

Manitoba Business, Mining, Trade and Job Creation

Affaires, Mines, Commerce et Création d'emplois Manitoba

Annual Report Rapport annuel

For the year ended March 31, 2025

Pour l'exercice terminé le 31 mars 2025

LAND ACKNOWLEDGEMENT

We acknowledge that Manitoba is located on the Treaty Territories and ancestral lands of the Anishinaabeg, Anishinewuk, Dakota Oyate, Denesuline and Nehethowuk Nations.

We acknowledge that Manitoba is located on the National Homeland of the Red River Métis.

We acknowledge that northern Manitoba includes lands that were and are the ancestral lands of the Inuit.

RECONNAISSANCE TERRITORIALE

Nous reconnaissons que le Manitoba se trouve sur les territoires visés par un traité et sur les terres ancestrales des peuples anishinaabeg, anishinewuk, dakota oyate, denesuline et nehethowuk.

Nous reconnaissons que le Manitoba se situe sur le territoire national des Métis de la Rivière-Rouge.

Nous reconnaissons que le nord du Manitoba comprend des terres qui étaient et sont toujours les terres ancestrales des Inuits.

Annual Report

2024-25

**Manitoba Business,
Mining, Trade and Job
Creation**

Rapport annuel

2024-2025

**Affaires, Mines,
Commerce et Création
d'emplois Manitoba**

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Accessibility Coordinator, Bryan Spencer 204-232-5738.

Minister's Letter of Transmittal



Minister of Business, Mining, Trade and Job Creation

Legislative Building, Winnipeg, Manitoba R3C 0V8 CANADA

Her Honour the Honourable Anita R. Neville, P.C., O.M.
Lieutenant Governor of Manitoba
Room 235 Legislative Building
Winnipeg, MB R3C 0V8

May it Please Your Honour:

I have the privilege of presenting, for the information of Your Honour, the Annual Report of Manitoba Business, Mining, Trade and Job Creation, for the fiscal year ending March 31, 2025.

Respectfully submitted,

Original signed by

Honourable Jamie Moses
Minister of Business, Mining, Trade and Job Creation



Lettre d'accompagnement – Ministre



Ministre des Affaires, des Mines, du Commerce
et de la Création d'emplois

Palais législatif, Winnipeg (Manitoba) R3C 0V8 CANADA

Son Honneur l'honorable Anita R. Neville, P.C., O.M.
Lieutenante-gouverneure du Manitoba
Palais législatif, bureau 235
Winnipeg (Manitoba) R3C 0V8

Madame la Lieutenante-Gouverneure,

J'ai l'honneur de vous présenter, à titre d'information, le rapport annuel du ministère des Affaires, des Mines, du Commerce et de la Création d'emplois du Manitoba pour l'exercice qui s'est terminé le 31 mars 2025.

Le tout respectueusement soumis,

Original singé par

Jamie Moses
Ministre des Affaires, des Mines, du Commerce et de la Création d'emplois



Deputy Minister's Letter of Transmittal



**Business, Mining, Trade and Job Creation
Deputy Minister**

352 – 450 Broadway, Winnipeg, Manitoba R3C 0V8 CANADA
T: 204-945-5600
dmbmtjc@manitoba.ca

Honourable Jamie Moses
Minister of Business, Mining, Trade and Job Creation
Room 358 Legislative Building
Winnipeg, MB R3C 0V8

Sir:

I am pleased to present for your approval the 2024-25 Annual Report of Manitoba Business, Mining, Trade and Job Creation.

Respectfully submitted,

Original signed by

Michael Jack
Deputy Minister of Business, Mining, Trade and Job Creation



Lettre d'accompagnement – Sous-ministre



Affaires, Mines, Commerce et Création d'emplois

Sous-ministre

450, Broadway, bureau 352, Winnipeg (Manitoba) R3C 0V8

Tél. : 204 945-5600

dmbmtjc@manitoba.ca

Jamie Moses

Ministre des Affaires, des Mines, du Commerce et de la Création d'emplois

Palais législatif, bureau 358

Winnipeg (Manitoba) R3C 0V8

Bonjour,

J'ai le plaisir de soumettre à votre approbation le rapport annuel du ministère des Affaires, des Mines, du Commerce et de la Création d'emplois pour l'exercice 2024-2025.

Le tout respectueusement soumis,

Original signé par

Michael Jack

Sous-ministre des Affaires, des Mines, du Commerce et de la Création d'emplois



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Introduction/Introduction (French)

This Annual Report fulfills the department reporting requirements described in The Financial Administration Act. The annual report is organized in accordance with departments' appropriation structure as at March 31, 2025, which reflects the authorized appropriations approved by the Legislative Assembly.

Consistent with the Supplement to the Estimates of Expenditure, the annual report includes the Manitoba government performance measurement to foster operational improvements by reinforcing transparency, urgency, alignment, and accountability. Performance measurement aligns the departments' work to the government's mandate and strategic priorities. Departments then create operating plans that further translate strategy into day-to-day operations.

The annual report includes information on the department and its Other Reporting Entities (OREs) summary financial results, provides a more detailed breakdown of any changes to its voted budget and also reports on the department's progress in achieving diversity milestones. The financial results and associated variance explanations continue to be provided at the sub-appropriation level. The annual report provides a comprehensive picture of the department's financial performance.

Le présent rapport annuel répond aux exigences ministérielles en matière de rapports qui sont décrites dans la Loi sur la gestion des finances publiques. Il est présenté conformément à la structure des postes budgétaires du ministère au 31 mars 2025, qui tient compte des crédits autorisés ayant été approuvés par l'Assemblée législative.

En cohérence avec le budget complémentaire, le rapport annuel comprend la mesure de la performance du gouvernement du Manitoba, qui favorise l'amélioration sur le plan opérationnel en mettant l'accent sur la transparence, l'urgence, l'uniformité et la reddition de comptes. La mesure de la performance permet d'harmoniser les travaux des ministères avec le mandat et les priorités stratégiques du gouvernement. Les ministères élaborent ensuite des plans opérationnels qui intègrent ces thèmes aux activités quotidiennes.

Le rapport annuel contient les résultats financiers sommaires du ministère et de ses autres entités comptables, fournit une ventilation plus détaillée des changements apportés au budget des crédits votés et rend compte des progrès du ministère en matière de diversité. Il continue de fournir les résultats financiers accompagnés d'explications sur les écarts au niveau des postes secondaires. Le rapport annuel fournit un portrait global de la performance financière du ministère.

Department At a Glance – 2024-25 Results

| | |
|--|---|
| Department Name & Description | Business, Mining, Trade and Job Creation is responsible for supporting economic growth for Manitoba through investment, trade, mineral resource development, and a skilled and diverse workforce. |
| Minister | Honourable Jamie Moses |
| Deputy Minister | Michael Jack |

| | | |
|---------------------------------|----------|--|
| Other Reporting Entities | 4 | <ul style="list-style-type: none"> • Abandonment Reserve Fund • Economic Development Winnipeg • Manitoba Development Corporation • Rural Manitoba Economic Development Corporation |
|---------------------------------|----------|--|

| Summary Expenditure (\$M) | |
|---------------------------|--------------|
| \$209 | \$187 |
| Authority | Actual |

| Core Expenditure (\$M) | | Core Staffing |
|------------------------|--------------|---------------|
| \$202 | \$202 | 501.40 |
| Authority | Actual | Authority |

Coup d'œil sur le ministère – Résultats en 2024-2025

| | |
|---------------------------------|---|
| Nom et description du ministère | Le ministère des Affaires, des Mines, du Commerce et de la Création d'emplois est chargé de soutenir la croissance économique du Manitoba au moyen d'investissements, du commerce et du développement des ressources minérales, et grâce à une main-d'œuvre qualifiée et diversifiée. |
| Ministre | Jamie Moses |
| Sous-ministre | Michael Jack |

| | | |
|---------------------------|----------|---|
| Autres entités comptables | 4 | <ul style="list-style-type: none"> • Economic Development Winnipeg • Fonds de réserve pour l'abandon • Société de développement du Manitoba • Rural Manitoba Economic Development Corporation |
|---------------------------|----------|---|

| | |
|--|------------------|
| Dépenses globales (en millions de dollars) | |
| 209 \$ | 187 \$ |
| Dépenses autorisées | Dépenses réelles |

| | | |
|--|------------------|-----------------------|
| Dépenses ministérielles (en millions de dollars) | | Personnel ministériel |
| 202 \$ | 202 \$ | 501,40 |
| Dépenses autorisées | Dépenses réelles | Dépenses autorisées |

Departmental Responsibilities

The Department of Business, Mining, Trade and Job Creation facilitates the creation of jobs and inclusive economic growth, leads sustainable management of Manitoba's mineral resources, and promotes economic reconciliation.

The overall responsibilities of the minister and Manitoba Business, Mining, Trade and Job Creation include:

- Applying a whole-of-government approach to support business retention and expansion, regional economic development, trade, market diversification, and investment attraction.
- Delivering a suite of responsive economic development tools, supports, tax incentives, and financial programs that create the conditions for economic growth, private sector investment, trade development, and job creation.
- Supporting businesses to increase productivity, create jobs, drive economic growth, and fight inflation.
- Strengthening trade ties, protecting Manitoba jobs, and actively pursuing opportunities to diversify and expand our global trade relationships.
- Leading Manitoba's policy and programming to create an environment that supports wellbeing and an inclusive economy, with a skilled and diverse workforce.
- Advancing social equity by connecting Indigenous Peoples, immigrants, persons with disabilities, youth, and other underrepresented groups with good Manitoba jobs.
- Supporting employee-specific skills training to businesses entering or expanding in the Manitoba market.
- Modernizing the apprenticeship system so that it works in collaboration with stakeholders to develop the skilled workers needed to grow the economy.
- Leading Manitoba's engagement in intergovernmental labour market and economic development forums, while collaborating across government to champion initiatives to enhance internal trade and foster collaboration across provinces and territories.
- Working with the federal government to ensure economic and labour market investments and programming are accessible, inclusive, and meet the needs of Manitobans and local businesses and organizations.
- Promoting the responsible development of Manitoba's mineral resources.
- Ensuring the Crown fulfills its duty to consult on critical mineral development and oil and gas activities that may affect Indigenous and Treaty rights.
- Facilitating an environment that supports Manitoba's commitment as a leader in the low-carbon economy.
- Guiding the responsible development of Manitoba's mineral, oil, gas, and aggregate resources to advance investment, economic growth opportunities, and reconciliation.
- Developing Manitoba's shared geospatial technology and information assets.
- Administering legislation under the statutory responsibility of the Minister.

The minister is also responsible for:

- Apprenticeship and Certification Appeal Board
- Apprenticeship and Certification Board
- Mining Board
- Surface Rights Board

Appendix B – Statutory Responsibilities lists acts under the minister's responsibility.

Department Shared Services

A shared service is a centralized function that provides common services or resources to multiple business units or departments. It aims to streamline operations, improve efficiency by reducing duplication, and reduce costs to better support the department's overall objectives.

Finance and Administration Division

- In addition to supporting Business, Mining, Trade and Job Creation, Finance and Administration provided shared accounting services to Advanced Education and Training.

Responsabilités ministérielles

Le ministère des Affaires, des Mines, du Commerce et de la Création d'emplois facilite la création d'emplois et une croissance économique inclusive pour toute la population manitobaine, dirige la gestion durable des ressources minérales du Manitoba et favorise la réconciliation économique.

Les responsabilités générales de la personne occupant le poste de ministre des Affaires, des Mines, du Commerce et de la Création d'emplois comprennent les suivantes :

- appliquer une approche pangouvernementale pour soutenir le maintien et le développement des entreprises, le développement économique régional, le commerce, la diversification des marchés et l'attraction des investissements;
- fournir une série d'outils de développement économique, de mesures de soutien, d'encouragements fiscaux et de programmes financiers adaptés qui créent des conditions propices à la croissance économique, à l'investissement privé, à l'expansion du commerce et à la création d'emplois;
- soutenir les entreprises pour accroître la productivité, créer des emplois, stimuler la croissance économique et lutter contre l'inflation;
- renforcer les liens commerciaux, protéger les emplois au Manitoba et rechercher activement des possibilités de diversifier et d'élargir nos relations commerciales dans le monde;
- diriger les politiques et les programmes du Manitoba afin de créer un environnement propice au bien-être et à une économie inclusive, s'appuyant sur une main-d'œuvre qualifiée et diversifiée;
- promouvoir l'équité sociale en permettant aux Autochtones, aux immigrants, aux personnes handicapées, aux jeunes et aux autres groupes sous-représentés d'obtenir de bons emplois au Manitoba;
- soutenir la formation professionnelle du personnel offerte aux entreprises qui se développent sur le marché manitobain ou qui y font leur entrée;
- moderniser le système d'apprentissage afin qu'il travaille de façon concertée avec les parties prenantes pour former les travailleurs qualifiés dont nous avons besoin pour faire croître l'économie;
- diriger la participation du Manitoba à des forums intergouvernementaux portant sur le marché du travail et le développement économique, tout en collaborant avec l'ensemble du gouvernement pour défendre les initiatives visant à améliorer le commerce intérieur et à favoriser la collaboration entre les provinces et territoires;
- travailler avec le gouvernement fédéral pour veiller à ce que les investissements et les programmes relatifs à l'économie et au marché du travail soient accessibles et inclusifs, et répondent aux besoins de la population manitobaine ainsi que des entreprises et des organismes locaux;
- promouvoir le développement responsable des ressources minérales du Manitoba;
- veiller à ce que le gouvernement s'acquitte de son obligation de consulter au sujet de la mise en valeur des minéraux critiques et des activités liées aux ressources gazières et pétrolières qui sont susceptibles de porter atteinte aux droits ancestraux et issus d'un traité des peuples autochtones;

- favoriser un environnement qui soutient l'engagement du Manitoba en tant que chef de file de l'économie sobre en carbone;
- orienter le développement responsable des ressources minérales, pétrolières et gazières ainsi que des ressources en agrégats du Manitoba pour faire progresser l'investissement, les possibilités de croissance économique et la réconciliation;
- mettre au point des technologies géospatiales et des actifs informationnels à utilisation partagée du Manitoba;
- faire appliquer les lois qui relèvent de la personne occupant le poste de ministre.

La personne occupant le poste de ministre est aussi responsable des entités suivantes :

- Commission d'appel en matière d'apprentissage et de reconnaissance professionnelle;
- Commission de l'apprentissage et de la reconnaissance professionnelle;
- Commission des mines;
- Commission des droits de surface.

L'annexe B portant sur les responsabilités législatives dresse la liste des lois qui relèvent de la personne occupant le poste de ministre (en anglais seulement).

Services partagés du ministère

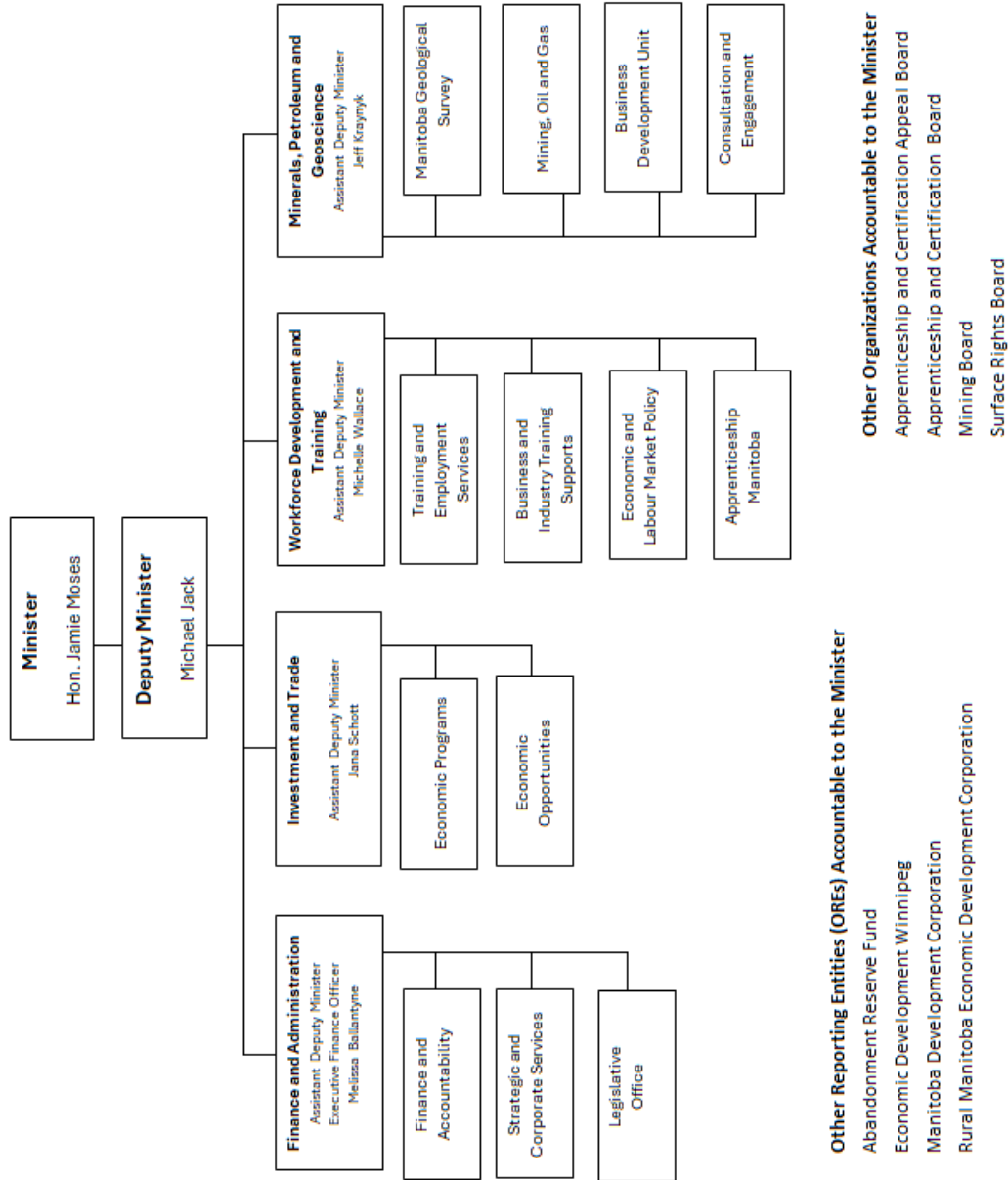
Un service partagé est une fonction centralisée qui fournit des ressources ou des services communs à plusieurs unités fonctionnelles ou ministères. Il a pour objet de rationaliser les activités, d'améliorer l'efficacité en évitant les chevauchements et de réduire les coûts pour mieux soutenir les objectifs globaux du ministère.

Division des finances et de l'administration

- En plus de soutenir le ministère des Affaires, des Mines, du Commerce et de la Création d'emplois, la Division des finances et de l'administration fournit des services partagés de comptabilité au ministère de l'Éducation postsecondaire et de la Formation.

Organizational Structure

Business, Mining, Trade and Job Creation as of March 31, 2025



Operating Environment and Departmental Risk

Manitoba faced a pivotal shift in 2024-25 due to changes in U.S. trade policy, resulting in economic uncertainty across Canada. In response, Business, Mining, Trade and Job Creation prioritized initiatives aimed at strengthening Manitoba's economy. Efforts focused on strengthening competitiveness in new markets, diversifying export destinations, supporting local businesses, leveraging Manitoba's geographic and mineral advantages, and building a skilled workforce.

Despite global disruptions, trade remains a cornerstone of Manitoba's economy. In 2024, Manitoba exported \$20.5 billion of goods to the world. To mitigate developing trade risks the department helped to foster existing and new trade relationships and broaden the province's global presence. U.S. trade missions and meetings focused on forming strong partnerships with U.S. business, government, and labour leaders. Strategic trade missions to South Korea, Germany, and the United Kingdom helped build international partnerships for Manitoba and support market diversification. These efforts align with a broader vision to unlock new economic corridors and strengthen Manitoba's role in global supply chains. Manitoba's central location along the mid-continent trade corridor, combined with its unique rail connections from the Arctic to Mexico, positions the province as a resilient and reliable hub for international commerce. While expanding our presence abroad, the department also focused on strengthening Manitoba's diverse economy through targeted support for local businesses. This included the launch of the *Support Manitoba. Buy Local.* campaign to encourage Manitobans to support Manitoba businesses and strengthen the local economy.

Manitoba is home to critical minerals of global interest and contains 30 of the 34 minerals on Canada's 2024 critical minerals list. To support investment and incentivize critical mineral development, Manitoba launched its *Securing Our Critical Mineral Future* strategy. Grounded in environmental stewardship and Indigenous inclusion, the strategy supports northern communities, advances sustainable mining, and fosters economic reconciliation. The department remains committed to building and maintaining mutually respectful relationships with Indigenous Peoples. Under the strategy, the department has established a Mining Advisory Council to provide guidance and advance Indigenous inclusion and mineral sector partnerships and is working closely with rights holders, communities, industry, and other stakeholders, on projects which emphasize early engagement and collaboration with Indigenous Nations. To help increase investment from international markets, the department also partnered with the Mining Association of Manitoba Inc. (MAMI) to develop and deliver an internationally focused critical minerals marketing campaign to attract foreign investment to the province and diversify export markets.

A strong economy is built on the foundation of a skilled and productive workforce. In 2024-25, the department worked in partnership with industry, community organizations, and third-party service providers to deliver a range of employment and trainings services to over 33,400 Manitoba job seekers. These supports improve labour market participation and expand opportunities for Indigenous Manitobans, young people, newcomers, and Employment and Income Assistance participants. Targeted supports were provided to improve credential recognition for internationally educated professionals, help people with disabilities overcome barriers to employment, and encourage more women entrepreneurs. To ensure high quality training and the highest safety standards for apprentices, the department changed the apprentice-to-journeyperson supervisory ratio from 2:1 to 1:1 for all trades with the exception of the trade of Esthetician. In addition, access to skilled trades training in rural and northern regions was expanded.

As disruptions in the global trade environment continue Manitoba is developing a plan to grow our economy and protect us from future economic shocks. The department is committed to working in partnership with business, industry, communities, and Indigenous Nations across the province to build a strong, diverse, and inclusive economy.

2024-25 Key Achievement Highlights

During the fiscal year, Manitoba Business, Mining, Trade and Job Creation accomplished the following:

- Supported the Premier's Business and Jobs Council's comprehensive consultations with business councils, industry leaders, labour, and economic development agencies. These consultations brought together diverse business leaders from across the province in Manitoba's key sectors to help guide the development of a central economic strategy.
- Helped 49 Manitoba small businesses raise \$25 million through three equity tax credits (Small Business Venture Capital Tax Credit, Community Enterprise Development Tax Credit, and Employee Share Purchase Tax Credit).
- Participated in international conventions to expand Manitoba's presence on the global stage, increase our competitiveness in new markets, and maximize trade relationships, including Prospectors and Developers Association of Canada in Toronto, Hannover Messe in Germany, and the Team Canada mission to South Korea to build partnerships in the Indo-Pacific, the world's fastest-growing economic region.
- To advance discussions on our trading partnership and economic ties, the Manitoba government participated in trade missions with U.S. government and business leaders. This included a delegation on a trade mission to Washington, D.C. and New York City.
- Invested in high quality skills training to Manitobans in high-demand occupations, including jobs in health care, construction, and transportation sectors. This includes providing over \$1.0 million, through the Internationally Educated Nurses Program, to support internationally educated nurses to obtain certification in Manitoba, with 42 program participants successfully obtaining employment in 2024-25. In addition, \$492,300 was provided which supported 96 participants to pursue careers as early childhood educators, which improves access to affordable childcare in Manitoba.
- Delivered a range of employment services to 33,449 Manitoba job seekers. This included services offered at 12 department-led Manitoba Jobs and Skills Development Centres and through partnerships with community organizations across Manitoba. These services helped to ensure Manitobans career guidance and skills needed to secure good jobs. Clients served included 7,944 Indigenous Manitobans, 12,230 young people under 30, 14,477 females, 4,930 persons with disabilities, and 13,063 newcomer jobseekers.
- Registered 2,730 new apprentices. As of March 31, 2025, Manitoba had 11,628 active apprentices, which included 1,427 female apprentices and 1,676 Indigenous apprentices, as well as 866 apprentices in the High School Apprenticeship Program. There were 1,148 newly certified journeypersons who achieved their Certification of Qualification through either the apprenticeship or trade qualification pathways.
- There was a 5% year-over-year increase in the number of women apprentices in non-traditional trades and a 12% increase in registered Indigenous apprentices compared to 2023-24.

- Provided \$681,000 to three social enterprises to train 78 individuals and address labour shortages in the construction sector, advance Indigenous economic reconciliation, support newcomer social integration, and create training and job opportunities for low-income individuals.
- Released the Securing Our Critical Mineral Future Strategy, which will help Manitoba unlock our full mining potential by working closely with Indigenous Nations and industry to deliver the critical minerals the world needs, create more good-paying jobs, and bring new investments and opportunities to northern Manitoba communities.
- Established the Mining Advisory Council with representation from government, Indigenous organizations, environmental groups, academia, municipalities, and labour to provide guidance and inform the province's work around critical minerals with the key objective of advancing Indigenous inclusion and mineral sector partnerships.
- To support critical mineral development as outlined in the Critical Minerals Strategy, Manitoba invested \$1.5 million in a partnership with the Mining Association of Manitoba to launch a global marketing campaign promoting the province's critical minerals, aiming to attract international investment and diversify export markets.
- Conducted a review of the consultation and engagement process to promote a sustainable mining sector that benefits northern and Indigenous Peoples, advances shared goals, promotes economic reconciliation, creates long-term growth and prosperity in Manitoba, and ensures meaningful engagement occurs within a predictable timeline for industry. The department implemented processes that encourage proponents to engage with communities in advance of submitting a work permit application, to hire locally, and enter into agreements where possible in support of Indigenous Reconciliation.

Principales réalisations en 2024-2025

Au cours de l'exercice, le ministère des Affaires, des Mines, du Commerce et de la Création d'emplois a accompli les réalisations suivantes :

- a soutenu les consultations approfondies du Conseil du premier ministre en matière d'affaires et d'emploi auprès de conseils d'entreprise, de dirigeants de l'industrie, de la main-d'œuvre et d'organismes de développement économique. Ces consultations ont réuni différents dirigeants d'entreprise du Manitoba exerçant leurs activités dans les secteurs essentiels de la province pour aider à orienter l'élaboration d'une stratégie économique centrale;
- a aidé 49 petites entreprises manitobaines à recueillir 25 millions de dollars grâce à trois crédits d'impôt sur l'équité (le crédit d'impôt pour capital de risque de petites entreprises, le crédit d'impôt pour l'expansion des entreprises dans les collectivités et le crédit d'impôt pour actionnariat des employés);
- a participé à des conventions internationales pour rehausser la présence du Manitoba sur la scène mondiale, accroître la compétitivité dans les nouveaux marchés et maximiser les relations commerciales, notamment la convention de l'Association canadienne des prospecteurs et entrepreneurs à Toronto, la Foire de Hanovre en Allemagne, ainsi que la mission d'Équipe Canada en Corée du Sud ayant pour but de bâtir des partenariats dans l'Indo-Pacifique, la région connaissant la croissance économique la plus rapide au monde;
- pour faire progresser les discussions sur ses partenariats commerciaux et ses liens économiques, a participé à des missions commerciales avec des dirigeants du gouvernement et des chefs d'entreprise des États-Unis. Parmi ces missions, notons la mission commerciale à Washington, D.C. et à New York;
- a investi dans la formation de haute qualité à la population manitobaine pour les professions très demandées, notamment les emplois dans les secteurs des soins de santé, de la construction et du transport. Ces investissements comptaient le versement de plus d'un million de dollars, par l'entremise du Programme manitobain des infirmières et des infirmiers formés à l'étranger, pour aider les infirmières et les infirmiers formés à l'étranger à obtenir une reconnaissance professionnelle au Manitoba, 42 participants à ce programme ayant obtenu un emploi en 2024-2025. De plus, un investissement de 492 300 \$ a aidé 96 participants à avoir une carrière d'éducatrices et d'éducateurs des jeunes enfants, améliorant ainsi l'accès à des services de garde d'enfants abordables au Manitoba;
- a fourni des services d'emploi à 33 449 Manitobaines et Manitobains à la recherche d'un emploi. Il s'agit notamment de services offerts dans douze centres d'emploi et de développement des compétences du Manitoba dirigés par le ministère, et offerts dans le cadre de partenariats avec des organismes communautaires de la province. Ces services ont fourni à ces personnes l'orientation professionnelle et les compétences requises pour décrocher de bons emplois. Les clients servis comprenaient 7 944 Manitobains autochtones, 12 230 jeunes de moins de 30 ans, 14 477 femmes, 4 930 personnes en situation de handicap et 13 063 nouveaux arrivants à la recherche d'un emploi;
- a inscrit 2 730 nouveaux apprentis. En date du 31 mars 2025, le Manitoba comptait 11 628 apprentis actifs. De ce nombre, il y avait 1 427 apprentis femmes, 1 676 apprentis autochtones et 866 apprentis du Programme d'apprentissage au secondaire. En tout, 1 148 compagnons nouvellement qualifiés ont

obtenu leur reconnaissance professionnelle par l'option de l'apprentissage ou celle de la qualification professionnelle;

- a enregistré une hausse de 5 % du nombre de femmes apprenties dans des métiers non traditionnels par rapport à l'exercice précédent, et une hausse de 12 % du nombre d'apprentis autochtones comparativement à 2023-2024;
- a versé 681 000 \$ à trois entreprises sociales pour former 78 individus et remédier aux pénuries de main-d'œuvre dans le secteur de la construction, faire avancer la réconciliation économique autochtone, soutenir l'intégration sociale des nouveaux arrivants et créer des possibilités de formation et d'emploi pour les personnes à faible revenu;
- a rendu publique sa stratégie sur l'avenir des minéraux critiques, *Securing Our Critical Mineral Future Strategy*, issue d'une étroite collaboration avec les nations autochtones et l'industrie pour fournir les minéraux critiques dont le monde a besoin, créer davantage d'emplois bien rémunérés et générer des investissements et des possibilités dans les collectivités du nord du Manitoba;
- a créé le Conseil consultatif du ministre pour le secteur minier, composé de représentants du gouvernement, d'organisations autochtones, de groupes environnementaux, du milieu universitaire, de municipalités et de la main-d'œuvre pour orienter et informer les travaux de la Province concernant les minéraux critiques, avec comme objectif principal de faire progresser l'inclusion des peuples autochtones et les partenariats dans le secteur des minéraux;
- pour soutenir la mise en valeur des minéraux critiques dont il est question dans la stratégie à ce sujet, a investi 1,5 million de dollars dans un partenariat conclu avec la Mining Association of Manitoba pour lancer une campagne de marketing mondiale faisant la promotion des minéraux critiques de la province dans le but d'attirer des investissements internationaux et de diversifier les marchés d'exportation;
- a examiné le processus de consultation et de mobilisation pour promouvoir un secteur minier durable qui profite aux collectivités du Nord et aux peuples autochtones, faire avancer les objectifs communs, favoriser la réconciliation économique, créer une croissance et une prospérité à long terme au Manitoba, et assurer une mobilisation constructive dans un délai prévisible pour l'industrie;
- a mis en œuvre des processus qui encouragent les promoteurs à consulter les collectivités avant de présenter une demande de permis de travail, à embaucher du personnel local et à conclure des ententes soutenant la réconciliation avec les peuples autochtones, lorsque c'est possible.

Department Performance Measurement

The departmental objectives reflect the elected government priorities listed in the department mandate letters. The government identified five provincial themes: Lowering Costs for Families, Rebuilding Health Care, Growing Our Economy, Healthier Families and Safer Communities, and A Government that Works for You, with the department's objectives listed under each of the themes.

Manitoba Business, Mining, Trade and Job Creation was officially formed on November 13, 2024. Performance measurement results included in this report are reflective of the department's mandate and priorities effective at its establishment during the remainder of the fiscal year 2024-25. The department did produce performance measurement content for the 2025-26 Supplement to the Estimates of Expenditure. Reporting on the performance measurement content will be included in the 2025-26 Annual Report published in September 2026.

Vision

A Manitoba where people, communities, businesses, and mineral resources thrive.

Mission

To grow an inclusive economy with a skilled and diverse workforce, through reconciliation, investment, trade, and responsible mineral resource development.

Values

- **Respect** – Building strong relationships, collaborating, embracing different perspectives, and focusing on diversity, equity, and inclusion.
- **Reconciliation** – Working in partnership with First Nations, Inuit, and Métis people, pursuing collaboration, and incorporating principles of respect, engagement, and understanding to integrate meaningful participation and promote economic empowerment for Indigenous Nations.
- **Accountability** – Acting in a socially and environmentally responsible way, translating our commitments into action and outcomes for Manitobans, and being transparent.
- **Innovation** – Continuing to learn, being evidence- and science-based, adapting to change.
- **Responsiveness** – Prioritizing client service and responding to community and industry needs.
- **Inclusion** – Fostering an environment where all individuals, regardless of background or identity, feel valued, supported, and empowered to contribute and thrive within the economy.

Provincial Themes and Department Objectives

Healthier Families and Safer Communities

1. Support safer, healthier communities through local economic growth and job creation in every region of the province.

Growing Our Economy

2. Foster an inclusive, skilled, diverse workforce and prepare Manitobans for good jobs that support their families.
3. Support Manitoba businesses and increase investment and trade to grow our economy.
4. Advance responsible critical mineral development, with the participation of Indigenous Nations, and market Manitoba's minerals to the world.

A Government that Works for You

5. Enhance efficiency and productivity to improve service delivery.

Mesure de la performance du ministère

Les objectifs ministériels reflètent les priorités du gouvernement élu, qui sont décrites dans les lettres de mandat. Le gouvernement a désigné cinq thèmes provinciaux (Réduire les coûts pour les familles, Rebâtir le système de soins de santé, Faire croître notre économie, Des familles plus en santé et des communautés plus sûres et Un gouvernement qui travaille pour vous) sous lesquels sont répertoriés les objectifs ministériels.

Le ministère des Affaires, des Mines, du Commerce et de la Création d'emplois a été officiellement constitué le 13 novembre 2024. Les résultats liés à la mesure de la performance inclus dans le présent rapport reflètent le mandat et les priorités du ministère à compter de sa création jusqu'à la fin de l'exercice 2024-2025. Le ministère a fourni des renseignements sur la mesure de la performance dans le budget complémentaire 2025-2026. Ces renseignements feront partie des éléments traités dans le rapport annuel 2025-2026, qui sera publié en septembre 2026.

Vision

Un Manitoba dans lequel les personnes, les communautés et les entreprises prospèrent.

Mission

Développer une économie inclusive s'appuyant sur une main-d'œuvre qualifiée et diversifiée, au moyen de la réconciliation, de l'investissement, des échanges et du développement responsable des ressources minérales.

Valeurs

- **Respect** – Établir des relations solides, collaborer, accueillir les différentes perspectives et miser sur la diversité, l'équité et l'inclusion.
- **Réconciliation** – Travailler en partenariat avec les Premières Nations, les Inuits et les Métis, rechercher la collaboration et intégrer les principes de respect, d'engagement et de compréhension afin d'obtenir une participation constructive et de promouvoir l'autonomisation économique des nations autochtones.
- **Responsabilité** – Agir de manière responsable sur les plans social et environnemental, traduire nos engagements en actions et en résultats au bénéfice de la population manitobaine, et faire preuve de transparence.
- **Innovation** – Continuer à apprendre, s'appuyer sur des données probantes et scientifiques et s'adapter au changement.
- **Réactivité** – Accorder la priorité au service à la clientèle et répondre aux besoins des communautés et de l'industrie.
- **Inclusion** – Favoriser un environnement dans lequel toutes les personnes, indépendamment de leur origine ou de leur identité, se sentent valorisées, soutenues et habilitées à contribuer et à prospérer dans le secteur de l'économie.

Thèmes provinciaux et objectifs ministériels

Des familles plus en santé et des communautés plus sûres

1. Soutenir des communautés plus sûres et plus en santé grâce à la croissance économique locale et à la création d'emplois dans toutes les régions de la province.

Faire croître notre économie

2. Favoriser une main-d'œuvre inclusive, qualifiée et diversifiée et préparer les Manitobaines et les Manitobains à occuper de bons emplois qui leur permettront de subvenir aux besoins de leur famille.
3. Soutenir les entreprises manitobaines et accroître les investissements et les échanges pour développer notre économie.
4. Promouvoir la mise en valeur responsable des minéraux critiques, en collaboration avec les nations autochtones, et commercialiser les minéraux du Manitoba dans le monde entier.

Un gouvernement qui travaille pour vous

5. Rehausser l'efficacité et la productivité pour améliorer la prestation de services.

Department Performance Measurement - Details

Manitoba Business, Mining, Trade and Job Creation was officially formed on November 13, 2024. The following section provides information on key performance measures for the department's mandate and priorities effective at its establishment during the remainder of the fiscal year 2024-25. The department did produce performance measurement content for the 2025-26 Supplement to the Estimates of Expenditure. Reporting on the performance measurement content will be included in the 2025-26 Annual Report published in September 2026.

All Manitoba government departments include a performance measurement section in a standardized format in their annual reports.

Performance indicators in Manitoba government annual reports are intended to complement financial results and provide Manitobans with meaningful and useful information about government activities and their impact on the province and its citizens.

Details of the department's U.S. tariff response initiatives can be found in the Budget Outcomes and Strategic Infrastructure Investments section of the Province of Manitoba's Annual Report and Public Accounts for the year ended March 31, 2025.

Healthier Families and Safer Communities

1. Support safer, healthier communities through local economic growth and job creation in every region of the province.

Key Initiatives

- **Premier's Business and Jobs Council:** In 2024-25, the department supported the Premier's Business and Jobs Council's comprehensive consultations with business councils, industry leaders, labour, and economic development agencies. These consultations brought together diverse business leaders from all regions and Manitoba's key sectors to help guide the development of a central economic strategy.
- **Business Growth and Expansion:** The department strengthened economic diversity, including supporting small and medium-sized businesses, by helping to create the conditions to retain and expand businesses already in Manitoba, and strengthen the downstream supply chains for key industries. This included continued efforts to create a vibrant venture capital ecosystem through targeted tax credit, economic development, and business support programs.
- **Community Economic Development:** The department identified and supported local opportunities to stimulate economic growth and employment, including strengthening community infrastructure and capacity to achieve their full economic potential. This included supporting downtown revitalization initiatives such as the Portage Place Redevelopment Project in Winnipeg and strategies specific to rural and northern Manitoba.

Growing Our Economy

2. Foster an inclusive, skilled, diverse workforce and prepare Manitobans for good jobs that support their families.

Key Initiatives

- **Support the Development of a Diverse and Inclusive Labour Force that Pulls People into the Workforce:**
In 2024-25 the department delivered a range of employment services to 33,449 Manitoba job seekers through 12 Manitoba Jobs and Skills Development Centres and partnerships with community organizations across the province. These services helped to ensure Manitobans had the skills and knowledge needed to secure good jobs. Clients served included:
 - 7,944 Indigenous Manitobans,
 - 12,230 young people under 30,
 - 14,477 females,
 - 4,930 persons with disabilities, and
 - 13,063 newcomer jobseekers.
- **Labour Market Investment Alignment:** Manitoba regularly engages with the federal government at a bilateral level to share updates on its labour market programs. These discussions also aim to minimize duplication of federal programming. Manitoba continues to advocate to the federal government that the province is best positioned to design and deliver labour market programs that effectively meet the needs of Manitoba's workers, unemployed people, employers, and industry.
- **10,000 New Jobs in the Skilled Trades:**
 - Manitoba committed an additional \$1.5 million to the apprenticeship system to ensure it continues to provide the skilled workforce required for Manitoba employers.
 - The department engaged Deloitte Canada to review Manitoba's apprenticeship and certification system with the goal of modernizing programming, addressing current and future skilled trade needs, improving inclusion of underrepresented populations, and enhancing outcomes.
 - Apprenticeship Manitoba provided \$277,100 to Skills Canada Manitoba to promote apprenticeship and careers in the skilled trades to youth. Skills Canada Manitoba reached over 9,500 students, including over 700 students in Northern Manitoba through its 420 school presentations. Manitoba's ongoing support for the promotion of skilled trades as a career choice helps foster a diverse and skilled workforce.
 - The Manitoba government and Employment and Social Development Canada (ESDC) have a cost-shared funding agreement through the Skilled Trades Awareness and Readiness (STAR) program. The funding is enabling the development of a new apprenticeship program website and enhancement of client materials to assist those considering a career in the skilled trades and existing clients.

- **Supporting Capacity Building for the Labour Force:** In 2024-25, the department contributed \$23.7 million to support 5,201 individuals through the Skills Development program to train for in-demand jobs. Three new projects were also supported to address labour shortages in the construction sector, advance Indigenous economic reconciliation, and expand the workforce. These projects create training and job opportunities for marginalized and low-income individuals and support the economic and social integration of newcomers. The department’s efforts included providing over \$680,000 in funding support to approximately 60 individuals through BUILD’s training program, SEED Winnipeg’s BEST program, and Purpose Construction’s Purpose Homes Construction Skills Training Program.

Performance Measures

| Measure | 2022-23 Actual | 2023-24 Actual | 2024-25 Target | 2024-25 Actual |
|--|-------------------|-------------------|-------------------|-------------------|
| 2.a Percent of individuals with successful outcomes after participating in training and employment services, annually. | 43.5% | 53.6% | 55% | 50.1% |

2.a Percent of individuals with successful outcomes after participating in training and employment services, annually: This measure tracks the percentage of individuals with successful outcomes in obtaining employment after participating in training and employment services, annually. This measure is calculated by the number of employed, self-employed, and clients in training at exit from employment services divided by the number of unemployed clients at intake. This number is multiplied by one hundred giving the percentage of individuals with successful outcomes after participating in programs/services in the current fiscal year. Approximately 34% of clients did not provide reports to the department.

3. Support Manitoba businesses and increase investment and trade to grow our economy.

Key Initiatives

- **Advance Trade:** To expand Manitoba's presence on the global stage, increase our competitiveness in new markets, and maximize trade relationships, the Manitoba government participated in several international conventions including the Prospectors and Developers Association of Canada Convention in Toronto, Hannover Messe in Germany, and the Team Canada mission to South Korea to build partnerships in the Indo-Pacific, the world’s fastest-growing economic region. To advance discussions on our trading partnership and economic ties, the Manitoba government participated in trade missions with U.S. government and business leaders. This included a delegation on a trade mission to Washington, D.C. and New York City.
- **Transportation and Supply Chain Hubs:** The department worked with Manitoba Transportation and Infrastructure to pursue initiatives to develop the Port of Churchill as a transportation and supply chain hub. This includes investments in the Arctic Gateway Group for capital infrastructure in the Port of Churchill to help Manitoban businesses maximize global trade by diversifying exports to new international markets.

- **Investment Attraction:** Provided consultative, technical, and navigation support to over 130 companies drawn to Manitoba’s advantages in key sectors such as biosciences, advanced manufacturing, aerospace, transportation, information and communications technology, and emerging sectors such as energy, minerals, and clean technology.

Performance Measures

| Measure | 2022 Actual | 2023 Actual | 2024 Target | 2024 Actual |
|--|----------------|----------------|----------------|----------------|
| 3.a Number of businesses approved for an SBVCTC (Small Business Venture Capital Tax Credit), Annually. | 19 | 24 | 20 | 26 |

3.a Number of businesses approved for an SBVCTC (Small Business Venture Capital Tax Credit), annually:

This measure tracks the number of businesses approved for a Small Business Venture Capital Tax Credit (SBVCTC), annually. This measure is calculated by compiling the number of businesses approved for the SBVCTC annually and reporting on that number. In 2024-25 this measure was revised to report on the number of businesses approved in the fiscal year. The department returned to calendar year reporting in 2025-26 as noted in the Supplement to the Estimates of Expenditure, as such the measure has been recalculated to align. The department exceeded its 2024 target due to increased program awareness among businesses seeking to raise capital. This performance measure was listed as 1.a in the 2024-25 Supplement to the Estimates of Expenditure for the former department of Economic Development, Investment, Trade and Natural Resources.

4. Advance responsible critical mineral development, with the participation of Indigenous Nations, and market Manitoba’s minerals to the world.

Key Initiatives

- **Real Critical Minerals Strategy:** Released the new Critical Minerals Strategy, Securing Our Critical Mineral Future, on November 4, 2024. This strategy focuses on opportunities to promote increased participation from Indigenous Nations while supporting the creation of good jobs, long-term economic growth, resilient communities, and positive socio-economic outcomes for all. The strategy prioritizes a more sustainable mining sector that benefits northern communities, focuses on Indigenous inclusion, advances environmental protection, and promotes economic reconciliation.
- **Mining Advisory Council:** Established the Mining Advisory Council with representation from government, Indigenous organizations, environmental groups, academia, municipalities, and labour. The Council serves as a vital platform for implementing the Critical Minerals Strategy and provides guidance to inform the province’s work around critical minerals with the key objective of advancing Indigenous inclusion and mineral sector partnerships.
- **Manitoba Mineral Development Fund:** In partnership with the Manitoba Chamber of Commerce, \$4.5M was provided to 23 projects, under the Manitoba Mineral Development Fund to support mineral exploration in Manitoba. This investment leveraged \$20.1M in private sector capital and created 169 jobs.

- **Growing Critical Mineral Market:** Invested \$1.5 million in a partnership with the Mining Association of Manitoba to launch a global marketing campaign promoting the province's critical minerals, aiming to attract international investment and diversify export markets. This initiative supports critical mineral development as outlined in the new Critical Minerals Strategy, Securing Our Critical Mineral Future.

A Government that Works for You

5. Enhance efficiency and productivity to improve service delivery.

Key Initiatives

- **Skills Development Program Transformation:** To better align with labour market needs, the department implemented program improvements to prioritize training high demand occupations, including the skilled trades. This included supporting over 850 individuals to attend training to become a nurse and over 450 individuals to pursue training as health care aides or other health careers.
- **Support the oil and gas industry in Manitoba with better oversight:** The department expanded its compliment of pipeline inspectors to improve service delivery and ensure pipeline safety and completed regulation changes to support and encourage companies to complete mandated oil and gas reports to assess emission targets.

FINANCIAL DETAILS

Consolidated Actual Expenditures

This table includes the expenditures of the department and Other Reporting Entities (OREs) that are accountable to the minister and aligns to the Summary Budget.

Manitoba Business, Mining, Trade and Job Creation includes the following OREs:

- Abandonment Reserve Fund
- Economic Development Winnipeg
- Manitoba Development Corporation
- Rural Manitoba Economic Development Corporation

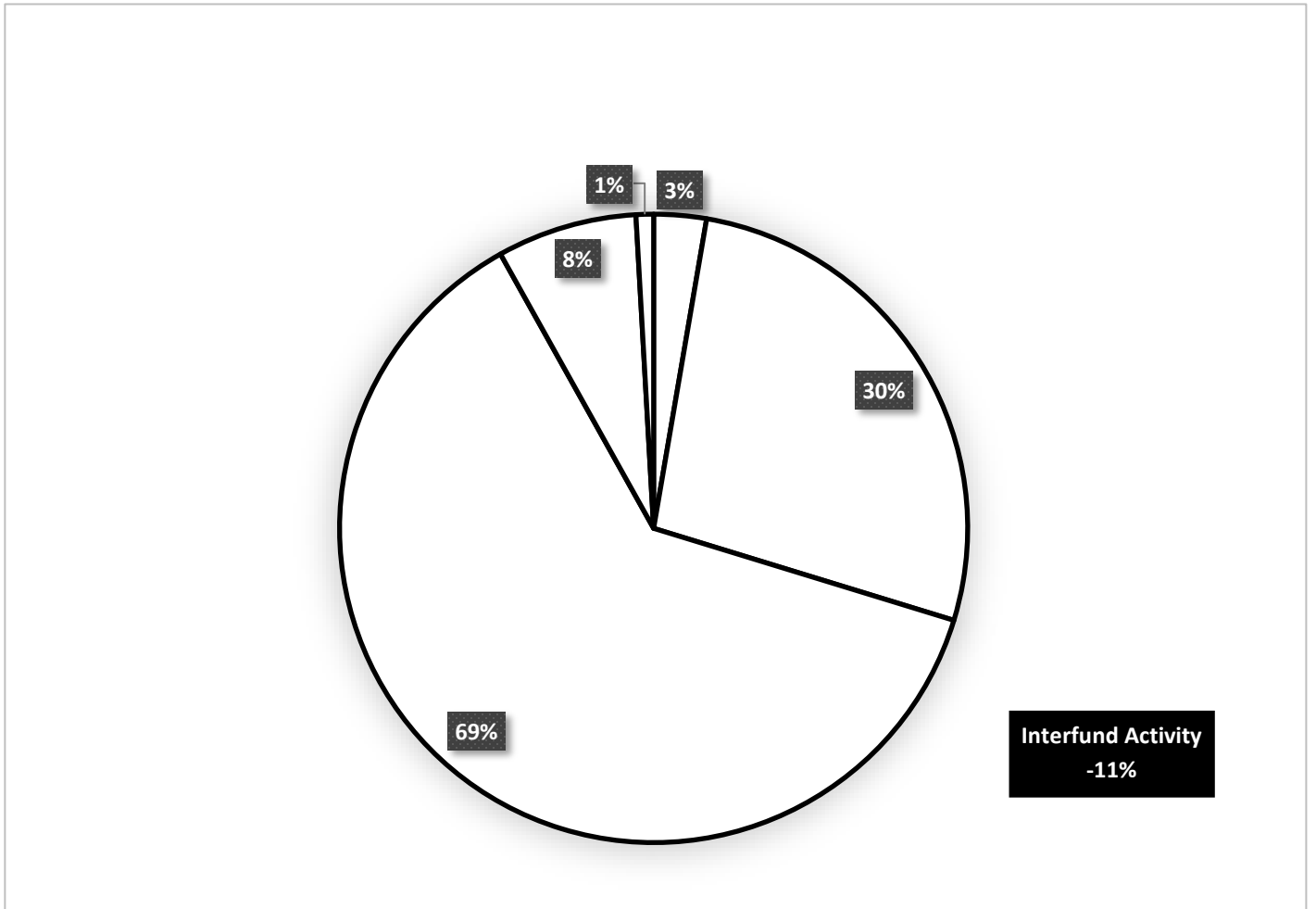
Consolidated Actual Expenditures

For the fiscal year ended March 31, 2025, with comparative figures for the previous fiscal year \$(000s)

| Main Appropriations | Part A - Operating | Other Reporting Entities | Consolidation and Other Adjustments | 2024-25 Actual | 2023-24 Actual |
|--------------------------------------|--------------------|--------------------------|-------------------------------------|-----------------|----------------|
| Administration and Finance | 5,561 | - | - | 5,561 | 5,113 |
| Investment and Trade | 50,467 | 7,831 | (2,845) | 55,453 | 55,173 |
| Workforce Development and Training | 129,941 | - | - | 129,941 | 144,411 |
| Minerals, Petroleum and Geoscience | 14,831 | - | - | 14,831 | 12,237 |
| Costs Related to Capital Assets (NV) | 1,240 | 120 | - | 1,360 | 1,034 |
| Interfund Activity | - | - | (20,096) | (20,096) | 1,940 |
| TOTAL | 202,040 | 7,951 | (22,941) | 187,050 | 219,908 |

NV – Non-Voted

**Percentage Distribution of Consolidated Actual Expenditures
by Operating Appropriation,
2024-25, Actuals**



| | |
|------|---|
| 3% | Administration and Finance |
| 30% | Investment and Trade |
| 69% | Workforce Development and Training |
| 8% | Minerals, Petroleum and Geoscience |
| 1% | Costs Related to Capital Assets (Non-Voted) |
| -11% | Interfund Activity |

Summary of Authority

| Part A - Operating | 2024-25 Authority \$(000s) |
|--|-------------------------------|
| 2024-25 PRINTED ESTIMATES - PART A | 303,747 |
| Allocation of funds from: Enabling Appropriations | 15,231 |
| Subtotal | 318,978 |
| In-year re-organization from: | |
| Environment Climate and Change | (1,660) |
| Innovation and New Technology | (123) |
| Natural Resources and Indigenous Futures | (115,381) |
| Subtotal | (117,164) |
| 2024-25 Authority | 201,814 |

| Part B – Capital Investment | 2024-25 Authority \$(000s) |
|---|-------------------------------|
| 2024-25 PRINTED ESTIMATES – PART B | 8,010 |
| Allocation of funds from: N/A | |
| Subtotal | - |
| In-year re-organization from: | |
| Environment Climate and Change | (120) |
| Natural Resources and Indigenous Futures | (7,645) |
| Subtotal | (7,765) |
| 2024-25 Authority | 245 |

**2024-25 Authority
\$(000s)**

Part C – Loans and Guarantees

| | |
|---|---------------|
| 2024-25 PRINTED ESTIMATES – PART C | 40,000 |
| In-year re-organization from: | |
| N/A | |
| Subtotal | - |
| 2024-25 Authority | 40,000 |

**2024-25 Authority
\$(000s)**

Part D – Other Reporting Entities Capital Investment

| | |
|---|-----|
| 2024-25 PRINTED ESTIMATES – PART D | N/A |
| In-year re-organization from: | |
| N/A | |
| Subtotal | - |
| 2024-25 Authority | - |

Detailed Summary of Authority by Appropriation \$(000s)

| Detailed Summary of Authority | 2024-25 Printed Estimates | In-Year Re-organization | Virement | Enabling Authority | Authority 2024-25 | Supplementary Estimates |
|---|---------------------------|-------------------------|----------|--------------------|-------------------|-------------------------|
| Part A – OPERATING (Sums to be Voted) | | | | | | |
| Administration and Finance | 8,110 | (2,647) | 188 | | 5,651 | |
| Investment and Trade | 35,413 | (123) | (1,838) | 15,231 | 48,683 | |
| Workforce Development and Training | 128,186 | (663) | 2,927 | | 130,450 | |
| Minerals, Petroleum and Geoscience | 15,500 | 1,365 | (1,277) | | 15,588 | |
| Natural Resource Stewardship | 34,727 | (34,727) | | | - | |
| Conservation and Wildfire Service | 76,854 | (76,854) | | | - | |
| Subtotal | 298,790 | (113,649) | - | 15,231 | 200,372 | - |
| Part A – OPERATING (NV) | 4,957 | (3,515) | | | 1,442 | |
| TOTAL PART A - OPERATING | 303,747 | (117,164) | - | 15,231 | 201,814 | - |
| Part B – CAPITAL INVESTMENT | 8,010 | (7,765) | | | 245 | |
| Part C – LOANS AND GUARANTEES | 40,000 | | | | 40,000 | |
| Part D – OTHER REPORTING ENTITIES CAPITAL INVESTMENT | | | | | | |

NV – Non-Voted

Part A: Expenditure Summary by Appropriation

Departmental Actual Expenditures

For the fiscal year ended March 31, 2025, with comparative figures for the previous fiscal year \$(000s)

| Authority 2024-25 | Appropriation | Actual 2024-25 | Actual 2023-24 | Increase (Decrease) | Expl. No. |
|----------------------|--|-------------------|-------------------|------------------------|--------------|
| | 10.1 Administration and Finance | | | | |
| | (a) Minister's Salary | | | | |
| 47 | Salaries and Employee Benefits | 47 | 50 | (3) | |
| | (b) Executive Support | | | | |
| 895 | Salaries and Employee Benefits | 914 | 922 | (8) | |
| 73 | Other Expenditures | 54 | 97 | (43) | |
| | (c) Finance and Administration | | | | |
| 4,138 | Salaries and Employee Benefits | 4,224 | 3,785 | 439 | |
| 498 | Other Expenditures | 322 | 259 | 63 | |
| 5,651 | 10.1 Subtotal Administration and Finance | 5,561 | 5,113 | 448 | |

| Authority 2024-25 | Appropriation | Actual 2024-25 | Actual 2023-24 | Increase (Decrease) | Expl. No. |
|----------------------|------------------------------------|-------------------|-------------------|------------------------|--------------|
| | 10.2 Investment and Trade | | | | |
| | (a) Economic Programs | | | | |
| 2,519 | Salaries and Employee Benefits | 2,787 | 2,391 | 396 | |
| 5,033 | Other Expenditures | 1,579 | 1,833 | (254) | |
| 42,271 | Grant Assistance | 45,291 | 50,523 | (5,232) | 1 |
| (2,854) | Other Expenditures - Recovery | (767) | (924) | 157 | |
| | (b) Economic Opportunities | | | | |
| 1,439 | Salaries and Employee Benefits | 1,396 | 1,869 | (473) | 2 |
| 275 | Other Expenditures | 181 | 486 | (305) | 3 |
| 48,683 | 10.2 Subtotal Investment and Trade | 50,467 | 56,178 | (5,711) | |

| Authority 2024-25 | Appropriation | Actual 2024-25 | Actual 2023-24 | Increase (Decrease) | Expl. No. |
|------------------------------|---|---------------------------|---------------------------|--------------------------------|----------------------|
| | 10.3 Workforce Development and Training | | | | |
| | (a) Training and Employment Services | | | | |
| 15,057 | Salaries and Employee Benefits | 14,872 | 14,715 | 157 | |
| 2,382 | Other Expenditures | 2,496 | 1,786 | 710 | 4 |
| 61,540 | Financial Assistance | 59,620 | 73,494 | (13,874) | 5 |
| | (b) Business and Industry Training Supports | | | | |
| 1,172 | Salaries and Employee Benefits | 1,058 | 1,201 | (143) | |
| 114 | Other Expenditures | 70 | 79 | (9) | |
| 26,009 | Financial Assistance | 25,964 | 32,483 | (6,519) | 5 |
| | (c) Apprenticeship Manitoba | | | | |
| 4,311 | Salaries and Employee Benefits | 4,485 | 4,321 | 164 | |
| 943 | Other Expenditures | 674 | 708 | (34) | |
| 15,792 | Financial Assistance | 17,554 | 12,728 | 4,826 | 6 |
| | (d) Economic and Labour Market Policy | | | | |
| 2,778 | Salaries and Employee Benefits | 3,019 | 2,734 | 285 | |
| 352 | Other Expenditures | 129 | 162 | (33) | |
| 130,450 | 10.3 Subtotal Workforce Development | 129,941 | 144,411 | (14,470) | |

| Authority 2024-25 | Appropriation | Actual 2024-25 | Actual 2023-24 | Increase (Decrease) | Expl. No. |
|------------------------------|--|---------------------------|---------------------------|--------------------------------|----------------------|
| | 10.4 Minerals, Petroleum and Geoscience | | | | |
| | (a) Manitoba Geological Survey | | | | |
| 3,330 | Salaries and Employee Benefits | 3,316 | 2,415 | 901 | 7 |
| 2,054 | Other Expenditures | 2,686 | 1,433 | 1,253 | 8 |
| | (b) Mining, Oil and Gas | | | | |
| 3,765 | Salaries and Employee Benefits | 3,666 | 3,738 | (72) | |
| 3,718 | Other Expenditures | 3,258 | 2,709 | 549 | |
| | (c) Business Development Services | | | | |
| 1,106 | Salaries and Employee Benefits | 976 | 414 | 562 | 7 |
| 231 | Other Expenditures | 151 | 86 | 65 | 9 |
| - | Grant Assistance | - | 175 | (175) | 10 |
| | (d) Consultation and Engagement | | | | |
| 514 | Salaries and Employee Benefits | 178 | 486 | (308) | 2 |
| 870 | Other Expenditures | 600 | 781 | (181) | |
| 15,588 | 10.4 Subtotal Minerals, Petroleum and Geoscience | 14,831 | 12,237 | 2,594 | |

| Authority 2024-25 | Appropriation | Actual 2024-25 | Actual 2023-24 | Increase (Decrease) | Expl. No. |
|------------------------------|---|---------------------------|---------------------------|--------------------------------|----------------------|
| | 10.5 Costs Related to Capital Assets | | | | |
| | (a) General Assets | | | | |
| 1,442 | Amortization | 1,240 | 939 | 301 | 11 |
| | 10.7 Subtotal Costs Related to Capital Assets | | | | |
| 1,442 | Assets | 1,240 | 939 | 301 | |
| 201,814 | Total Expenditures | 202,040 | 218,878 | (16,838) | |

Explanation(s):

1. Decrease due to one-time grant provided in 2023-24.
2. Decrease due to delays filling vacant positions.
3. Decrease in fixed operating costs due to vacant positions.
4. Increase due to one-time operating adjustments.
5. Decrease due to reduction of federally funded labour market programming.
6. Increase due to growing demand for apprenticeship training.
7. Increase due to the new collective agreement.
8. Increase costs to support the Critical Mineral Strategy.
9. Increase due to increased business development activities.
10. Decrease due to no grant funding provided in 2024-25.
11. Increase in capital expenditures.

Overview of Capital Investments, Loans and Guarantees

| | 2024-25 Actual \$(000s) | 2024-25 Authority \$(000s) | Variance Over/(Under) \$(000s) | Expl. No. |
|------------------------------------|-------------------------------|----------------------------------|--------------------------------------|--------------|
| Part B – Capital Investment | | | | |
| Provides for: | | | | |
| Equipment for Buildings | 76 | 245 | (169) | 1 |

| | 2024-25 Actual \$(000s) | 2024-25 Authority \$(000s) | Variance Over/(Under) \$(000s) | Expl. No. |
|--------------------------------------|-------------------------------|----------------------------------|--------------------------------------|--------------|
| Part C – Loans and Guarantees | | | | |
| Provides for: | | | | |
| Manitoba Development Corporation | 10,750 | 40,000 | (29,250) | 2 |

| | 2024-25 Actual \$(000s) | 2024-25 Authority \$(000s) | Variance Over/(Under) \$(000s) | Expl. No. |
|---|-------------------------------|----------------------------------|--------------------------------------|--------------|
| Part D – Other Reporting Entities Capital Investment | | | | |
| Provides for: | | | | |
| N/A | - | - | - | |

Explanation(s):

1. Under-expenditure due to supply chain delays and weather conditions.
2. Under-expenditure due to timing of economic development projects.

Revenue Summary by Source

Departmental Actual Revenue

For the fiscal year ended March 31, 2025, with comparative figures for the previous fiscal year \$(000s)

| Actual 2023-24 | Actual 2024-25 | Increase/ (Decrease) | Expl. No. | Source | Actual 2024-25 | Estimate 2024-25 | Variance Over/(Under) | Expl. No. |
|----------------------|-------------------|-------------------------|--------------|--|-------------------|---------------------|--------------------------|--------------|
| Taxation | | | | | | | | |
| 10,519 | 13,049 | 2,530 | a | Oil and Natural Gas Tax | 13,049 | 9,667 | 3,382 | 1 |
| 10,519 | 13,049 | 2,530 | | Subtotal | 13,049 | 9,667 | 3,382 | |
| Other Revenue | | | | | | | | |
| 3,287 | 3,195 | (92) | | Mining Royalties and Fees | 3,195 | 19,709 | (16,514) | 2 |
| 17,338 | 17,430 | 92 | | Petroleum Royalties and Fees | 17,430 | 13,996 | 3,434 | 1 |
| 7,397 | 5,449 | (1,948) | b | Community Revitalization Levy - Taxation | 5,449 | 8,886 | (3,437) | 2 |
| 148 | 169 | 21 | | Apprenticeship-Trade Fees | 169 | 79 | 90 | |
| 370 | 2 | (368) | c | Sundry | 2 | 3 | (1) | |
| 28,540 | 26,245 | (2,295) | | Subtotal | 26,245 | 42,673 | (16,428) | |

| | | | Government of Canada | | | | |
|----------------|----------------|-----------------|-----------------------------|--|----------------|----------------|-----------------|
| | | | | Canada-MB Workforce Development Agreement | 21,991 | 21,926 | 65 |
| 28,913 | 21,991 | (6,922) | d | Canada-MB Labour Market Development Agreement | 50,475 | 50,356 | 119 |
| 63,269 | 50,475 | (12,794) | d | ESDC Skills for Success | 176 | - | 176 |
| 1,212 | 176 | (1,036) | d | ESDC Skilled trades Awareness and Readiness Program (STAR) | 119 | 345 | (226) |
| 217 | 119 | (98) | | | | | |
| 93,611 | 72,761 | (20,850) | | Subtotal | 72,761 | 72,627 | 134 |
| 132,670 | 112,055 | (20,615) | | Total Revenue | 112,055 | 124,967 | (12,912) |

Explanation(s):

- a. Increase due to higher commodity prices resulting in increased freehold taxes and royalties.
 - b. Decrease due to the timing of project completions.
 - c. Decrease due to Manitoba-Hydro Job Referral Service project completion.
 - d. Decrease due to reduction in federal funding.
-
- 1. Increase due to higher commodity prices resulting in increased freehold taxes and royalties.
 - 2. Decrease due to timing of project completions.

Departmental Program and Financial Operating Information

Administration and Finance (Res. No. 10.1)

Main Appropriation Description

Provides corporate leadership and co-ordination in strategic planning, policy development, and financial and information technology services to support the department and related agencies.

| Sub-Appropriations | 2024-25 Actual | 2024-25 Authority | |
|----------------------------|-------------------|-------------------|----------|
| | \$(000s) | FTEs | \$(000s) |
| Minister's Salary | 47 | 1.00 | 47 |
| Executive Support | 968 | 8.00 | 968 |
| Finance and Administration | 4,546 | 49.00 | 4,636 |
| TOTAL | 5,561 | 58.00 | 5,651 |

Minister's Salary (10.1a)

Sub-Appropriation Description

Provides the Minister with compensation to which individuals appointed to Executive Council are entitled.

10-1(a) Minister's Salary

| Expenditures by Sub-Appropriation | Actual | Authority 2024-25 | | Variance | Expl. No. |
|--------------------------------------|---------------------|-------------------|-----------|--------------------------|--------------|
| | 2024-25 \$(000s) | FTEs | \$(000s) | Over/(Under) \$(000s) | |
| Salaries and Employee Benefits | 47 | 1.00 | 47 | - | |
| Total Sub-Appropriation | 47 | 1.00 | 47 | | |

Executive Support (10.1b)

Sub-Appropriation Description

Oversees the development and implementation of departmental policies and programs that are designed to achieve the goals set out in the department's mandate. Supports department employees in the offices of the Minister and Deputy Minister.

10-1(b) Executive Support

| Expenditures by Sub-Appropriation | Actual | Authority 2024-25 | | Variance | Expl. No. |
|--------------------------------------|---------------------|-------------------|------------|--------------------------|--------------|
| | 2024-25 \$(000s) | FTEs | \$(000s) | Over/(Under) \$(000s) | |
| Salaries and Employee Benefits | 914 | 8.00 | 895 | 19 | |
| Other Expenditures | 54 | - | 73 | (19) | |
| Total Sub-Appropriation | 968 | 8.00 | 968 | - | |

Finance and Administration (10.1c)

Sub-Appropriation Description

Provides corporate leadership in financial, administrative, information technology, strategic services, and legislative and regulatory development to support the department and related agencies in achieving their mandates.

Key Results Achieved

- Provided leadership and support in strategic planning, comptrollership, and information technology for the department.
- Cultivated a culture of financial accountability in managing public funds, ensuring staff understood their roles in financial and program accountability.
- Recorded revenue and expenditures, monitored and controlled spending, and prepared financial reports to ensure fiscally responsible use of operating and capital budgets to achieve the department's mandate.
- Provided financial analysis and advice to support informed decisions about budget allocations and investments.
- Developed and applied administrative, financial, information technology, and project management standards, policies, and procedures.
- Provided support to program areas across the department to implement and report on corporate programs and initiatives.

- Prepared departmental Estimates, the Supplement to the Estimates of Expenditure, and Annual Reports.
- Leveraged technology and other process improvement tools to support the department in streamlining and improving service delivery for Manitobans and businesses accessing programs and services.
- Led the successful delivery of legislation and regulatory development projects within the department, such as the development of The Captured Carbon Storage Act which received royal assent on June 4, 2024, and regulatory amendments to the Apprenticeship and Certification Act and regulations which took effect on October 30, 2024.

Finance and Administration (10.1c)

| Expenditures by Sub-Appropriation | Actual | Authority 2024-25 | | Variance | Expl. No. |
|--------------------------------------|---------------------|-------------------|--------------|--------------------------|--------------|
| | 2024-25 \$(000s) | FTEs | \$(000s) | Over/(Under) \$(000s) | |
| Salaries and Employee Benefits | 4,224 | 49.00 | 4,138 | 86 | |
| Other Expenditures | 322 | - | 498 | (176) | |
| Total Sub-Appropriation | 4,546 | 49.00 | 4,636 | (90) | |

Investment and Trade (Res. No. 10.2)

Main Appropriation Description

Leads Manitoba's efforts to implement a streamlined approach to economic development, increase investment, and maximize trade relationships that build on Manitoba's strengths to grow the provincial economy. Facilitates a collaborative and inclusive approach to foster a competitive business environment, grow export markets, attract investment, build partnerships, support small business, further regional economic development, and advance economic reconciliation.

| Sub-Appropriations | 2024-25 | 2024-25 Authority | |
|------------------------|--------------------|-------------------|----------|
| | Actual \$(000s) | FTEs | \$(000s) |
| Economic Programs | 48,890 | 27.00 | 46,969 |
| Economic Opportunities | 1,577 | 19.00 | 1,714 |
| TOTAL | 50,467 | 46.00 | 48,683 |

Economic Programs (10.2a)

Sub-Appropriation Description

Delivers a suite of responsive and inclusive economic development tools, supports, tax incentives, and financial programs that create the conditions for economic growth, private sector investment, trade development, and job creation. Undertakes economic and financial analysis to facilitate investment decisions to advance government priorities. Coordinates with partners and service providers to advance regional economic development initiatives.

Key Results Achieved

- Provided \$200,000 to support a working group co-chaired by Bioscience Association Manitoba and Research Manitoba to assess the needs and gaps within Manitoba's clinical trials ecosystem and inform future opportunities to grow the life sciences sector.
- Through the Export Support Program, invested \$255,000 to help 47 small and medium-sized businesses access export markets and become more competitive.
- Committed \$1.2 million to 18 small and medium-sized businesses through the Innovation Growth Program to help them commercialize new and innovative products and processes.
- In partnership with Manitoba Agriculture, supported Sapphire Spring Inc, with a repayable loan of up to \$10.75 million for its development of a new \$145 million Arctic char facility in the RM of Rockwood, providing more than 100 full-time jobs for Manitobans.

- Provided \$6.3 million through the Manitoba Works Capital Incentive program to support 16 businesses with new business investment or existing business expansion. The Manitoba Works Capital Incentive program helps to create a competitive tax environment to help diversify Manitoba’s economy and stimulate job creation.
- Provided \$1.3 million in funding to support MoveMobility Inc. to expand its operations at CentrePort. The expanded operations at CentrePort include the construction of a new 60,000 square foot facility to enable the manufacture of type II ambulances, in addition to their current operations as a wheelchair accessible and mobile medical van manufacturer.
- Invested \$13 million for Cereals Canada to develop the Global Agriculture Technology Exchange (GATE), a world-class centre in downtown Winnipeg that will support grain producers and processors in their ongoing efforts to establish new international customers and diversify trading partners.
- Contributed \$300,000 to Futurpreneur’s Start-Up Program, which provides essential resources to young entrepreneurs across Manitoba including pre-launch supports, up to \$60,000 in collateral-free, low-interest loan financing, and up to two years of one-to-one mentoring with expert business advisors.

Economic Programs (10.2a)

| Expenditures by Sub-Appropriation | Actual | Authority 2024-25 | | Variance | Expl. No. |
|--------------------------------------|---------------------|-------------------|---------------|--------------------------|--------------|
| | 2024-25 \$(000s) | FTEs | \$(000s) | Over/(Under) \$(000s) | |
| Salaries and Employee Benefits | 2,787 | 27.00 | 2,519 | 268 | |
| Other Expenditures | 1,579 | - | 5,033 | (3,454) | 1 |
| Grant Assistance | 45,291 | - | 42,271 | 3,020 | 2 |
| Other Expenditures - Recovery | (767) | - | (2,854) | 2,087 | 3 |
| Total Sub-Appropriation | 48,890 | 27.00 | 46,969 | 1,921 | |

Explanation(s):

1. Lower loan administration interest expenses than anticipated.
2. One-time grant funding.
3. Lower loan administration interest recoveries than anticipated.

Economic Opportunities (10.2b)

Sub-Appropriation Description

Leads a whole-of-government approach to support business intelligence, sector development, retention and expansion of Manitoba companies, and trade and export development to increase investment and facilitate economic growth. Coordinates with partners and service providers to support a streamlined approach to investment attraction and promotion of Manitoba's competitive advantages.

Key Results Achieved

- Supported the Premier's Business and Jobs Council's comprehensive consultations with business councils, industry leaders, labour, and economic development agencies. These consultations brought together diverse business leaders from across the province in Manitoba's key sectors to help guide the development of a central economic strategy.
- In collaboration with economic development partners, participated in seven national and international trade conventions including Hannover Messe Advanced Manufacturing event in Germany, Canada Hydrogen Conference in Edmonton, SIAL International Food Show in Montreal, Farnborough Air Show in the United Kingdom, BIO International Convention in San Deigo, and Game Developers Convention in San Francisco. Participation in these conventions aimed to increase Manitoba's visibility in international markets, gather intelligence, diversify markets, and promote Manitoban companies, products, and services to strengthen export capacity and competitiveness.
- Participated in trade missions to the U.S. including, Washington, New York, and Minnesota, to advance discussions on our trading partnership and economic ties and develop relationships with corporate and government decision makers. Manitoba also participated in the Team Canada mission to South Korea to build partnerships in the Indo-Pacific, the world's fastest-growing economic region.
- Provided pathfinding services for businesses, in all sectors, by working across government departments, with partners, and other levels of government. The branch provided business navigation services to over 130 companies, from those seeking information on government programs and services, to those seeking government involvement in more complex investment projects.

Economic Opportunities (10.2b)

| Expenditures by Sub-Appropriation | Actual | Authority 2024-25 | | Variance | Expl. No. |
|--------------------------------------|---------------------|-------------------|--------------|--------------------------|--------------|
| | 2024-25 \$(000s) | FTEs | \$(000s) | Over/(Under) \$(000s) | |
| Salaries and Employee Benefits | 1,396 | 19.00 | 1,439 | (43) | |
| Other Expenditures | 181 | - | 275 | (94) | |
| Total Sub-Appropriation | 1,577 | 19.00 | 1,714 | (137) | |

Workforce and Development and Training (Res. No. 10.3)

Main Appropriation Description

Works with employers, community, industry, training, and economic development partners to support and maintain a strong economy and skilled workforce. Designs and delivers a range of responsive programs, services, and certification pathways that support business growth, workforce development, and helps Manitobans prepare for and transition to sustainable employment.

| Sub-Appropriations | 2024-25 | 2024-25 Authority | |
|---|--------------------|-------------------|----------------|
| | Actual \$(000s) | FTEs | \$(000s) |
| Training and Employment Services | 76,988 | 193.40 | 78,979 |
| Business and Industry Training Supports | 27,092 | 15.00 | 27,295 |
| Apprenticeship Manitoba | 22,713 | 55.00 | 21,046 |
| Economic and Labour Market Policy | 3,148 | 32.00 | 3,130 |
| TOTAL | 129,941 | 295.40 | 130,450 |

Training and Employment Services (10.3a)

Sub-Appropriation Description

Designs and delivers a range of employment and training programs in partnership with community organizations, training providers, and industry to help Manitobans connect with jobs.

Key Results Achieved

- Contributed \$23.7 million to support skills training for 5,201 individuals through the Skills Development Program. This includes supporting over 850 individuals to attend training to become a nurse, over 450 individuals to pursue training as health care aides or other health careers, and 96 participants to pursue careers as early childhood educators. To better align with labour market needs, the department implemented program improvements to prioritize training high-demand occupations, including the skilled trades.
- Delivered a range of employment services to 33,449 Manitoba job seekers through 12 Manitoba Jobs and Skills Development Centres and partnerships with community organizations across the province. These services helped to ensure Manitobans had the career guidance and skills needed to secure good jobs.
- Employment and training services were provided to over 7,900 Indigenous Manitobans, including in partnership with community-based organizations.
- Continued to work together with Neeginan Education, Training and Employment Services (NETES) to provide targeted, culturally appropriate employment services, remove barriers to employment, and create training and employment pathways for Indigenous Manitobans in receipt of Employment and Income Assistance.

- Provided \$586,000 to four organizations to deliver innovative employment and training opportunities to 109 at-risk youth aged 15-29 through the First Jobs Fund. The department supported a total of 23 organizations to provide targeted assistance to 1,900 young people through career exploration, internships, and employment supports.
- Invested more than \$6.4 million in 22 organizations to deliver services to 3,407 people with disabilities to help them overcome barriers to employment through the Employability Assistance for People with Disabilities Program and Supported Employment Program.
- Provided \$160,000 to community organizations to support 12 unemployed or under-employed individuals to start their own businesses through the Self-Employment Program.
- Provided \$413,000 to support 66 individuals through the Advancing Futures Bursary Program, which provides annual bursaries of up to \$10,000 for students currently or previously in the care of a Manitoba child and family services agency and who are pursuing post-secondary education at a recognized institution in Manitoba.
- Provided \$1.2 million in financial assistance to support the higher education of 109 current and former youth in care receiving a Tuition Waiver from a post-secondary institution in Manitoba.
- Provided \$977,000 through the Internationally Educated Nurse Program to support internationally educated nurses to obtain certification in Manitoba, with 41 program participants successfully obtaining employment.
- Provided over \$2.1 million in non-repayable financial assistance through the Manitoba Careers for Internationally Educated Professionals Program to support 505 internationally educated professionals towards their goal of working in their professional field in Manitoba.

Training and Employment Services (10.3a)

| Expenditures by Sub-Appropriation | Actual | Authority 2024-25 | | Variance | Expl. No. |
|--------------------------------------|---------------------|-------------------|---------------|--------------------------|--------------|
| | 2024-25 \$(000s) | FTEs | \$(000s) | Over/(Under) \$(000s) | |
| Salaries and Employee Benefits | 14,872 | 193.40 | 15,057 | (185) | |
| Other Expenditures | 2,496 | - | 2,382 | 114 | |
| Financial Assistance | 59,620 | - | 61,540 | (1,920) | 1 |
| Total Sub-Appropriation | 76,988 | 193.40 | 78,979 | (1,991) | |

Explanation(s):

1. Changes in demand for labour market programming.

Business and Industry Training Supports (10.3b)

Sub-Appropriation Description

Administers workforce development programs and supports to Manitoba businesses and industry.

Key Results Achieved

- Provided \$650,000 to Economic Development Winnipeg to administer the Work in Manitoba Job Portal (workinmanitoba.ca), which connects Manitoba employers to skilled workers. The portal attracted 450 new Manitoba employers and 7,842 new job seekers from Manitoba and across Canada. A total of 1,366 job postings representing 3,984 positions were advertised, with 259 job postings reported filled.
- Provided \$7.85 million to 21 partner industry organizations through the Sector Council Program to administer workforce training and development activities to 68,483 individuals, contributing to business growth and prosperity in key Manitoba sectors. The program leveraged \$9.24 million in cash and in-kind contributions from the private sector to support workforce training and implementation of industry-wide human resource plans.
- Entered into four agreements with Sector Council Program partners totalling \$846,000 to deliver special projects under the Next Level Collaboration Fund, which is designed to encourage robust cross-sectoral collaboration among organizations and provide employers/employees in multiple sectors with the skills and knowledge to address emerging business challenges. Projects included:
 - New Media Manitoba and On Screen Manitoba – virtual production film training at StudioLab xR.
 - Manitoba Construction Sector Council and New Media Manitoba – construction technology project training to operate specialized drone equipment (LiDAR-equipped drones and Unreal Engine platforms).
 - Manitoba Environmental Industries Association, Manitoba Construction Sector Council, Manitoba Trucking Association and Supply Chain Manitoba – training and workforce development strategy for waste management facility workers in Manitoba communities.
 - Creative Manitoba and Food and Beverage Manitoba – the Northern Arts and Food Project promoted northern careers in the creative arts and agri-food sectors and increased relevant training and learning opportunities with stronger alignment of regional needs.
- Provided \$1.4 million through the Industry Expansion Program to support eight Manitoba companies in delivering workforce development training to 2,217 individuals. This cost-shared program supports businesses locating new operations in Manitoba or expanding existing businesses. The program leveraged a \$4.8 million from businesses.
- Provided \$3.33 million through the Canada-Manitoba Job Grant to support 95 companies, 80 of which were small employers, to deliver training to 3,386 employees. This cost-shared program helps cover training costs of new and existing employees to meet business needs. The program leveraged a \$2 million investment from businesses.

- Provided \$512,000 through the Workforce Development Program to support 11 companies, five of which were small businesses, to train 304 workers. The Workforce Development Program provides funding to help small- and medium-sized businesses assess their human resource management needs and build capacity by developing and implementing their human resource management strategies and training plans. The program leveraged a \$2.2 million investment from businesses.

Business and Industry Training Supports (10.3b)

| Expenditures by Sub-Appropriation | Actual | Authority 2024-25 | | Variance | Expl. No. |
|-----------------------------------|------------------|-------------------|---------------|-----------------------|-----------|
| | 2024-25 \$(000s) | FTEs | \$(000s) | Over/(Under) \$(000s) | |
| Salaries and Employee Benefits | 1,058 | 15.00 | 1,172 | (114) | |
| Other Expenditures | 70 | - | 114 | (44) | |
| Financial Assistance | 25,964 | - | 26,009 | (45) | |
| Total Sub-Appropriation | 27,092 | 15.00 | 27,295 | (203) | |

Apprenticeship Manitoba (10.3c)

Sub-Appropriation Description

Administers *The Apprenticeship and Certification Act* and coordinates the training and qualifications system that delivers accredited, structured, workplace-based skills and technical training to apprentices leading to journeyman certification.

Key Results Achieved

- Registered 2,730 new apprentices. As of March 31, 2025, Manitoba had 11,628 active apprentices, including 1,427 female apprentices and 1,676 Indigenous apprentices, as well as 866 apprentices in the High School Apprenticeship Program. There were 1,148 newly certified journeymen who achieved their Certification of Qualification through either the apprenticeship or trade qualification pathways.
- In October 2024, several regulatory amendments came into effect to enable efficient program response to emerging industry needs, align Manitoba with interprovincial Red Seal standards, and improve apprentice training and safety. This included changing the apprentice-to-journeyman ratio from 2:1 to 1:1 for all trades with the exception of the trade of Esthetician, repealing 44 regulations of voluntary trades and replacing them with Apprenticeship and Certification Board with by-laws, and updating program standards.

- Expanded access to skilled trades training through community-based training initiatives and delivering apprentice technical training in rural and northern regions. In partnership with technical training providers and local community organizations, three northern training initiatives were delivered:
 - Level 1 Carpenter course in Norway House Cree Nation.
 - Level 2 Carpenter course in Sapotaweyak Cree Nation.
 - Level 1 Common Core course for multiple heavy equipment trades including Agricultural Equipment Technician, Heavy Duty Equipment Technician, Transport Trailer Technician, and Truck and Transport Mechanic in Thompson.
- Hosted two prestigious recognition programs for the skilled trades:
 - The Highest Achievement Awards celebrated 36 recently certified journeypersons who were the highest achieving in their certification exam scores and work performance and presented two additional awards to individuals achieving the highest score through the trades qualification pathway.
 - The Awards of Distinction honoured five exceptional journeypersons, employers, and instructors who demonstrated outstanding contributions to the apprenticeship and certification system and leadership in the skilled trades.

Apprenticeship Manitoba (10.3c)

| Expenditures by Sub-Appropriation | Actual | Authority 2024-25 | | Variance | Expl. No. |
|-----------------------------------|------------------|-------------------|---------------|-----------------------|-----------|
| | 2024-25 \$(000s) | FTEs | \$(000s) | Over/(Under) \$(000s) | |
| Salaries and Employee Benefits | 4,485 | 55.00 | 4,311 | 174 | |
| Other Expenditures | 674 | - | 943 | (269) | 1 |
| Financial Assistance | 17,554 | - | 15,792 | 1,762 | 2 |
| Total Sub-Appropriation | 22,713 | 55.00 | 21,046 | 1,667 | |

Explanation(s):

1. Delay in federally funded Skilled Trades Awareness and Readiness Project.
2. Increased apprenticeship training demand

Economic and Labour Market Policy (10.3d)

Sub-Appropriation Description

Provides central policy, communication, leadership, and support on cross-divisional initiatives including contributing analytical expertise and data intelligence, maintaining inter-governmental relationships, and supporting strategic communications and stakeholder relations.

Key Results Achieved

- Completed Manitoba's two-year term as the Forum of Labour Market Ministers (FLMM) co-chair and host of the FLMM Secretariat on March 31, 2025. Responsibilities included hosting federal, provincial, and territorial officials and Ministers meetings on shared labour market issues to ensure Canada has a skilled and inclusive workforce and on the future of the Labour Market Transfer Agreements. The department successfully transitioned the co-chair and FLMM Secretariat responsibilities to Nova Scotia.
- Supported the release of a joint government-industry steering committee-led trucking workforce report outlining policy options to enhance professional truck driver safety, training, and retention. The committee was made permanent to support the implementation of the report's recommendations, starting with a proposal to centralize the regulatory oversight of truck driver training.
- Led the design and evaluation of labour market programs to ensure alignment with Manitoba's evolving needs of workers and employers. This includes supporting modernization efforts through data-driven insights and stakeholder engagement.
- Engaged stakeholders and developed targeted communications initiatives to inform program development and evaluation frameworks.

Economic and Labour Market Policy (10.3d)

| Expenditures by Sub-Appropriation | Actual | Authority 2024-25 | | Variance | Expl. No. |
|--------------------------------------|---------------------|-------------------|--------------|--------------------------|--------------|
| | 2024-25 \$(000s) | FTEs | \$(000s) | Over/(Under) \$(000s) | |
| Salaries and Employee Benefits | 3,019 | 32.00 | 2,778 | 241 | |
| Other Expenditures | 129 | - | 352 | (223) | |
| Total Sub-Appropriation | 3,148 | 32.00 | 3,130 | 18 | |

Minerals, Petroleum and Geoscience (Res. No. 10.4)

Main Appropriation Description

Supports responsible resource development in Manitoba's mineral, oil, gas, and aggregate sectors and provides business development services to increase exploration and investment in Manitoba's natural resources.

| Sub-Appropriations | 2024-25 Actual | 2024-25 Authority | |
|------------------------------------|-------------------|-------------------|---------------|
| | \$(000s) | FTEs | \$(000s) |
| Manitoba Geological Survey | 6,002 | 36.00 | 5,384 |
| Mining, Oil and Gas | 6,924 | 48.00 | 7,483 |
| Business Development Services Unit | 1,127 | 14.00 | 1,337 |
| Consultation and Engagement | 778 | 4.00 | 1,384 |
| TOTAL | 14,831 | 102.00 | 15,588 |

Manitoba Geological Survey (10.4a)

Sub-Appropriation Description

Collects, analyzes, and disseminates geoscience data and provides the geoscience knowledge infrastructure required to make informed decisions related to mineral, oil and gas, pore space commodities, and aggregate exploration, extraction, and production. The branch also informs policy and land-use planning to maximize economic potential while reducing risk, for the protection and improvement of public safety.

Key Results Achieved

- Released the [2024 Report of Activities](#), an annual report that highlights key geoscientific research and activities conducted over the past year. The report includes six Data Repository Items and 27 individual articles that provide information on field observations, bedrock mapping, core work, office compilations, and updates to datasets. This volume is a 93% increase from the 2023 Report of Activities Publication, representing the largest number of reports in two decades.
- Released over 29,000 geoscientific records and publications, which provided high quality geoscience information to advance mineral exploration, supported an efficient permitting framework, and developed a competitive business climate. Improved access to information is key to attracting investment and advancing Manitoba's new critical minerals strategy *Securing our Critical Mineral Future*.
- Participated in the development and steering of the Atlas 2027 project, a new fully digital geological atlas of Western Canada.

Manitoba Geological Survey (10.4a)

| Expenditures by Sub-Appropriation | Actual | Authority 2024-25 | | Variance | Expl. No. |
|--------------------------------------|---------------------|-------------------|--------------|--------------------------|--------------|
| | 2024-25 \$(000s) | FTEs | \$(000s) | Over/(Under) \$(000s) | |
| Salaries and Employee Benefits | 3,316 | 36.00 | 3,330 | (14) | |
| Other Expenditures | 2,686 | - | 2,054 | 632 | 1 |
| Total Sub-Appropriation | 6,002 | 36.00 | 5,384 | 618 | |

Explanation(s):

1. Activities to support the Critical Mineral Strategy.

Mining, Oil and Gas (10.4b)

Sub-Appropriation Description

Facilitates the safe and efficient development of Manitoba's mineral, oil, and gas resources, and the maximum recovery of oil from Manitoba fields, minerals from mines, and aggregate from quarries. Includes engineering and inspection services for mines, quarries, and petroleum extraction, storage, and closure.

Key Results Achieved

- Worked to reduce emissions by implementing the *Captured Carbon Capture Storage Act (CCSA)*. The CCSA, which received Royal Assent on June 4, 2024, established a regulatory scheme to enable the safe underground storage of captured carbon dioxide in geological formations in Manitoba.
- Delivered the fifth intake for the Quarry Rehabilitation Program to increase the number of pits and quarries being rehabilitated. Rehabilitation plans were successfully completed for 13 sites, rehabilitation payments and site audits for all sites have been processed totalling \$1.99 million for this intake.
- Issued over 1,200 quarry permits and leases to provide aggregate material for road and infrastructure projects.
- Under the Oil and Gas Act, the department approved 192 new well licences to support oil production in southwest Manitoba.

Mining, Oil and Gas (10.4b)

| Expenditures by Sub-Appropriation | Actual | Authority 2024-25 | | Variance | Expl. No. |
|--------------------------------------|---------------------|-------------------|--------------|--------------------------|--------------|
| | 2024-25 \$(000s) | FTEs | \$(000s) | Over/(Under) \$(000s) | |
| Salaries and Employee Benefits | 3,666 | 48.00 | 3,765 | (99) | |
| Other Expenditures | 3,258 | - | 3,718 | (460) | |
| Total Sub-Appropriation | 6,924 | 48.00 | 7,483 | (559) | |

Business Development Services Unit (10.4c)

Sub-Appropriation Description

Creates the environment that accelerates sustainable economic development in mineral, oil and gas, and aggregate production in Manitoba.

Key Results Achieved

- Released the new Critical Minerals Strategy, *Securing Our Critical Mineral Future*, on November 4, 2024. This strategy focuses on opportunities to promote increased participation from Indigenous Nations while supporting the creation of good jobs, long-term economic growth, resilient communities, and positive socio-economic outcomes for all. The strategy prioritizes a more sustainable mining sector that benefits northern communities, focuses on Indigenous inclusion, advances environmental protection, and promotes economic reconciliation.
- Established the Mining Advisory Council with representation from government, Indigenous organizations, environmental groups, academia, municipalities, and labour. The Council serves as a vital platform for implementing the Critical Minerals Strategy and provides guidance to inform the province's work around critical minerals with the key objective of advancing Indigenous inclusion and mineral sector partnerships.
- Invested \$1.5 million in a partnership with the Mining Association of Manitoba Inc. to launch a global marketing campaign promoting the province's critical minerals, aiming to attract international investment and diversify export markets. This initiative supports critical mineral development as outlined in the Critical Minerals Strategy.
- In partnership with the Manitoba Chamber of Commerce, \$4.5 million was provided to 23 projects, under the Manitoba Mineral Development Fund to support mineral exploration in Manitoba. This investment leveraged \$20.1 million in private sector capital and created 169 jobs.
- Released Best Management Practices (BMP) that were co-developed with Mining Association of Manitoba Inc., to increase process transparency by providing more details for industry when completing their applications.

- Released the Guidelines for Early Mineral Exploration in Manitoba. The Guidelines provide transparency for industry by assisting early exploration proponents incorporate environmental considerations to mitigate negative resource, environmental, and social impacts and meet necessary legislative requirements in their projects.
- Worked with 49 mineral exploration companies to support exploration activities across the province resulting in the issuance of 28 new work permits.
- Continued the promotion of Manitoba’s geological and business advantages to build global awareness of the province’s critical minerals geoscience through conference and event attendance. Promotional activities included attendance and participation at events such as the Central Canada Mineral Exploration Convention (CCMEC) in Winnipeg, the Association for Mineral Exploration (AME) Roundup in Vancouver, the UCN Linkages Conference Thompson in Thompson, and Prospectors and Developers of Canada (PDAC) in Toronto.

Business Development Services Unit (10.4c)

| Expenditures by Sub-Appropriation | Actual | Authority 2024-25 | | Variance | Expl. No. |
|-----------------------------------|------------------|-------------------|--------------|-----------------------|-----------|
| | 2024-25 \$(000s) | FTEs | \$(000s) | Over/(Under) \$(000s) | |
| Salaries and Employee Benefits | 976 | 14 | 1,106 | (130) | |
| Other Expenditures | 151 | - | 231 | (80) | |
| Grant Assistance | - | - | - | - | |
| Total Sub-Appropriation | 1,127 | 14.00 | 1,337 | (210) | |

Consultation and Engagement (10.4d)

Sub-Appropriation Description

Leads consultation and engagement activities to build partnerships and collaboration with Indigenous Nations where mineral resource development projects have the potential to impact the exercise of Indigenous rights.

Key Results Achieved

- Assisted in the development of a new Consultation Protocol agreement with God’s Lake First Nation to help facilitate a fair and meaningful consultation and engagement process for mineral exploration.
- Facilitated 13 in-community meetings with 9 Indigenous Nations to support consultation related to mineral exploration.
- Facilitated 28 meetings with Indigenous Nations in Winnipeg related to Mineral Exploration and Mining Development and Mineral Exploration Protocols.

Consultation and Engagement (10.4d)

| Expenditures by Sub-Appropriation | Actual | Authority 2024-25 | | Variance | Expl. No. |
|--------------------------------------|---------------------|-------------------|--------------|--------------------------|--------------|
| | 2024-25 \$(000s) | FTEs | \$(000s) | Over/(Under) \$(000s) | |
| Salaries and Employee Benefits | 178 | 4.00 | 514 | (336) | 1 |
| Other Expenditures | 600 | - | 870 | (270) | 1 |
| Total Sub-Appropriation | 778 | 4.00 | 1,384 | (606) | |

Explanation(s):

1. The under-expenditure reflects vacant positions.

Costs Related to Capital Assets (Non-Voted)

Description

The appropriation provides for the amortization expense related to capital assets.

Costs Related to Capital Assets-General Assets (10.7a)

| Description | Actual 2024-25 \$ (000)s | Authority 2024-25 \$ (000)s | Variance Over/Under \$ (000)s | Expl. No. |
|--------------|--------------------------------|-----------------------------------|-------------------------------------|--------------|
| Amortization | 1,240 | - | 1,442 | |
| TOTAL | 1,240 | - | 1,442 | |

Other Key Reporting

The Public Interest Disclosure (Whistleblower Protection) Act

The Public Interest Disclosure (Whistleblower Protection) Act came into effect in April 2007 and amended in 2018. It gives employees a clear process for disclosing concerns about significant and serious matters (wrongdoing) in the Manitoba public service and protects employees who make those disclosures from reprisal. The act builds on protections already in place under other statutes, as well as collective bargaining rights, policies, practices, and processes in the Manitoba public service.

Wrongdoing under the act may be: contravention of federal or provincial legislation; an act or omission that endangers public safety, public health, or the environment; gross mismanagement; or knowingly directing or counseling a person to commit a wrongdoing. The act is not intended to deal with routine operational or administrative matters.

A disclosure made by an employee in good faith, in accordance with the act, and with a reasonable belief that wrongdoing has been or is about to be committed is considered to be a disclosure under the act, whether or not the subject matter constitutes wrongdoing. All disclosures receive careful and thorough review to determine if action is required under the act and must be reported in a department's annual report in accordance with Section 29.1.

The following is a summary of disclosures received by Manitoba Business, Mining, Trade and Job Creation for fiscal year 2024-25.

| Information Required Annually (per section 29.1 of PIDA) | Fiscal Year 2024-25 |
|--|----------------------------|
| The number of disclosures received, and the number acted on and not acted on. Subsection 29.1(2)(a) | Nil |
| The number of investigations commenced as a result of a disclosure. Subsection 29.1 (2)(b) | Nil |
| In the case of an investigation that results in a finding of wrongdoing, a description of the wrongdoing and any recommendations or corrective actions taken in relation to the wrongdoing, or the reasons why no corrective action was taken. Subsection 29.1(2)(c) | Nil |

Equity and Diversity Benchmarks

Manitobans are best served by a public service that is inclusive and representative of the diverse population of Manitoba at all levels of the organization, including senior management. Employment equity status is self-identified on a voluntary basis when individuals are hired into a position or at any time during their employment with Manitoba’s public service. Employment equity groups include women, Indigenous peoples, visible minorities, and persons with disabilities. This measure will capture diversity in Manitoba’s public service and in senior management. The statistic reflects employment equity representation at the department level.

| Equity Group | Benchmarks | % Total Employees as at March 31, 2025 |
|---------------------------|-------------------|---|
| Women | 50% | 69.4% |
| Indigenous Peoples | 16% | 13% |
| Visible Minorities | 13% | 27.6% |
| Persons with Disabilities | 9% | 10.7% |

Appendices

Appendix A – Other Reporting Entities

Other Reporting Entities (OREs) are accountable to the minister. OREs are directly or indirectly controlled by government as prescribed by the Public Sector Accounting Board.

The following Other Reporting Entities (OREs) form part of the department's consolidated results:

Abandonment Fund Reserve Account

The Abandonment Reserve Fund (also referred to as the Petroleum Well Abandonment Fund) is a Special Fund established under *The Oil and Gas Act*. The Abandonment Fund may be used as a source of funds to operate or abandon a well or facility that is non-compliant with the act where the licensee or permittee of the well or facility fails to comply. The Abandonment Fund may also be used to rehabilitate the site of an abandoned well or facility or to address any adverse effect on property caused by a well or facility.

Economic Development Winnipeg

Economic Development Winnipeg is the lead economic development agency for Winnipeg, encompassing Economic Development Winnipeg, YES! Winnipeg, and Tourism Winnipeg. Economic Development Winnipeg facilitates investment promotion and attraction, capacity building, tourism development, and the management of market data.

For more information please visit <https://www.economicdevelopmentwinnipeg.com>

Manitoba Development Corporation

The Manitoba Development Corporation was established under *The Manitoba Development Corporation Act* to foster economic development and investment, promote the diversification of economic activities, encourage the development of export markets for business, and support innovation, development, and commercialization of technologies.

Rural Manitoba Economic Development Corporation

The Rural Manitoba Economic Development Corporation is incorporated under *The Corporations Act* as a Non-Profit, Non-Share Corporation. The corporation was established to provide economic outcomes in Rural Manitoba through investment attraction, job creation, retention, and expansion of existing businesses thereby enhancing the prosperity and quality of life for Manitobans.

For more information please visit: <https://rmedcorp.ca>

Appendix B - Statutory Responsibilities

Any statutes that are not assigned to a particular minister are the responsibility of the Justice Minister, as are any amendments to acts. Manitoba Business, Mining, Trade and Job Creation operates under the authority of the following acts of the Continuing Consolidation of the Statutes of Manitoba:

- The Apprenticeship and Certification Act (A110)
- The Captured Carbon Storage Act (C19)
- The Community Revitalization Tax Increment Financing Act (C166)
- The Convention Centre Corporation Act (S.M. 1998-89, c.39)
- The Crocus Investment Fund Act (C308) [except section 11]
- The Income Tax Act (I10) [sections 7.13 to 7.16 and 11.8 to 11.21]
- The Invest Manitoba Act (I99)
- The Labour-Sponsored Venture Capital Corporations Act (L12) [Part 2, and section 16 to 18 as they relate to Part 2]
- The Manitoba Development Corporation Act (D60)
- The Mines and Minerals Act (M162)
- The Mining and Metallurgy Compensation Act (M190)
- The Oil and Gas Act (O34)
- The Oil and Gas Production Tax Act (O37)
- The Peatlands Stewardship Act (P31)
- The Property Tax and Insulation Assistance Act (P143) [Part V, and section I to Part VI as they relate subjects covered under Part V]
- The Surface Rights Act (S235)

In addition, policies specific to departmental programs are documented in the General Manual of Administration and various Manitoba government catalogues and publications.

Appendix C - Report requirements under The Community Revitalization and Tax Increment Financing Act

The Community Revitalization Tax Increment Financing Act ('Act') came into force in November 2009. Under section 15(9) the minister must include in each annual report of the department a report on the use of grants made in the year and what those grants achieved.

Tax Increment Financing (TIF) is a financing tool that governments use to encourage property revitalization. Re-branded as the Manitoba Works Capital Incentive in 2020, TIF is used to encourage major business investment or expansion. The proponent of an approved project under the Incentive receives a grant of the incremental (new) education property taxes that are generated through capital investment on an identified property for a period of up to 20 years or until the maximum value of their grant award is reached, whichever is sooner.

The Incentive can be made available to a new or existing business if:

- The proponent company makes a minimum capital investment of \$10M to a specific property;
- A minimum of 65% of total project costs are from private sources; and
- There is demonstrable potential to create and/or maintain a minimum of 10 jobs in the province or the new business activity has a substantial and measurable net economic benefit to the province.

The department currently administers 16 grant agreements under the former TIF Framework and administers 16 grant agreements under the Incentive. No new grant agreements were approved in 2024-25.

**Initiatives/Projects supported under *The Community Revitalization Tax Increment Financing Act*
as of March 31, 2025, by municipality**

City of Winnipeg

| Initiative | Purpose of Grant Support | Status | Achievement |
|--|--|--|--|
| Downtown Winnipeg Residential Development Grant Program. | <p>This program is a partnership between Manitoba and the City of Winnipeg.</p> <p>To increase the number and diversity of housing options, increase mixed residential and commercial development, and redevelop vacant properties and surface parking lots. Grants incent housing developers who are paid once the development is completed.</p> | Development complete for all properties. Grant payments are ongoing. Designated for grant payments through 2030. | Resulted in the development of 343 new rental units and 443 new condominium units for a total of 786 new residential units in downtown Winnipeg. |
| The Sports, Hospitality and Entertainment District (SHED). | <p>This program is a partnership between Manitoba, the City of Winnipeg, and CentreVenture Development Corporation as outlined in the Strategic Downtown Investments Agreement.</p> <p>To encourage and protect private and public investment in downtown Winnipeg and develop the 11-block SHED area where entertainment and related commercial activities can be encouraged. Grants support capital projects in public and shared spaces within defined Portage Avenue districts downtown.</p> | Development complete and <u>financial commitment completed in full in 2022-23.</u> | Developments include streetscape and pedestrian improvements surrounding Canada Life Centre (formerly: Bell MTS Place), storefront and building enhancements and marketing and promotion of the SHED area. |
| Triple B Stadium | Incremental taxes from the redevelopment of the former CanadInns Stadium site contribute to the building the professional football stadium complex at the University of Manitoba: Princess Auto Stadium (formerly: Investors Group Field). | Grant payments are ongoing. Designated for grant payments through 2037. | The complex opened in June 2013 and is well used. |
| University of Winnipeg Commons Housing Complex Project | Grants support a mixed-use complex, including student residences. | Development complete. Grant payments are ongoing. Designated for grant payments through 2031. | Redeveloped a surface parking lot into a mixed-use complex with 102 rental housing units, including 46 affordable units and 30 rent-geared-to-income units. |

| Initiative | Purpose of Grant Support | Status | Achievement |
|---|---|--|--|
| Exchange/Waterfront Neighbourhood Development Program | <p>This program is a partnership between Manitoba, the City of Winnipeg, and CentreVenture Development Corporation.</p> <p>To support retail attraction and retention coordination; marketing/image and safety initiatives; parking initiatives; and capital investments.</p> | <p>Development complete. Grant payments are ongoing. Designated for grant payments through 2030.</p> | <p>Physical improvements to streetscape including safety and walkway upgrades.</p> |
| Parmalat Canada Inc. | <p>The project is a partnership between Canada, Manitoba, the City of Winnipeg, and Parmalat Canada Inc.</p> <p>To support Manitoba's dairy value-added food industry by funding the extension of waste water servicing to the new dairy processing plant.</p> | <p>Development complete. Grant payments are ongoing through 2037.</p> | <p>Construction was completed in September 2017; upgraded wastewater service supports the processing plant as anticipated.</p> |
| Live Downtown: Rental Development Grant Program | <p>This program is a partnership between the Province of Manitoba and the City of Winnipeg.</p> <p>To encourage the development of additional multi-family, mixed-income rental housing to increase and diversify the residential population of downtown Winnipeg.</p> | <p>Development complete. Grant payments are ongoing. Designated for grant payments through 2041.</p> | <p>Program created over 700 rental units in downtown Winnipeg.</p> |
| Northland Developments - Sutton Place | <p>This is a project to create a hotel and residences space in Winnipeg. Grant is intended to leverage private investment in downtown Winnipeg. The project produces economic benefits to Winnipeg by supporting the RBC Convention Centre through additional adjacent hotel space.</p> | <p>Construction at the site is delayed; expected completion date pushed from 2023-24 to 2027-28. Designated for grant payments through 2043.</p> | <p>Pending.</p> |
| RBC Convention Centre | <p>Supports debt repayment on the Convention Centre's expansion. The project produces economic benefits to Winnipeg by helping the RBC Convention Centre attract larger scale events.</p> | <p>Expansion completed in 2018. Grants are tied to the completion of Sutton Place. Designated for grant payments through 2043.</p> | <p>The convention / special event sector has rebounded, and the expansion is well used.</p> |
| True North Square – Street & Sky | <p>A public plaza located in Winnipeg, offering green space, programmable space, additions to the sidewalk network, and streetscaping. Proponent also developed a commercial building.</p> | <p>Development complete. Grant payments are ongoing. Designated for grant payments through 2043.</p> | <p>The plaza and skywalks are open to the public; commercial building rents office and retail space for up to 1,500 workers.</p> |

| Initiative | Purpose of Grant Support | Status | Achievement |
|---------------------------------|--|---|---|
| | Grant leverages private investment in downtown Winnipeg. | | |
| True North Square – Residential | Proponent developed a residential complex containing 194 rental units. Grant leverages private investment in downtown Winnipeg. | Development complete. Grant payments are ongoing. Designated for grant payments through 2043. | Residential building has 325 luxury apartment units for rent. |
| 390 Assiniboine | A one-time stand-alone downtown Winnipeg condominium project, the grant leverages private investment in downtown Winnipeg residential development. | Development complete. Grant payments are ongoing through 2030. | This 92-unit condominium project is complete. |
| The Forks Railside | The Parcel 4 Forks Railside Development project is part of a 20-year redevelopment and includes housing, office and retail uses, hotels, and restaurants. A mix of up to 337 residential rental and condominium units over 10 buildings are planned. Grant is intended to support improvements to public spaces. | Construction pending; anticipated completion date pushed from summer 2024 to summer 2026. Designated for grant payments through 2047. | Pending. |
| Richardson Innovation Centre | This facility will serve as a world-class collaboration site for agriculture research and product development. Grant funds support the centre’s construction which is located in Downtown Winnipeg. | Development complete. Grant payments are ongoing through 2042. | A completed facility for food product research, development, validation and demonstration, analysis, and quality assurance; it created 16 new jobs. |
| The Zu | A project that replaces two surface parking lots and a demolished hotel in Winnipeg’s Osborne Village with three mixed-use retail and rental residential buildings. Grant is intended to leverage private investment in Winnipeg rental residential market. | Development now complete. Apartments are almost entirely rented out. No grants have flowed to date. Designated for grant payments through 2043. | A completed mixed-use rental apartment building in Osborne Village. Rent starts at \$1,290/mo for a 1 bedroom/1 bath suite. Awaiting proponent’s initial annual report, which is a precondition of flowing annual grant funds. |
| Paulin Village | Revitalizing the former Paulin Biscuit factory as two mixed use commercial and rental residential buildings in Winnipeg’s Chinatown. Grant is intended to leverage private investment in downtown Winnipeg’s rental residential market. | Development now complete. Apartments are available for rent. No grants have flowed to date. Designated for grant payments through 2043. | The completed mixed-use rental apartment building in downtown Winnipeg is completed and has rental availability. One-bedroom and two-bedroom apartments pricing ranges from \$1,250 to \$1,700 per month. Awaiting proponent’s initial annual report, |

| Initiative | Purpose of Grant Support | Status | Achievement |
|----------------------|---|---|--|
| | | | which is a precondition of flowing annual grant funds. |
| Market Lands | Redevelopment of land formerly occupied by Winnipeg's Public Safety Building. Grant is intended to support development of the southern portion of the site to attract investment in the northern portion. Southern portion will house a creative hub, a centre for art and design, a market incubator, a public realm, and up to 102 non-profit rental housing units. | Construction well underway. Targeted completion is 2025-26. Designated for grant payments through 2045. | Pending. |
| Maple Leaf Foods | Grant funds support construction to expand an existing Winnipeg meat processing plant. | Development complete but grant funds not yet released (pending challenge of its re-assessment). Designated for grant payments through 2043. | Expanded and modernized the existing pork processing plant in Winnipeg with anticipated 220+ new jobs available. |
| 127 Bannatyne Avenue | Grant funds support 10-storey mixed-use commercial and residential apartment building as an infill development project on a surface parking lot in downtown Winnipeg. | Substantial construction complete. Leasing has begun. No grants have flowed to date. Designated for grant payments through 2033. | Mixed-use building in the Exchange District offers commercial, office, and residential spaces, renting at approximately \$25.00 per sq. ft. Awaiting proponent's initial annual report, which is a precondition of flowing annual grant funds. |
| Honey Plant | Grant funds support a new honey processing and packaging facility. | Development complete. Grant funds will begin flowing in 2025-26. Designated for grant payments through 2043. | A new honey processing and packaging facility was completed and supports the Manitoba Cooperative Honey Producers Limited. Job created are 68 construction jobs and 28 new beekeeper positions. |
| 308 Colony Street | Grant funds support 21-storey mixed-income mixed-use commercial and residential cutting edge 'green' apartment building as an infill development project in downtown Winnipeg. | Construction underway; 2026-27 completion targeted. Designated for grant payments through 2035. | Pending. |
| Hyatt Centric Hotel | Grant funds support the conversion and redevelopment of an office building in downtown Winnipeg | Interior construction underway and will be completed in two phases: the first in 2025- | Pending. |

| Initiative | Purpose of Grant Support | Status | Achievement |
|------------|--|---|-------------|
| | into a 140-room Hyatt Centric-branded hotel. | 26 and the second in 2028-29. Designated for grant payments through 2045. | |

The City of Brandon

| Initiative | Purpose of Grant Support | Status | Achievement |
|-----------------|---|--|--|
| West Vic Common | Grant funds support the redevelopment and expansion of the West Vic Common strip mall in the City of Brandon. | Property remediation and redevelopment of the existing building are complete. Leasehold improvements are underway. This is an iterative project. Grants are ongoing. Designated for grant payments through 2042. | Rolling leasehold improvements has brought 45 new jobs to the strip mall since 2022. |

The City of Dauphin

| Initiative | Purpose of Grant Support | Status | Achievement |
|--------------------|--|--|--|
| Vermillion Growers | Grant funds will support a commercial greenhouse development. The building will be a high tech, hydroponic, commercial greenhouse designed for vegetable production. | Development complete but since no reporting was received in 2024/25, no funds have flowed. Designated for grant payments through 2042. | Pending reporting. |
| Best Western Hotel | Grant is intended to leverage private investment in the construction of a new hotel in the City of Dauphin. | The hotel is open for business. Grant payments are ongoing. Designated for grant payments through 2042. | Hotel supports tourists and business travellers to the region, which is under-served with respect to available lodging options. The hotel created 37 new jobs. |

Municipality of Killarney-Turtle Mountain

| Initiative | Purpose of Grant Support | Status | Achievement |
|-------------------|---|---|---|
| HyLife Pork Feeds | Grant supports pork sector expansion in Manitoba. Grant supports costs associated with the new feed mill. | Feed mill is operational. Grant payments are ongoing. Designated for grant payments through 2043. | As of November 2023, the mill produces approx. 20,500 metric tonnes of feed each month. Facility has created 26 new jobs since it opened. |

Town of Neepawa

| Initiative | Purpose of Grant Support | Status | Achievement |
|--------------|---|---|--|
| HyLife Foods | Grant supports pork sector expansion in Manitoba Grant supports costs associated with the expanded pork processing plant. | Processing plant operational. Grant payments are ongoing. Designated for grant payments through 2043. | Expansion provided for 236 new jobs and at November 2023, 1,657 staff were employed at the facility. |

Rural Municipality of Portage la Prairie

| Initiative | Purpose of Grant Support | Status | Achievement |
|----------------|---|--|--|
| Roquette | This project is a partnership between Manitoba, the Rural Municipality of Portage la Prairie, and Roquette Freres Inc. Grant leverages private and public funds to defray costs associated with the infrastructure needed to support a new pea processing plant. | Grant was directed to the RM, not the company, and <u>financial commitment was completed in full in 2023-24.</u> | Required infrastructure is complete and the \$400 million pea processing facility near Portage la Prairie is operational; added 150 new jobs to the region. |
| Simplot Canada | Grant leverages private and public funds to defray costs associated with the infrastructure needed to support the expanded potato processing facility. | Facility is operational. Grant payments are ongoing; designated for grant payments through 2043. | At the peak of construction, approx. 700 construction workers were onsite. The plant operated at full capacity in 2022. The expansion expected to result in 87 new jobs but 204 were created and maintained. |

Rural Municipality of Rosser

| Initiative | Purpose of Grant Support | Status | Achievement |
|----------------------------------|--|---|---|
| CentrePort Canada | Grants will support future strategic wastewater infrastructure requirements for CentrePort industrial lands. | CentrePort properties were de-designated on December 31, 2021. All accumulated levies were flowed to Rosser in 2022-23 and held in the RM's Special Purpose Reserve Fund called "CentrePort North Wastewater Reserve." <u>Manitoba's financial commitment completed in full in 2022-23.</u> | Infrastructure in planning stages at RM Rosser. |
| O Foods - Patterson Global Foods | Grant supports a new oat mill's construction to expand the company's value-added agricultural processing capacity. | Development completed but since no reporting was received, no grant funds have flowed. | Pending reporting. |

| Initiative | Purpose of Grant Support | Status | Achievement |
|--|---|--|--|
| | Annual funds are expected to be reinvested in the facility. | Designated for grant payments through 2042. | |
| Merit Functional Foods <i>(Paused: 2022/23)</i> | Grant supports the construction of a new food processing facility for peas and canola seeds. | Development completed, facility operational, first grant flowed in 2022-23. However, Merit's private ownership group filed for bankruptcy in March 2023. Company is in receivership; grant funds have been halted until receivership process is completed. Designated for grant payments through 2042. | There were 107 new employees at the facility when operational. These staff are no longer employed at the facility. |
| Viterra Canada | Grant supports a new concrete grain elevator and 134 car loading track in Rosser for expanded grain transportation. | Development completed and grant funding is ongoing. Designated for grant payments through 2033. | Project resulted in 19 new staff employed at the facility. |

City of Winkler

| Initiative | Purpose of Grant Support | Status | Achievement |
|-------------------|--|--|--|
| ICON Technologies | Expansion of recreational vehicles manufacturing and parts plant in Winkler. | Development completed, facility operational, grant funding is ongoing. Designated for grant payments through 2043. | Project resulted in 60 short-term construction jobs and new 45 full time manufacturing jobs. |
| Winkler Meats | Expansion of the company's existing abattoir and pork processing plant. | Construction underway with completion expected in 2025-26. Designated for grant payments through 2045. | Pending. |

Glossary

Alignment – This is the process of enabling all employees to see how their day-to-day actions are consistent with the values of the organization and how living those values is contributing to overall success. Creating alignment ensures employees are working toward the common goal or vision.

Annual Report – Departmental annual reports are a supplement to the public accounts and provide variance explanations and background information to support the public accounts. Annual reports are either released (if the Legislature is not in session) or tabled in the Legislature (if in session) by Sept. 30, following the fiscal year end.

Appropriation – This is the amount voted by the Legislative Assembly, approving the maximum amount that may be expended on a specific program or major activity during a fiscal year.

Main Appropriation – This is the total amount of each resolution passed by the Legislative Assembly as reported in the printed estimates of expenditure.

Sub-Appropriation – the total amounts applicable to the various breakdowns of the main appropriations in the printed estimates of expenditure.

Authority – In the financial tables throughout this report, authority represents the authorized votes approved by the Legislative Assembly in the Estimates of Expenditure (budget) as well as any changes (if applicable) as a result of government reorganizations, allocations from Enabling Appropriations, or and virement transfers between Main appropriations within the department. For a full reconciliation of the Printed Estimates of Expenditure to the Authority, please see the Expense Summary by Appropriation Report in the Report on the Estimates of Expenditure and Supplementary Information.

Borrowings – Borrowings are securities issued in the name of the province to capital markets investors. Securities include debentures, treasury bills, promissory notes, medium-term notes, and Manitoba Savings Bonds.

Full-Time Equivalent (FTE) – This is a measurement for the number of positions. Every full-time regular position represents one full-time equivalent position. Other categories (e.g., term, departmental, seasonal and contract) are measured in proportional equivalents. For example, a program with a vote of 1.50 term FTE could hire staff in any combination that results in a total of one-and-a-half years (or 78 weeks) of employment [e.g., six staff for three months (13 weeks) each; two staff for nine months (39 weeks) each; one full-time and one half-time staff for one year; three half-time staff for one year; etc.]

Government Reporting Entity (GRE) – This includes core government and Crown organizations, government business entities and public sector organizations such as regional health authorities, school divisions, universities, and colleges.

Grants – Public money provided to an individual, organization, or another government to assist in attaining their objectives and for which the government does not receive a good or service.

Guarantees – The province, in the normal course of business, may provide a guarantee to honour the repayment of debt or loans of an organization, primarily Government Business Enterprises. Such a guarantee is provided on the Manitoba Hydro Savings Bonds.

Interfund Activities – These are Public Sector Accounting Standards adjustments, including Health and Education Levy, Employee Pension and Other Contributions, that are attributed to the entire department.

Key Initiatives – These are the specific programs, activities, projects, or actions an organization will undertake to meet performance targets. Initiatives are often projects or events that aim to improve a process or an outcome in one of the four perspectives.

Key Performance Indicators (KPI) – KPIs refer to an ultimate result for which the department is responsible for monitoring and reporting, but for which given its complexity, it has only partial direct influence over. Departments may identify certain performance measures as KPIs.

Mission – A mission statement defines the core purpose of the organization — why it exists and reflects employees' motivations for engaging in the organization's work. Effective missions are inspiring, long-term in nature, and easily understood and communicated.

Objective – The objective is a concise statement describing the specific things an organization must do well to execute its strategy. Objectives often begin with an action verb such as increase, foster, reduce, and improve.

Other Reporting Entity (ORE) – These are reporting organizations in the Government Reporting Entity (GRE) such as Crown corporations, government agencies, government business entities, and public sector organizations such as regional health authorities, school divisions, universities, and colleges that are directly or indirectly controlled by the government, as prescribed by the Public Sector Accounting Board (excludes core government).

Performance Measure – A performance measure is a standard used to evaluate and communicate performance against expected results. Measures are normally quantitative in nature, capturing numbers, dollars, percentages, and so on. Reporting and monitoring measures helps an organization gauge progress toward effective implementation of strategy.

Performance Results – These are the most important outcomes the departments want to achieve by reaching their objectives. Performance results represent the essence of the outcomes the department seeks to achieve.

Provincial Themes: Provincial themes are the overarching strategic priorities that align departmental activities with government's direction.

Special Operating Agencies (SOAs) – These are service operations within departments that are granted more direct responsibility for results and increased management flexibility needed to reach new levels of performance. SOAs embrace market disciplines of the private sector while adhering to the public policy imperatives of government. Annual business plans define financial goals and performance targets. SOAs have the ability to raise capital outside of the Consolidated Fund.

Strategy – This represents the broad priorities adopted by an organization in recognition of its operating environment and pursuit of its mission. All performance objectives and measures should align with the organization's mandate and strategy.

Target – The target presents the desired result of a performance measure. They provide organizations with feedback about performance.

Values – Values represent the deeply-held beliefs of the organization, which are demonstrated through the day-to-day behaviours of all employees. An organization’s values make an open proclamation about how it expects everyone to behave. Values should endure over the long-term and provide a constant source of strength for an organization.

Virement – This refers to a transfer of authority between operating expenditure appropriations within a department.

Vision – A powerful vision provides everyone in the organization with a shared mental framework that helps give form to the future that lies ahead. This statement should contain a concrete picture of the desired state and provide the basis for formulating strategies and objectives. The vision serves as the guiding statement for the work being done. It should answer why the work being done is important.