nominees of arbitration cases, and catalogues arbitration awards for public availability.
- **Collective Bargaining Data and Research Services**, which provides neutral data and analysis based on public and private sector collective agreements and provides digital solutions to support businesses and Ontarians with neutral collective bargaining information.

Global Talent and Settlement Services (GTSS)

There are two main programs GTSSD delivers, designed to optimize the benefits of immigration to Ontario and support labour market needs. These programs help Ontario attract and retain skilled workers to support and grow the economy.

Ontario Immigrant Nominee Program (OINP)

Through the OINP, the ministry delivers on its mandate to support a dynamic labour market, in partnership with the Government of Canada. The OINP recognizes and nominates those who have the skills and experience that the Ontario economy needs, for permanent residence in Canada. The Government of Canada makes the final decision to approve all applications for permanent residence.

The OINP is undergoing significant growth. In 2023, the federal government provided the OINP with a nomination allocation of 16,500, which represented a 70% increase from the prior year allocation. Being able to nominate more international citizens for immigration allows the program to support labour market priorities in the skilled trades and in health care, and to support rural and northern communities.

Immigration and Settlement Program

The Immigration and Settlement Program helps newcomers succeed and contribute to the economy, through services designed to help overcome integration barriers. This is done through settlement and employment preparation services, language training and foreign qualification recognition, and occupation-specific training supports. These programs and services are delivered by community organizations, school boards and post-secondary institutions.

The program also implements policy initiatives to advance credential recognition, including legislative and regulatory reforms to Ontario's *Fair Access* legislation to remove barriers for internationally trained immigrants seeking registration and employment in regulated occupations.

GTSSD also works on Immigration policy and intergovernmental relations to support Ontario's economic immigration selection and settlement priorities by engaging Immigration, Refugees and Citizenship Canada on the broader immigration system, leading Ontario's participation on the Forum of Ministers' Responsible for Immigration, and leading the Canada-Ontario Immigration Agreement.

Ministry Allocation of 2024–25 Base Operating Spending (\$1,894.1 M) ^[1]		
Operating Expense by Vote	\$ Millions	%
Global Talent and Settlement Services	109 . 9	5 . 8
Ministry Administration ^[2]	29 . 0	1 . 5
Pay Equity Commission	3 . 5	0 . 2

Operating Expense by Vote	\$ Millions	% *****
Labour Relations	25 . 0	1 . 3
Occuplational Health and Safety	239 . 9	12 . 7
Employment Rights and Responsibilities	41 . 1	2 . 2
Employment Ontario	1 , 445 . 7	76 . 3

Table 1: Ministry planned expenditures 2024–25 (\$M) ^[3] *****	
Item	Amount \$M *****

Item	Amount \$M
Operating	1,582.0
Capital	56.3
Total	1,638.3

Detailed financial information

Table 2: Combined operating and capital summary by Vote

Operating expense

Votes/Programs	Estimate s 2024– 2025 \$	Change from estimates 2023–2024 \$	Change from estimates 2023–2024 %	Estimates in 2023– 2024 ^[4] \$	Interim actuals 2023–2024 ^[4] \$	Actuals 2022– 2023 ^[4] \$
Ministry administration program	28,953,000	6,211,600	27.3	22,741,400	27,969,400	27,967,694
Pay equity commission	3,462,300	N/A *****	0.0	3,462,300	3,667,000	2,999,446
Labour relations program	24,996,400	457,200	1.9	24,539,200	26,942,300	24,804,154
Occupational health and safety program	239,908,800	(16,705,000)	(6.5)	256,613,800	263,281,400	229,431,425
Employment Rights and Responsibilities program	41,076,200	(448,000)	(1.1)	41,524,200	43,705,000	132,799,864
Total including consolidation and other adjustments	1,581,985,787	(35,767,527)	(2.2)	1,617,753,314	1,662,173,814	1,831,816,150

Votes/Programs	Estimate s 2024– 2025 \$	Change from estimates 2023–2024 \$	Change from estimates 2023–2024 %	Estimates in 2023– 2024 ^[4] \$	Interim actuals 2023–2024 ^[4] \$	Actuals 2022– 2023 ^[4] \$
Employment Ontario	1,439,168,600	(46,350,700)	(3.1)	1,485,519,300	1,523,228,200	1,676,810,647
Global Talent and Settlement Services	109,927,900	(4,331,900)	(3.8)	114,259,800	111,919,700	93,746,239
Total operating expense to be voted	1,887,493,200	(61,166,800)	(3.1)	1,948,660,000	2,000,713,000	2,188,559,469
Statutory appropriations	6,581,187	16,173	0.2	6,565,014	465,014	391,642
Total including consolidation and other adjustments	1,581,985,787	(35,767,527)	(2.2)	1,617,753,314	1,662,173,814	1,831,816,150

Votes/Programs	Estimate s 2024– 2025 \$	Change from estimates 2023–2024 \$	Change from estimates 2023–2024 %	Estimates in 2023– 2024 ^[4] \$	Interim actuals 2023–2024 ^[4] \$	Actuals 2022– 2023 ^[4] \$
Ministry total operating expense	1,894,074,387	(61,150,627)	(3.1)	1,955,255,014	2,001,178,014	2,188,951,111
Consolidation adjustment — colleges operating	(224,479,400)	17,872,300	(7.4)	(242,351,700)	(229,834,200)	(241,737,823)
Consolidation adjustment — schools	(95,215,200)	2,111,400	(2.2)	(97,326,600)	(113,622,800)	(112,043,688)
Consolidation adjustment — Ontario Immigrant Investor Corporation	N/A *****	N/A *****	N/A *****	N/A *****	N/A *****	3,003
Total including consolidation and other adjustments	1,581,985,787	(35,767,527)	(2.2)	1,617,753,314	1,662,173,814	1,831,816,150

Votes/Programs	Estimate s 2024– 2025 \$	Change from estimates 2023–2024 \$	Change from estimates 2023–2024 %	Estimates in 2023– 2024 ^[4] \$	Interim actuals 2023–2024 ^[4] \$	Actuals 2022– 2023 ^[4] \$
Consolidation adjustment — hospitals	(3 0 6 , 7 0 0)	3 4 8 , 4 0 0	(5 3 . 2)	(6 5 5 , 1 0 0)	(6 5 2 , 2 0 0)	(6 4 6 , 0 0 6)
Consolidation adjustment — Skilled Trades Ontario	2 3 , 2 0 7 , 3 0 0	5 , 1 8 3 , 7 0 0	2 8 . 8	1 8 , 0 2 3 , 6 0 0	2 0 , 5 4 4 , 3 0 0	1 3 , 7 5 3 , 4 5 6
Consolidation adjustment — Science North	N/A *****	N/A *****	N/A *****	N/A *****	N/A *****	(8 8 1 , 6 0 0)
Consolidation adjustment — Ontario Health	(1 , 2 0 6 , 3 0 0)	N/A *****	0 . 0	(1 , 2 0 6 , 3 0 0)	(1 , 2 0 6 , 3 0 0)	(1 , 2 0 6 , 2 9 0)
Consolidation adjustment — general real estate portfolio	(1 4 , 0 8 8 , 3 0 0)	(1 3 2 , 7 0 0)	1 . 0	(1 3 , 9 5 5 , 6 0 0)	(1 4 , 2 3 3 , 0 0 0)	(1 4 , 3 7 6 , 0 1 3)
Total including consolidation and other adjustments	1 , 5 8 1 , 9 8 5 , 7 8 7	(3 5 , 7 6 7 , 5 2 7)	(2 . 2)	1 , 6 1 7 , 7 5 3 , 3 1 4	1 , 6 6 2 , 1 7 3 , 8 1 4	1 , 8 3 1 , 8 1 6 , 1 5 0

Capital expense						
Votes/Programs	Estimates 2024- 2025 \$	Change from estimates 2023-2024 \$	Change from estimates 2023-2024 %	Estimates in 2023- 2024 ^[4] \$	Interim actuals 2023- 2024 ^[4] \$	Actuals 2022- 2023 ^[4] \$
Ministry administration program	1,000	N/A *****	0.0	1,000	1,000	N/A *****
Occupational health and safety program	491,000	(205,000)	(29.5)	696,000	696,000	3,524,988
Employment Rights and Responsibilities program	1,000	N/A *****	0.0	1,000	1,000	N/A *****
Employment Ontario	69,001,000	179,000,000	(72.2)	248,001,000	24,001,000	53,686,927
Total including consolidation & other adjustments	56,347,000	(174,715,300)	(75.6)	231,062,300	8,228,000	34,476,978

Votes/Programs	Estimates 2024– 2025 \$	Change from estimates 2023–2024 \$	Change from estimates 2023–2024 %	Estimates in 2023– 2024 ^[4] \$	Interim actuals 2023– 2024 ^[4] \$	Actuals 2022– 2023 ^[4] \$
Total capital expense to be voted	69,494,000	(179,205,000)	(72.1)	248,699,000	24,699,000	57,211,915
Statutory appropriations	5,885,400	2,640,000	81.3	3,245,400	3,251,100	1,244,323
Ministry total capital expense	75,379,400	(176,565,000)	(70.1)	251,944,400	27,950,100	58,456,238
Consolidation adjustment — colleges capital	(19,691,000)	1,173,100	(5.6)	(20,864,100)	(19,690,800)	(21,445,287)
Total including consolidation & other adjustments	56,347,000	(174,715,300)	(75.6)	231,062,300	8,228,000	34,476,978

Votes/Programs	Estimates 2024– 2025 \$	Change from estimates 2023–2024 \$	Change from estimates 2023–2024 %	Estimates in 2023– 2024 ^[4] \$	Interim actuals 2023– 2024 ^[4] \$	Actuals 2022– 2023 ^[4] \$
Consolidation adjustment — Skilled Trades Ontario	764,000	666,200	678.4	98,200	195,600	181,291
Consolidation adjustment — schools	(105,800)	10,400	(9.0)	(116,200)	(107,200)	(117,106)
Consolidation adjustment — general real estate portfolio	N/A *****	N/A *****	N/A *****	N/A *****	(119,700)	(2,598,158)
Total including consolidation & other adjustments	56,347,000	(174,715,300)	(75.6)	231,062,300	8,228,000	34,476,978

Capital assets

Votes/Programs	Estimates 2024-2025 \$	Change from estimates 2023- 2024 \$	Change from estimates 2023- 2024 %	Estimates in 2023-2024 [4] \$	Interim actuals 2023- 2024 ^[4] \$	Actuals 2022- 2023 ^[4] \$
Ministry administration program	1,000	N/A *****	0.0	1,000	1,000	N/A *****
Occupational health and safety program	12,647,200	2,033,000	19.2	10,614,200	9,371,900	6,402,256
Employment Rights and Responsibilities program	N/A *****	(3,569,400)	(100.0)	3,569,400	3,569,400	701,800
Employment Ontario	7,199,500	(1,079,000)	(13.0)	8,278,500	7,948,500	7,342,055
Total including consolidation & other adjustments	19,847,700	(2,615,400)	(11.6)	22,463,100	20,890,800	14,446,111

Votes/Programs	Estimates 2024-2025 \$	Change from estimates 2023- 2024 \$	Change from estimates 2023- 2024 %	Estimates in 2023-2024 [4] \$	Interim actuals 2023- 2024 ^[4] \$	Actuals 2022- 2023 ^[4] \$
Total capital assests to be voted	19,847,700	(2,615,400)	(11.6)	22,463,100	20,890,800	14,446,111
Ministry total capital assets	19,847,700	(2,615,400)	(11.6)	22,463,100	20,890,800	14,446,111
Total including consolidation & other adjustments	19,847,700	(2,615,400)	(11.6)	22,463,100	20,890,800	14,446,111

Ministry total operating and capital including consolidation and other adjustments (not including assets)

Votes/Programs	Estimates 2024–2025 \$	Change from estimates 2023– 2024 \$	Change from estimates 2023– 2024 %	Estimates in 2023–2024 ^[4] \$	Interim actuals 2023–2024 ^[4] \$	Actuals 2022–2023 ^[4] \$
Ministry total	1,638,332,787	(210,482,827)	(11.4)	1,848,815,614	1,670,401,814	1,866,293,128

Historic trend

Historic trend analysis data	Actuals 2021–2022 ^[5] \$	Actuals 2022–2023 ^[5] \$	Estimates 2023–2024 ^[5] \$	Estimates 2024–2025 ^[5] \$
Ministry total operating and capital including consolidation and other adjustments (not including assets)	2,017,186,021	1,866,293,128	1,848,815,614	1,638,332,787
Year-over-year percent change	N/A *****	–7.5%	–0.9%	–11.4%

Further information on the Ministry of Labour, Immigration, Training and Skills Development’s programs and initiatives (<https://www.ontario.ca/page/ministry-labour-immigration-training-skills-development>) please visit our webiste.

For additional financial information, see:

- Expenditure Estimates (<https://www.ontario.ca/page/expenditure-estimates>)
 - Public Accounts of Ontario: past editions (<https://www.ontario.ca/page/public-accounts-ontario-past-editions>)
 - 2024 Ontario Budget: *Building a Better Ontario* (<https://budget.ontario.ca/2024/index.html>)
-

Agencies, boards and commissions (ABCs)

The work of the ministry is supported by several ABCs.

Office of the Worker Adviser (OWA): The OWA provides advisory, representation, and educational services to non-unionized injured workers and survivors, and represents them before the Workplace Safety and Insurance Board and the Workplace Safety and Insurance Appeals Tribunal. The OWA also provides support to non-unionized workers in Section 50 (*Occupational Health and Safety Act*) reprisal cases being heard at the Ontario Labour Relations Board.

Office of the Employer Adviser (OEA): The OEA provides advisory and educational services to all Ontario employers and representation services primarily to smaller employers, with fewer than 100 employees, with regard to workplace safety and insurance matters before the Workplace Safety and Insurance Board and the Workplace Safety and Insurance Appeals Tribunal. The OEA also provides support to employers with fewer than 50 employees in Section 50 (*Occupational Health and Safety Act*) reprisal cases being heard at the Ontario Labour Relations Board.

Pay Equity Office (PEO): The PEO administers Ontario’s *Pay Equity Act*, which is intended to redress systemic gender discrimination in the compensation of work historically stereotyped as female work. The PEO provides education and advice to employers, employees, and bargaining agents in the public and private sectors to achieve and maintain pay equity in their workplaces. The PEO also investigates complaints, conducts monitoring programs, attempts to effect settlements of pay equity issues between the parties and issues orders for compliance where necessary.

Pay Equity Hearings Tribunal (PEHT): The PEHT, a quasi-judicial tri-partite administrative tribunal, is responsible for adjudicating disputes arising under the *Pay Equity Act*.

Ontario Labour Relations Board (OLRB): The OLRB is an independent, quasi-judicial tribunal that mediates and adjudicates a variety of employment and labour relations-related matters under various Ontario statutes, including bad faith bargaining complaints, strikes and lockouts, school board collective bargaining disputes, appeals of decisions of employment standards officers and occupational health and safety inspectors including those related to the *Building Opportunities in the Skilled Trades Act, 2021*

Crown Employees Grievance Settlement Board (GSB): The GSB is an independent quasi-judicial tribunal that mediates and adjudicates labour relations rights disputes of Ontario Crown Employees.

Public Service Grievance Board (PSGB): The PSGB is an independent, adjudicative tribunal that provides dispute resolution services to certain management and excluded members of Ontario’s public service.

Office of the Fairness Commissioner (OFC): The OFC supports the Fairness Commissioner in acting on the mandate set out in the *Fair Access to Regulated Professions and Compulsory Trades Act, 2006* (FARPACTA) and the *Regulated Health Professions Act, 1991* (RHPA). The Fairness Commissioner assesses the registration practices of certain regulated professions and trades to make sure they are transparent, objective, impartial, and fair for anyone applying to practice their profession in Ontario.

Agencies not part of ministry estimates

Workplace Safety and Insurance Board (WSIB): The WSIB promotes health and safety in workplaces; facilitates the return to work and recovery of workers who sustain personal injury arising out of, and in the course of, employment or who suffer from an occupational disease; facilitates the re-entry into the labour market of workers and spouses of deceased workers; and provides compensation and other benefits to workers and to the survivors of deceased workers.

Workplace Safety and Insurance Appeals Tribunal (WSIAT): The WSIAT is an adjudicative tribunal which may confirm or vary a WSIB decision, and hears and decides appeals of final decisions of the WSIB.

Prevention Council: The Prevention Council provides advice to the Minister on the appointment of a Chief Prevention Officer and any other matters as specified by the Minister. Further, the Prevention Council provides advice to the Chief Prevention Officer on the prevention of workplace injuries and occupational diseases, for the purposes of the provincial occupational health and safety strategy, and the annual report under section 22.3 of the *Occupational Health and Safety Act*, and on any significant proposed changes to the funding and delivery of services for the prevention of workplace injuries and occupational diseases.

Labour-Management Advisory Committee: The Labour-Management Advisory Committee advises on grievance arbitration matters and on individuals qualified to act as grievance arbitrators under the *Labour Relations Act, 1995*.

Skilled Trades Ontario (STO): At maturity, STO will be responsible for a “one-window” delivery model for apprentice registration and certification of skilled tradespeople, in addition to maintaining and updating apprenticeship programs (including training standards, curriculum standards, and examinations).

Summary of expenditures: Agencies, boards and commissions (ABCs)

Agencies, boards and commissions	2023–24 Interim actual revenue ^[6] \$	2023–24 Interim actual expenditure ^[6] \$	2024–25 estimates \$
Pay equity office	0	3,184,600	2,996,000
Pay equity hearings tribunal	0	482,400	466,300
Ontario labour relations board	0	13,431,900	13,164,800
Grievance settlement board (see note 1)	0	2,701,500	2,670,900
Office of the worker adviser (see note 2)	0	13,003,700	12,324,500

Agencies, boards and commissions	2023-24 Interim actual revenue ^[6] \$	2023-24 Interim actual expenditure ^[6] \$	2024-25 estimates \$
Office of the employer adviser (see note 2)	0	4,240,000	4,019,200
Office of the fairness commissioner	0	1,949,600	1,854,700

Notes:

1. All costs of the Grievance Settlement Board are fully recovered from government Ministries as expenditure recoveries and from crown employers and trade unions as revenue:

Grievance settlement board recoveries		
Ministry recoverables	2023-24 Interim \$	2023-24 Estimates \$
Total recoverable	4,776,900	4,776,900

Ministry recoverables	2023-24 Interim \$	2023-24 Estimates \$
Recoveries — government ministries	2,106,100	2,106,100
Revenue — crown employers and unions	2,670,800	2,670,800
Total recoverable	4,776,900	4,776,900

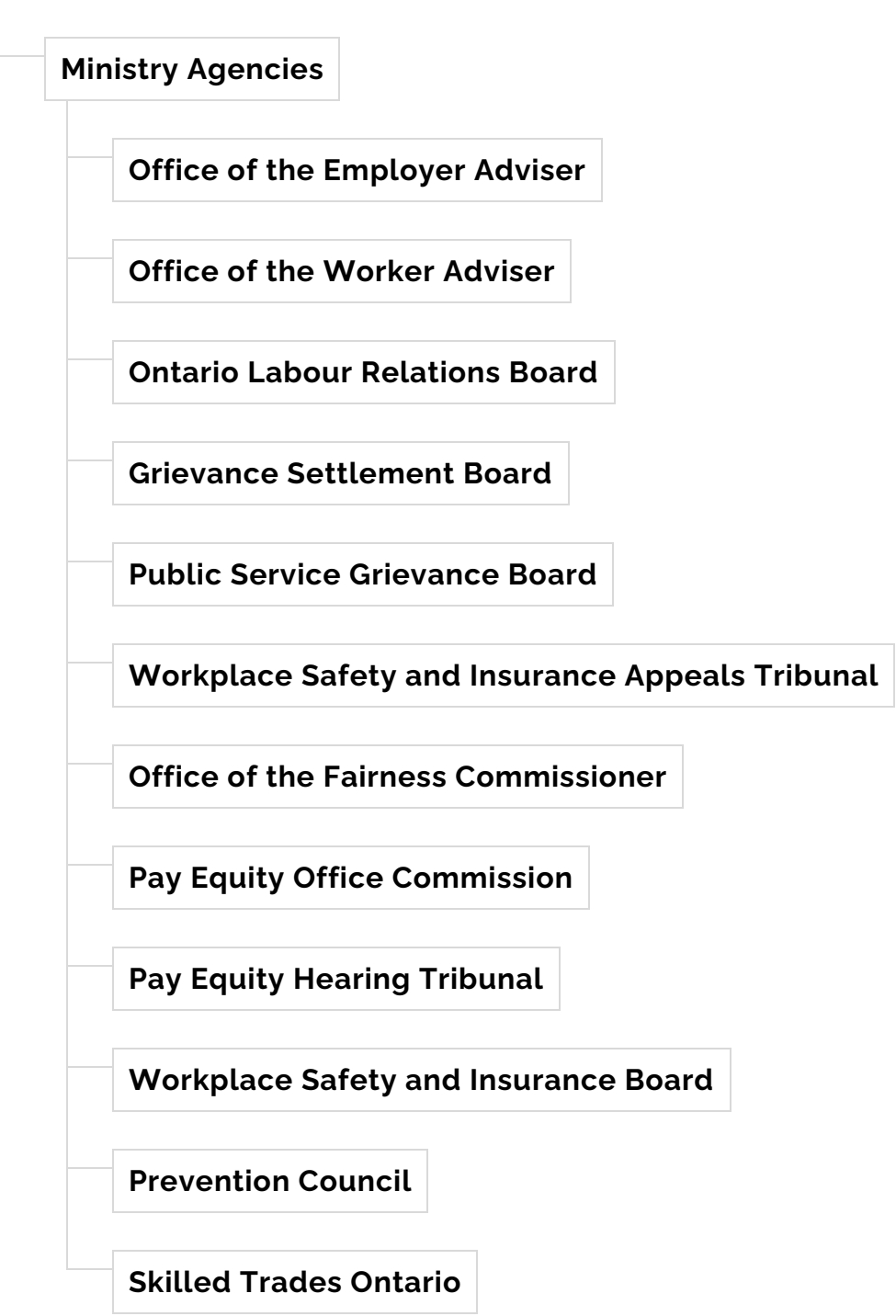
2. The amounts shown are gross amounts and are fully recoverable from the Workplace Safety and Insurance Board.

The Workplace Safety and Insurance Board and the Workplace Safety and Insurance Appeals Tribunal report to the Minister of Labour, Immigration, Training, and Skills Development but are not included in the ministry’s Expenditure Estimates because they are not funded through the Consolidated Revenue Fund (CRF).

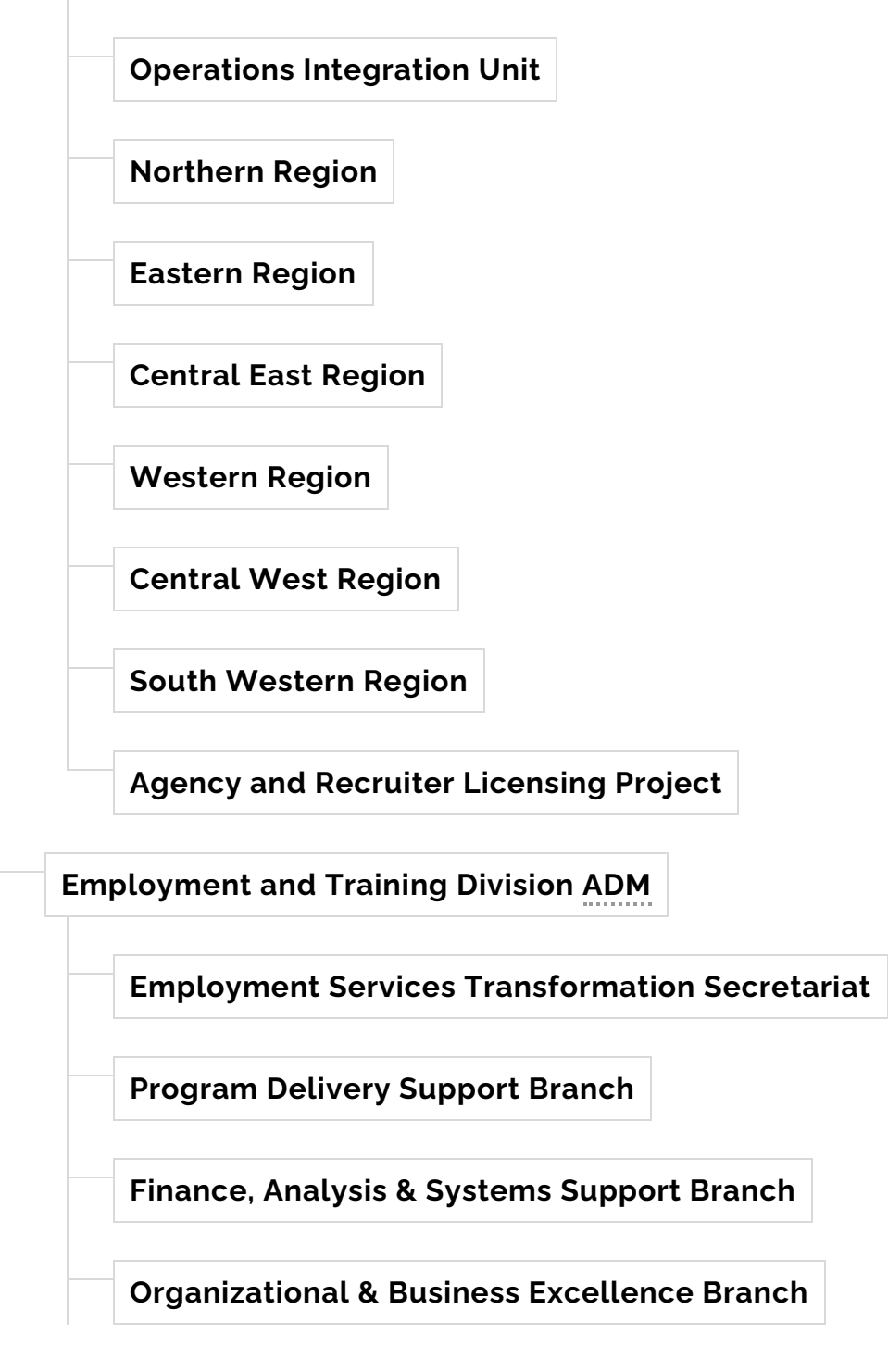
Ministry organization chart

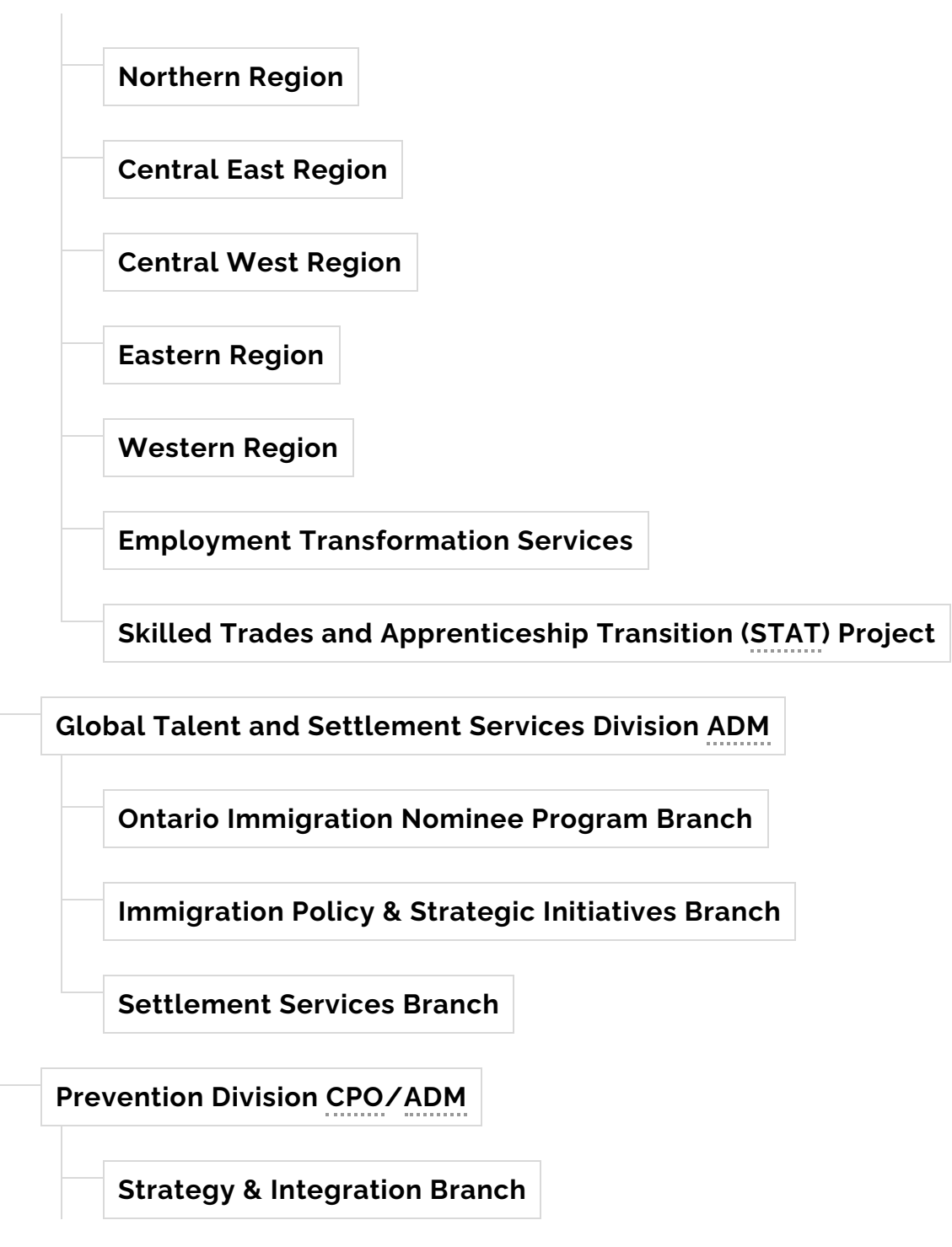
Minister of Labour, Immigration, Training, and Skills Development

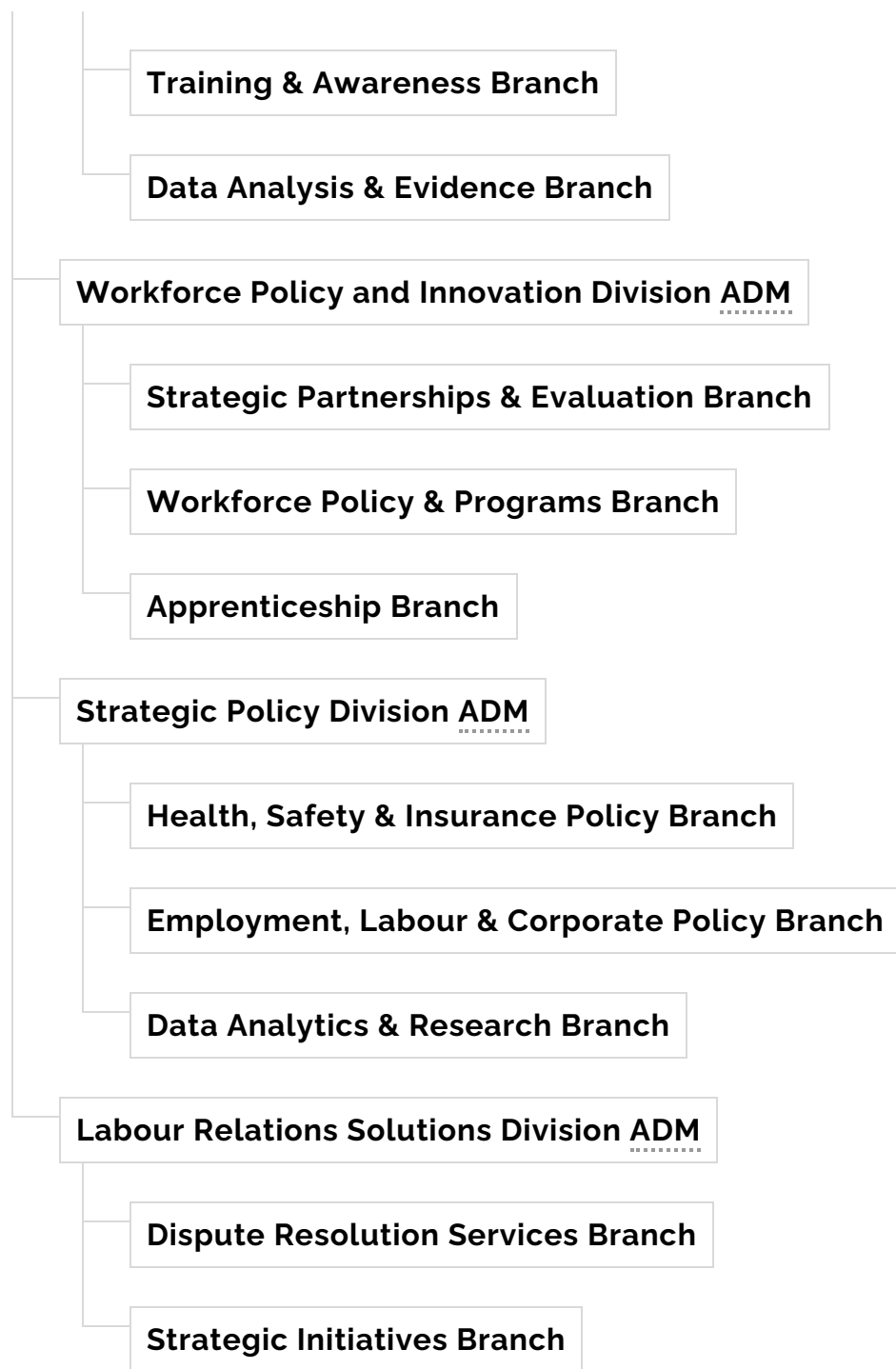
Deputy Minister











Appendix

Annual report

In 2023–2024 the Ministry of Labour, Immigration, Training and Skills Development (MLITSD) supported the government’s focus of making Ontario more competitive by preparing people for jobs, supporting employers in meeting their labour needs, creating safe and fair workplaces, and building a smarter government through key investments.

Employment Ontario

Employment Ontario (EO) is the province’s network of programs supporting job seekers in finding and retaining quality jobs, and aiding employers in recruiting skilled workers. In 2023–2024, EO continued to offer employment and training assistance to address labor shortages in key sectors through three components of the Workers’ Strategy: Skills Development Fund Training Stream, Employment Services Transformation, and the Skilled Trades Strategy.

In 2023–24, EO programs:

- Supported over 383,000 clients with career and employment resources.
- Provided grant funding for training to over 6,700 employees.
- Assisted over 36,000 adult learners in foundational skills development.
- Helped more than 8,100 youth access job readiness programs or secure employment.
- Aided over 100 individuals with disabilities in securing employment.
- Supported over 1,100 internationally trained immigrants in obtaining licensure and employment.
- Served over 45,100 clients, including 11,200 referred by Social Assistance, in gaining sustainable employment.

Skills Development Fund Training Stream

The Skills Development Fund (SDF) is a pivotal program within the ministry, dedicated to aiding employers and employees throughout the Province. Its Training Stream (SDF TS) fosters project-based, partnership-driven initiatives aimed at fostering economic growth in emerging and key-growth sectors. Additionally, it bolsters competitive advantage by implementing workforce development strategies that promote sustainability and resilience.

In 2023–2024, the government is supporting more than 200 projects benefiting over 128,000 workers and job seekers.

Skills Development Fund Capital Stream (SDF Capital)

In early 2023, the government announced a \$224M investment in a new Capital Stream of the Skills Development Fund. SDF Capital supports projects that are aimed at creating or improving physical spaces that increase the training capacity, number of trainees, and/or retention of trainees for jobs in emerging and in-demand growth sectors of Ontario’s economy and sectors experiencing labour market challenges.

On June 30, 2023, MLITSD launched the SDF Capital Stream to be administered in partnership with the Ministry of Infrastructure (MOI) and Infrastructure Ontario (IO). The first round of applications closed on October 10, 2023, and the Ministry is collaborating with MOI and IO to evaluate projects, with announcement of successful candidates coming in 2024–2025.

Employment services transformation

The ministry continued its employment services transformation by collaborating with local partners through Service System Managers (SSMs), announcing SSMs for five additional catchment areas in 2023. By March 2024, all 15 catchments in Ontario had SSMs in place. The ministry also applied continuous improvement to the model, making changes based on feedback, research, and data analysis. These changes included removing the market basket measure threshold from eligibility criteria and allowing for Job Stacking.

Engagement activities with urban Indigenous partners and First Nation communities continued, with capacity funding provided to Indigenous partners. Two distinct engagement tables were established: Urban Indigenous Engagement (UIET) received feedback to better support Indigenous clients, including the need for Indigenous Cultural Competency Training and relationship building. First Nations Engagement engaged with First Nations communities through partnership with Chiefs of Ontario, resulting in plans to establish the Employment Table Working Group to co-design a First Nations employment services and delivery model with the ministry.

Skilled trades strategy

Lastly, in 2023–2024, the ministry built on the Ontario’s Skilled Trades Strategy, designed to modernize the provincial skilled trades and apprenticeship system through the following initiatives and investments:

- \$28.3M allocated for new projects under the Pre-Apprenticeship Training Program, aiding individuals facing barriers to gain job skills and readiness for high-demand trades.
- \$22.5M dedicated to the Ontario Youth Apprenticeship Program (OYAP), providing secondary school students exposure to skilled trades while completing their diplomas. This included a pilot at two First Nations secondary schools, later expanded to additional schools.
- \$4.3M funding for Skills Ontario to raise awareness of skilled trades opportunities, including expanding provincial LevelUp! Skilled Trades Fairs for youth.
- \$18.0M allocated for the Apprenticeship Development Benefit, streamlining financial support and expanding eligibility for full-time training apprentices.
- \$125.3M earmarked for the In-Class Enhancement Fund, supporting high-quality in-class apprenticeship training.
- \$24.0M for the Apprenticeship Capital Grant, aiding Training Delivery Agents in upgrading facilities with modern equipment.
- \$3.6M investment in a client-facing digital system to bolster Ontario’s skilled trades and apprenticeship system.
- \$5.5M designated for the Tools Grant, assisting apprentices with tool and equipment costs.
- \$49.0M for the Achievement Incentive program, incentivizing skilled trades employers to hire and train apprentices, with enhanced incentives for specific demographics.
- Since 2020-2021, the government has invested over \$1.5 billion in the skilled trades.

Occupational Health and Safety — prevention

Guided by the *Prevention Works* strategy, in 2023–2024 the ministry continued to prevent workplace fatalities, injuries, and illness province-wide through several steering committees, activities, training, and programs including:

- The Addressing Workplace Risk Factors for Opioid-related Harms in Construction program provided resources and tools to address opioid-related harms,

including stigma reduction.

- The Workplace Naloxone Program (WNP) offered free naloxone training and kits to eligible employers.
- The Small Business Health and Safety Training Program reimbursed eligible employers for Health and Safety Representative (HSR) training costs, with approximately 3,800 learners trained and 380 employers reimbursed.
- The Silica Control Tool assisted construction workplaces in assessing and mitigating risks associated with silica dust.
- The Supporting Ontario’s Safe Employers (SOSE) program supports employers in implementing effective occupational health and safety management systems (OHSMS), with 16 new participating employers and 18 applications in Q4 2023–2024, receiving \$990,000 in incentives.
- The Ministry replaced the Certification Management System (CMS) with an in-house-built digital solution, enhancing user experience for all CPO-approved training, certification, and accreditation.

Occupational Health and Safety — enforcement

The ministry is committed to making Ontario workplaces safer and healthier through its regionally based, frontline Health and Safety (OHS) program. 2023–2024 program achievements include:

- 65,874 field visits carried out by OHS Inspectors to 30,064 workplaces across Ontario, with 8,229 orders and requirements issued (as of March 14, 2024).
- 604 samples were tested by The Materials Testing Laboratory (MTL), in accordance with the CSA G-4 standard (figures as of March 18, 2024).
- 1,680 sample analyses performed in support of the Ontario Reactor Surveillance Program (ORSP) and the Ontario Drinking Water Surveillance Program (DWSP).
- 714 x-ray applications received, and 969 x-ray installation reviews completed by RPS (as of March 15, 2024).

In 2023–2024, the OHS program also undertook significant legislation changes aimed at enhancing workplace safety:

- Amendments to regulations such as Ontario Regulation 213/91 and 420/21 were made to improve crane safety standards and reporting requirements for incidents involving cranes.

- Amendments to Regulation 854 (Mines and Mining Plants) were made to improve safety regarding ventilation, conveyances, mine hoists, explosives, ladderways, eye wash facilities, emergency showers, and the use of electronic devices to conduct examinations in a raise where drilling and blasting is taking place.
- In addition, several recommendations from the Mining Health, Safety and Prevention Review and Coroner’s Juries were implemented, including those relating to management of change, airborne hazard management, and dissipating stored energy before work is done on machines.
- Additionally, the Occupational Health and Safety Act (OHSA) was amended to increase the maximum fine for corporate offenders (from \$1,500,000 to \$2,000,000).

Employment Standards

In 2023–2024 the Employment Standards (ES) program continued to focus on claim resolution to create fair workplaces, and a level playing field for employers. The program saw continued recovery of claim intake following a reduction in 2020-2021 and 2021-2022. Additionally:

- The ES program advanced compliance modernization by collaborating with other regulators, implementing legislative changes, updating educational resources for ESA compliance, and enabling credit card payments for notices and contraventions in line with burden reduction principles.
- The general minimum wage increased on October 1, 2023 from \$15.50 to \$16.55 per hour. At the end of March 2024, the government published the next increase to the general minimum wage to \$17.20, effective October 1, 2024.

Working For Workers

On October 26, 2023, the *Working for Workers Act, 2023* received Royal Assent and introduced new measures that have been instrumental in enhancing earning potential for countless Ontarians while also fostering an environment conducive to the integration of newcomers and their contributions to the province’s growth. These amendments have had impacts on a number of MLITSD’s programs.

The legislation included ESA-and EPFNA-related amendments, such as:

- Expanding the reasons and reducing eligibility requirements for reservist leave.
- Updating the definition of establishment, extending mass termination notice to remote workers.

- Providing authority to prescribe information to be provided to employees.

In addition, Notice of Contravention penalties for retaining foreign national passports were increased on December 27, 2023.

In November 2023, the government introduced the *Working for Workers Four Act, 2023*, which proposed further ES-related amendments. The *Working for Workers Four Act, 2023* received Royal Assent on March 21, 2024. The bill makes changes to the *Employment Standard Act* to:

- Amend the definition of employee by including work performed during a trial period;
- Add further criterion where an employer pays wages by direct deposit, requiring that the account be selected by the employee;
- Clarify that an employer cannot deduct an employee's wages where a customer leaves the establishment without paying;
- Require employers to pay tips or other gratuities by cash, cheque or direct deposit in accordance with established criteria;
- Require employers to post a copy of their tips sharing policy if the employer or a director or a shareholder of the employer, shares in employee tips;
- Clarify that an employer must have an agreement with an employee if the employer wishes to pay vacation pay on every pay cheque, or at an agreed upon time; and
- Upon proclamation, establish certain requirements and prohibitions related to salary disclosure, use of AI and Canadian work experience, with respect to publicly advertised job postings.

Through amendments to the *Workplace Safety and Insurance Act*, the government:

- Expanded presumptive cancer coverage for firefighters and fire investigators, lowering the duration of employment required for compensation eligibility.
- Added certain substances to the list of presumed work-related poisonings.
- Enhanced benefit payments and creating presumptive entitlement for primary-site esophageal cancer for firefighters and fire investigators with at least 15 years of employment.

The *Fair Access to Regulated Professions and Compulsory Trades Act, 2006* (FARPACTA) was amended, and new regulation-making authority was created under it, in order to:

- Further remove barriers to registration associated with Canadian work experience requirements and to establish the duty of regulated professions to consider labour market needs to ensure an adequate supply of qualified professionals.
- Improve transparency and accountability for internationally trained individuals when they have their foreign qualifications assessed by prescribing requirements for regulated professions when assessing qualifications, and specific duties for regulated professions and their use of third parties.

Labour Relations

Through the Labour Relations (LR) program, the ministry provided neutral, evidence-based, collective bargaining analytics and informed labour relations policy support to the government and other ministries on labour issues. Stakeholders included hospitals, long-term care homes, retirement homes, other congregate care settings, municipalities, the construction industry, and additional private sector manufacturing and service industries.

By resolving disputes in the labour community, the LR program facilitated a stable and harmonious labour environment. Achievement statistics for 2023–2024 included:

- Approximately 2,000 conciliation and mediation files appointed by the ministry.
- Exceeding its 95% target rate, with 97% of all collective agreements being achieved without a work disruption (see Figure 2 below).

Figure 2: Collective Agreements Settlements without strike or lockout	
Year	Percentage of settlements without work disruption %
2013–2014	99 . 0

Year	Percentage of settlements without work disruption %
2014-2015	98.0
2015-2016	99.0
2016-2017	98.0
2017-2018	98.0
2018-2019	99.0
2019-2020	99.0
2020-2021	99.0
2021-2022	98.0
2022-2023	99.0

Year	Percentage of settlements without work disruption %
2023-2024	97.0

- 74% decrease in the number of Person-Days lost when compared year-over-year.
- Approximately 1,300 collective agreements ratified in the construction, education, health and social services, public administration, trade and finance, and manufacturing sectors.
- Approximately 500 appointments made by the ministry, settling grievance and interest arbitration disputes where the parties were unable to agree on an arbitrator on their own.
- Increased access to reports on the Collective Bargaining Ontario website, with the *Collective Bargaining Highlights* report being accessed over 5,200 times and the *Collective Bargaining Expiries* report being accessed over 1,000 times.

Global Talent and Settlement Services (GTSS)

Through GTSS, the ministry addresses two key government priorities:

- Nominating skilled immigrants, and
- Supporting social and economic integration of newcomers

Nominating skilled immigrants

MLITSD invested in a modern and secure online OINP application system, as well as in processing capacity. These investments allowed the program to handle the increase in application volume, while maintaining a robust and rigorous review process to detect and deter fraud.

In 2023–24 OINP achievements include:

- Meeting its 2023 nomination allocation of 16,500 nominations issued for permanent residence, to successful applicants across 9 program streams.
- Nominating applicants from over 155 different countries.
- Nominating over 4,500 skilled trades workers.
- Nominating over 2,000 health care workers.

2023–24 OINP statistics included:

- 15% of applicants already had a job offer in Ontario before nomination.
- 58% of nominees held a postsecondary degree or diploma.
- 64% had high language skills (Canadian Language Benchmark 7 or above) in at least one of Canada’s official languages.

Outreach and promotion

On May 29, 2023, the ministry launched the Immigration Promotion and Employer Outreach Unit (IPEO), dedicated to promoting the OINP through outreach and promotion provincially and internationally. Since its creation the team has:

- Delivered 85 presentations to provincial and international audiences.
- Conducted 106 business calls with Ontario employers.
- Made 2 trips to Northern Ontario, building partnerships with stakeholders and employers in the region, and promoting OINP’s business services.
- Participated in three international outreach missions to Ivory Coast, France, and Morocco to promote the program to prospective francophone immigrants.

Supporting social and economic integration of newcomers

The ministry funds a full array of settlement, language training and employment programming for immigrants and newcomers via a network of over 150 service providers. Programming builds on the human and social capital of immigrants and refugees to help them integrate and succeed in Ontario. 2023–2024 Immigration and Settlement Program achievements include:

- Over 113,000 clients accessed settlement, language training, skills training and employment supports (as of Q2 2023–2024)
 - 82% of these settlement services clients looking for employment were referred to employment and training services. Others were referred to language training and other supports.
- 79% of learners advanced at least one level in their language skills.
- Over 3,000 newcomer skilled immigrants participated in the OBT program to quickly put their qualifications to use (as of March 8, 2024)
 - 1,098 Bridge Training clients were employed in their field or a related field (as of March 8th, 2024).

In 2023–2024, the ministry collaborated on the whole of government humanitarian response to support asylum claimants and Ukrainian arrivals. This included:

- \$13.82M in additional funding for settlement services, language training and labour market integration supports to help asylum claimants settle, achieve stability and find employment, with 30,000+ asylum claimants benefiting from these services.
 - Nearly 25,000 asylum claimants accessed settlement services and over 11,000 asylum claimants accessed language training.
 - 96% of asylum claimants who identified employment as their settlement goal were referred to employment and training services, as of Dec 31, 2023.
- \$2.6M in additional funding to 14 settlement organizations to assist Ukrainian newcomers with settlement, employment supports, housing, and mental health.
 - Over 7,800 Ukrainian newcomers accessed settlement services (as of Q2 2023–2024).
 - 75% of these clients looking for employment were referred to employment and training services. Others were referred to language training and other supports.

Table 3: Ministry interim actual expenditures 2023–24

Departmental resources	Ministry interim actual expenditures 2023–24 ^[6] \$M *****
Operating	1,662.2
Capital	8.2
Staff Strength ^[7] (as of March 28, 2024)	2,715.2

Acts administered by the ministry: 2023–24

Ambulance Services Collective Bargaining Act, 2001

Building Opportunities in the Skilled Trades Act, 2021

Crown Employees Collective Bargaining Act, 1993

Digital Platform Workers’ Rights Act, 2022

Employment Protection for Foreign Nationals Act, 2009

Employment Standards Act, 2000

*Fair Access to Regulated Professions and Compulsory
Trades Act, 2006*

*Fire Protection and Prevention Act, 1997, Part IX
(Firefighters: Employment and Labour Relations)*

Front-line and Essential Service Worker Week Act, 2021

Government Contract Wages Act, 2018

Hospital Labour Disputes Arbitration Act

Labour Relations Act, 1995

Ministry of Labour Act

*Ministry of Training, Colleges and Universities Act, in
respect of training and skills development*

Occupational Health and Safety Act

Occupational Safety and Health Day Act, 2021

Ontario Immigration Act, 2015

Ontario Labour Mobility Act, 2009

Pay Equity Act

Pay Transparency Act, 2018

Protecting Child Performers Act, 2015

Public Sector Dispute Resolution Act, 1997

Public Sector Labour Relations Transition Act, 1997

Public Service of Ontario Act, 2006 in respect of sections 21 to 27 and clause 31(1)(b) [only in respect of the Public Service Grievance Board]

Registered Human Resources Professionals Act, 2013

Regulatory Modernization Act, 2007

Rights of Labour Act

Toronto Transit Commission Labour Disputes Resolution Act, 2011

Workers Day of Mourning Act, 2016

Workplace Safety and Insurance Act, 1997

The Ministry of Labour, Immigration, Training and Skills Development also has responsibilities under the following Act administered by another ministry:

Colleges Collective Bargaining Act, 2008

- Administered by the Ministry of Colleges and Universities. However, the Ministry of Labour, Immigration, Training and Skills Development has a role in the conciliation process, and the Ontario Labour Relations Board also has functions and responsibilities under this Act.

School Boards Collective Bargaining Act, 2014 (SBCBA)

- Administered by the Ministry of Education. The Ministry of Labour, Immigration, Training and Skills Development provides the services of conciliation officers and mediators to assist with bargaining.

"Back to work" Acts administered by the Ministry of Labour, Immigration, Training and Skills Development

Back to Class Act (York University), 2018

Colleges of Applied Arts and Technology Labour Dispute Resolution Act, 2017

Protecting the School Year Act, 2015

Footnotes

- [1] ^ Including Statutory Appropriations and Operating Expense Adjustments
- [2] ^ Includes Main Office 6.6%; Financial and Administrative Services 32.3%; Corporate Services 5.4%; Strategic Human Resources Branch 6.9%; Communications Services 11.7%; Legal Services 35.5%; and Information Systems 1.4%.
- [3] ^ Net of consolidations and adjustments
- [4] ^ Estimates, Interim Actuals and Actuals for prior fiscal years are re-stated to reflect any changes in ministry organization and/or program structure. Interim actuals reflect the numbers presented in the *2024 Ontario Budget*.
- [5] ^ Estimates and Actuals for prior fiscal years are re-stated to reflect any changes in ministry organization and/or program structure.
- [6] ^ Interim actuals reflect the numbers presented in the *2024 Ontario Budget*.
- [7] ^ Ontario Public Service Full-Time Equivalent positions.