

SASKATCHEWAN



**HUMAN
RIGHTS
COMMISSION**

September 1, 2010

Clare Isman
Deputy Minister
Advanced Education, Employment and Immigration
945 Hamilton Street
Regina, SK S4P 2C8

COPY

Dear Ms. Isman:

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**Re: Exemption amendment application
Advanced Education, Employment and Immigration (formerly
Advanced Education, Employment and Labour)
Skills Training Allocation (formerly JobStart/Future Skills
Program)
Our File: EX94-42**

This is in response to your letter dated August 19, 2010. In effect, the letter is an application to amend and extend the current exemption order based on:

- The program review and re-design. The JobStart/Future Skills program has been discontinued and replaced with the Skills Training Allocation program, and
- Your Ministry's name change to the Ministry of Advanced Education, Employment and Immigration (AEEI) from The Ministry of Advanced Education, Employment and Labour.

Section 48 of *The Saskatchewan Human Rights Code* (the *Code*) allows me to grant exemptions. The historical exemption order is from sections 12 (services) and 13 (education) of the *Code*. The application to amend continues to seek the same exemptions in addition to 16 (employment) and 19 (advertising). AEEI requests the ability to give Skills Training Allocation program preference based on any or all of the following:

- Ancestry
- People in receipt of public assistance
- Race or perceived race
- Colour
- Place of origin
- Sex
- Disability
- Age

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The above prohibited grounds cover the program categories listed by AEEI which includes wording such as youth, visible minority, people of Aboriginal ancestry, women in under-represented occupations, etc. Once the Skills Training Allocation program is fully developed and operational, statistical reporting based on program-identified categories will continue to be useful in Commission reviews, as they have been in the past.

At this time I find it necessary and advisable to grant the amended exemption order as it pertains to the Skills Training Allocation. My reasons follow.

- The program goal is to provide training that addresses the needs of members from disadvantaged groups to gain meaningful employment,
- The program re-design is focused on further increasing equity participation in skills training and labour market attachment,
- A strong emphasis will be on increasing the participation of disadvantaged groups in skills training opportunities. These groups include First Nations and Métis people, social assistance recipients, people with disabilities, women in under-represented occupations, visible minorities and youth, and
- Employers, First Nations and Métis organizations and others will be included in the planning of training programs that meet the labour market demands for skilled workers.

When posting advertisements related to this program, the Commission recommends that AEEI and its partners cite "Saskatchewan Human Rights Exemption File No. EX09-10".

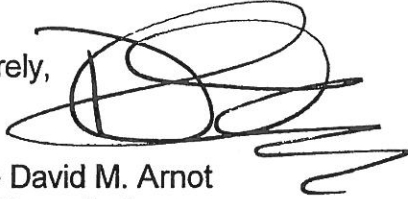
Although this is in effect a new file due to the extensive changes and re-design, I have treated it as a continuation of exemption file number E94-42 for historical informational purposes. It continues to relate to programs directed at employment skills for unemployed and under-employed people.

I look forward to receiving reported information on the results of this program once it is implemented. I understand the program will not be implemented until April 2011. Therefore, as is customary with the extension of exemption orders, this order will be reviewed in two years and is in effect until

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September 30, 2012. My office will be in contact with you prior to the review period. Should any further changes, either program-wise or administrative (ie name changes) occur during this time, please let my office know, for our reporting purposes.

Sincerely,

A handwritten signature in black ink, appearing to be 'D. Arnot', written over a circular stamp or seal.

Judge David M. Arnot
Chief Commissioner

cc: Ted Amendt, Executive Director, Program Innovation Branch

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