

2024/25



**SUPPLEMENT TO THE
ESTIMATES OF EXPENDITURE
BUDGET COMPLÉMENTAIRE**

BUDGET 2024

Manitoba Advanced Education and Training
Éducation postsecondaire et Formation Manitoba



Indigenous Land Acknowledgement

We recognize that Manitoba is on the Treaty Territories and ancestral lands of the Anishinaabe, Anishinewuk, Dakota Oyate, Denesuline and Nehethowuk peoples.

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

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

We respect the spirit and intent of Treaties and Treaty Making and remain committed to working in partnership with First Nations, Inuit and Métis people in the spirit of truth, reconciliation and collaboration.

Reconnaissance du territoire

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

Nous reconnaissons que le Manitoba se situe sur le territoire 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.

Nous respectons l'esprit et l'objectif des traités et de la conclusion de ces derniers. Nous restons déterminés à travailler en partenariat avec les Premières Nations, les Inuits et les Métis dans un esprit de vérité, de réconciliation et de collaboration.

Advanced Education and Training

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**Supplement
to the Estimates
of Expenditure
2024/25**

**Budget
complémentaire
2024-2025**

**Advanced Education
and Training**

**Éducation
postsecondaire et
Formation Manitoba**

Minister's Message



**MINISTER
OF ADVANCED EDUCATION AND TRAINING**

Room 317
Legislative Building
Winnipeg, Manitoba R3C 0V8
CANADA

I am honored to present the 2024/25 Advanced Education and Training Supplement to the Estimates of Expenditure. As Minister of Advanced Education and Training, I am responsible for the formulation of this Supplement and for the realization of the objectives outlined herein.

It is a privilege to serve as Minister, supported by a dedicated team of experts committed to integrity, professionalism, fiscal responsibility and fostering a promising future for all Manitobans. The results of the plans outlined in this document will be detailed in the department's forthcoming Annual Report for this year, underscoring our commitment to accountability.

Advanced Education and Training has a mandate to prepare Manitobans for the careers and challenges of today and tomorrow. We do this by providing equitable and affordable access to the best training and educational opportunities across the adult and advanced education system. We work with stakeholders to ensure the pathways are seamless and students are positioned for success at each step of their education journey.

Our network of fifty-nine adult literacy and learning providers prepares Manitobans for current and future opportunities. This is why we have introduced The Adult Literacy Act and are moving forward with developing a new adult literacy strategy. We are also increasing investments in the adult learning system to help more Manitobans gain skills for achieving their personal and career goals.

Our province's post-secondary institutions are essential in preparing the next generation of Manitobans to be open, thoughtful, and highly skilled, contributing to a strong economy and high quality of life. They are at the forefront of training professionals in healthcare and other high demand sectors including teachers and early childhood educators and providing those training opportunities closer to home. We respect the autonomy and academic freedom of our post-secondary institutions and are taking steps to ensure they can continue to provide high-quality education. We also recognize the contribution of our post-secondaries to Manitoba's research and innovation excellence and are strengthening support for Research Manitoba to create even more opportunities for our province.

To ensure all Manitobans see a place for themselves in education, we are investing in student loans, grants, scholarships, and bursaries to remove barriers to pursuing a post-secondary education wherever in the province they choose to study. We are working with Indigenous partners to support the advancement of Indigenous cultures, languages, and world views throughout the education system.

I look forward to moving forward on our priorities in 2024/25 and supporting the highest quality education system for student success.

Original signed by

Honourable Renée Cable
Minister of Advanced Education and Training



Message ministériel



**MINISTRE
ÉDUCATION POSTSECONDAIRE ET DE LA FORMATION**

Bureau 317
Palais législatif
Winnipeg (Manitoba) R3C 0V8
CANADA

C'est avec un sentiment d'honneur que je présente le budget complémentaire 2024-2025 Éducation postsecondaire et Formation Manitoba. En tant que ministre Éducation postsecondaire et Formation Manitoba, j'assume une responsabilité quant à la formulation du budget complémentaire et à l'atteinte des objectifs énumérés dans ce document.

C'est un privilège de servir en tant que ministre, avec le soutien d'une équipe dévouée d'experts qui accorde la plus haute importance à l'intégrité, au professionnalisme, à la responsabilité financière et à la poursuite d'un avenir prometteur au profit de l'ensemble de la population manitobaine. Soucieux de respecter notre engagement en matière d'obligation redditionnelle, nous décrivons plus amplement les résultats des plans dont fait état le présent document dans le rapport annuel que nous déposerons pour cet exercice.

Le ministère de l'Éducation postsecondaire et de la Formation a pour mandat de préparer les Manitobains aux carrières et aux défis d'aujourd'hui et de demain. Pour ce faire, nous assurons un accès équitable et abordable aux meilleures occasions de formation et d'études dans le système de l'éducation postsecondaire et aux adultes. Nous travaillons avec des intervenants pour que les parcours soient sans heurts et que les étudiants soient bien placés pour réussir à chacune des étapes de leur cheminement scolaire.

Notre réseau de 59 fournisseurs de programmes d'alphabétisation et d'éducation des adultes prépare les Manitobains aux possibilités actuelles et futures. C'est pourquoi nous avons présenté la Loi sur l'alphabétisation des adultes et que nous allons de l'avant avec l'élaboration d'une nouvelle stratégie d'alphabétisation des adultes. Nous augmentons également les investissements dans le système d'éducation des adultes afin d'accroître le nombre de Manitobains qui acquièrent des compétences à des fins personnelles et professionnelles.

Les établissements d'enseignement postsecondaire de notre province sont essentiels pour préparer la prochaine génération de Manitobains à être ouverts, réfléchis et hautement qualifiés, contribuant à une économie solide et à une bonne qualité de vie. Ils sont au premier rang de la formation de professionnels en soins de santé et dans d'autres secteurs très demandés, notamment les enseignants et les éducateurs des

jeunes enfants, et rapprochent ces occasions de formation plus près de la maison. Nous respectons l'autonomie de nos établissements d'enseignement postsecondaire et la liberté universitaire, et prenons des mesures pour que ces milieux puissent continuer d'offrir de l'enseignement de haute qualité. Nous reconnaissons également la contribution de ces établissements dans l'excellence en recherche et en innovation, et ceux-ci renforcent le soutien de Recherche Manitoba pour créer encore plus de débouchés pour notre province.

Pour que tous les Manitobains puissent chacun voir une place pour eux dans le système scolaire, nous procédons à des investissements dans les prêts étudiants, les subventions et les bourses d'études et d'entretien afin de retirer les obstacles à la poursuite d'études postsecondaires à n'importe quel endroit dans la province où ils souhaitent étudier. Nous collaborons avec des partenaires autochtones pour soutenir l'avancement des cultures, des langues et des visions du monde des Autochtones dans l'ensemble du système de l'éducation.

Je me réjouis à l'idée de faire progresser nos priorités en 2024-2025 et de soutenir un système scolaire de la plus haute qualité pour la réussite étudiante.

Original signé par

Renée Cable

Ministre de l'Éducation postsecondaire et de la Formation



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Introduction / Overview of the Supplement to the Estimates of Expenditure

The Supplement to the Estimates of Expenditure (Supplement) provides additional information to the members of the Legislative Assembly and the public in their review of the department information contained in the Summary Budget and the departmental Estimates of Expenditure for the fiscal year ending March 31, 2025.

The Supplement represents the departmental annual planning document and encapsulates the collective vision, values and strategic objectives based on the Premier's mandate letter to guide the development of departmental operational plans. The document also presents financial details that align with the Summary Budget for the department and its other reporting entities.

Departmental information aligns with the Estimates of Expenditure and details the annual appropriations of the department to be approved by the Legislative Assembly through the Appropriation Act. The financial information is meant to supplement, not replicate, the detail included in the Estimates of Expenditure. Please refer to the Estimates of Expenditure for commitment-level detail by sub-appropriation. This Supplement also contains departmental staffing and full-time equivalent (FTE) details that are not part of the Summary Budget or the Estimates of Expenditure.

The Supplement 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 results are shared at the end of the fiscal year in the annual report, which will be released in September 2025.

The Government of Manitoba has established a performance measurement framework (consisting of the Supplement and Annual Reports) for planning and analysis to support monitoring the results and operational improvement. The framework aims to increase transparency, accountability, and alignment of staff to identify key priorities and work toward achieving them. Department Supplements, Annual Reports, performance results and supporting management information are integral to the government's fiscal and strategic plan, and financial and performance reporting cycle.

The Supplement was revised this fiscal year to reflect government's strategic priorities and department mandate. Performance measures have been updated to align with the departments' mandate letters. Employee related measures are now tracked centrally.

Introduction / Aperçu du budget complémentaire

Le budget complémentaire fournit un complément d'information aux députés à l'Assemblée législative et au public afin de les aider à passer en revue les renseignements liés au ministère qui sont présentés dans le budget sommaire et dans le Budget des dépenses pour l'exercice se terminant le 31 mars 2025.

Le budget complémentaire est un document de planification annuelle qui résume la vision collective, les valeurs et les objectifs stratégiques établis à la lumière de la lettre de mandat reçue du premier ministre, en vue d'orienter l'élaboration des plans opérationnels du ministère. Il présente également des données financières conformes au budget sommaire du ministère et de ses autres entités comptables.

Les renseignements liés au ministère correspondent au Budget des dépenses et donnent le détail des affectations de crédits annuels du ministère que doit approuver l'Assemblée législative en vertu d'une loi portant affectation de crédits. Les renseignements financiers sont destinés à compléter et non pas à répéter l'information figurant dans le Budget des dépenses. Pour en savoir plus au sujet du niveau d'engagement par sous-crédit, veuillez vous reporter au Budget des dépenses. Le budget complémentaire contient également de l'information sur la dotation en personnel et les équivalents temps plein (ETP) du ministère, qui ne fait pas partie du budget sommaire ou du Budget des dépenses.

Le budget complémentaire permet aux ministères d'harmoniser leur travail avec le mandat et les priorités stratégiques du gouvernement. Les ministères établissent ensuite des plans opérationnels décrivant plus en détail de quelle façon ces thèmes seront intégrés aux activités quotidiennes. Les résultats seront présentés à la fin de l'exercice dans le rapport annuel, qui sera rendu public en septembre 2025.

Le gouvernement du Manitoba a établi, à des fins de planification et d'analyse, un cadre de mesure de la performance (composé du budget complémentaire et des rapports annuels) pour faciliter le suivi des résultats et de l'amélioration des activités. Ce cadre vise à favoriser la transparence et l'obligation redditionnelle, et à offrir une meilleure orientation aux membres du personnel afin que ces derniers cernent les grandes priorités et travaillent à leur réalisation. Les budgets complémentaires, les rapports annuels, les résultats en matière de performance et les renseignements de gestion connexes des ministères font partie intégrante du plan financier et stratégique du gouvernement et de son cycle de production de rapports portant sur les finances et la performance.

Le budget complémentaire a été révisé pour cet exercice, afin de tenir compte des priorités stratégiques du gouvernement et du mandat ministériel. Les mesures de la performance ont été mises à jour pour qu'elles concordent avec les lettres de mandat des ministères. Les mesures liées aux employés font maintenant l'objet d'un suivi centralisé.

Department Summary

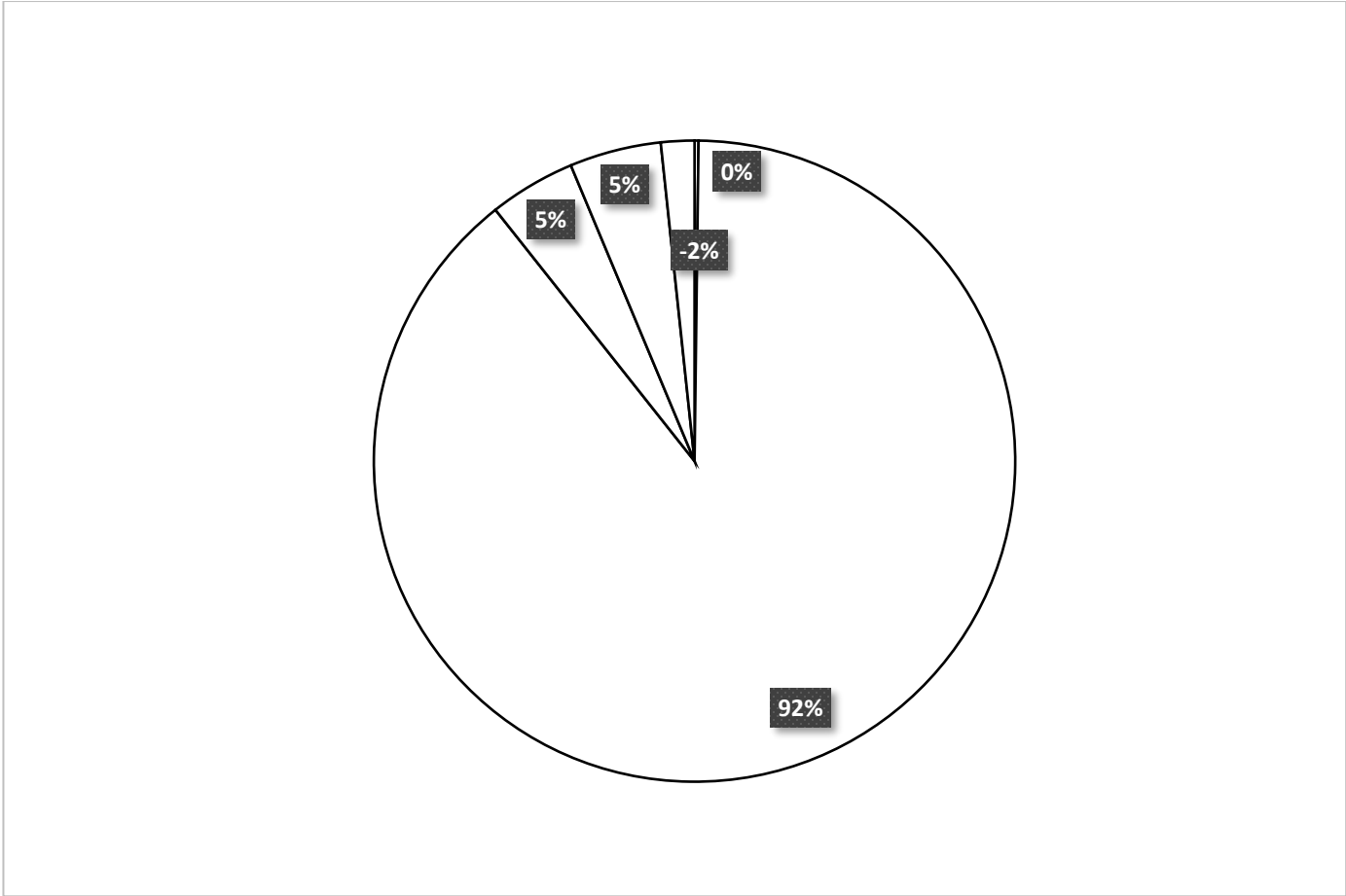
Department Description	Advanced Education and Training ensures a high-quality adult education and advanced education system that supports student success, and research excellence and innovation leading to economic growth and new opportunities for all Manitobans.
Minister	Honourable Renée Cable
Deputy Minister	Jan Forster

Other Reporting Entities	9	<ul style="list-style-type: none"> • University of Manitoba • University of Winnipeg • Brandon University • Université de Saint-Boniface • University College of the North • Assiniboine Community College • Red River College Polytechnic • Manitoba Institute of Trades and Technology • Research Manitoba
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Summary Expenditure (\$M) Consolidated Core and ORE budgets that make up the department summary budget	
\$1,891	\$1,831
2024 / 25	2023 / 24

Core Expenditure (\$M) Departmental expenditures as presented in the Estimates of Expenditure		Core Staffing Department's total FTEs	
\$950	\$894	136.00	125.00
2024 / 25	2023 / 24	2024 / 25 - FTE	2023 / 24 - FTE

Percentage Distribution of Expenditures by Operating Appropriation, 2024/25



- 0% Administration
- 92% Advanced Education
- 5% Student Access and Success
- 5% Costs Related to Capital Assets (Non-Voted)
- 2% Interfund Activity

Vue d'ensemble du ministère

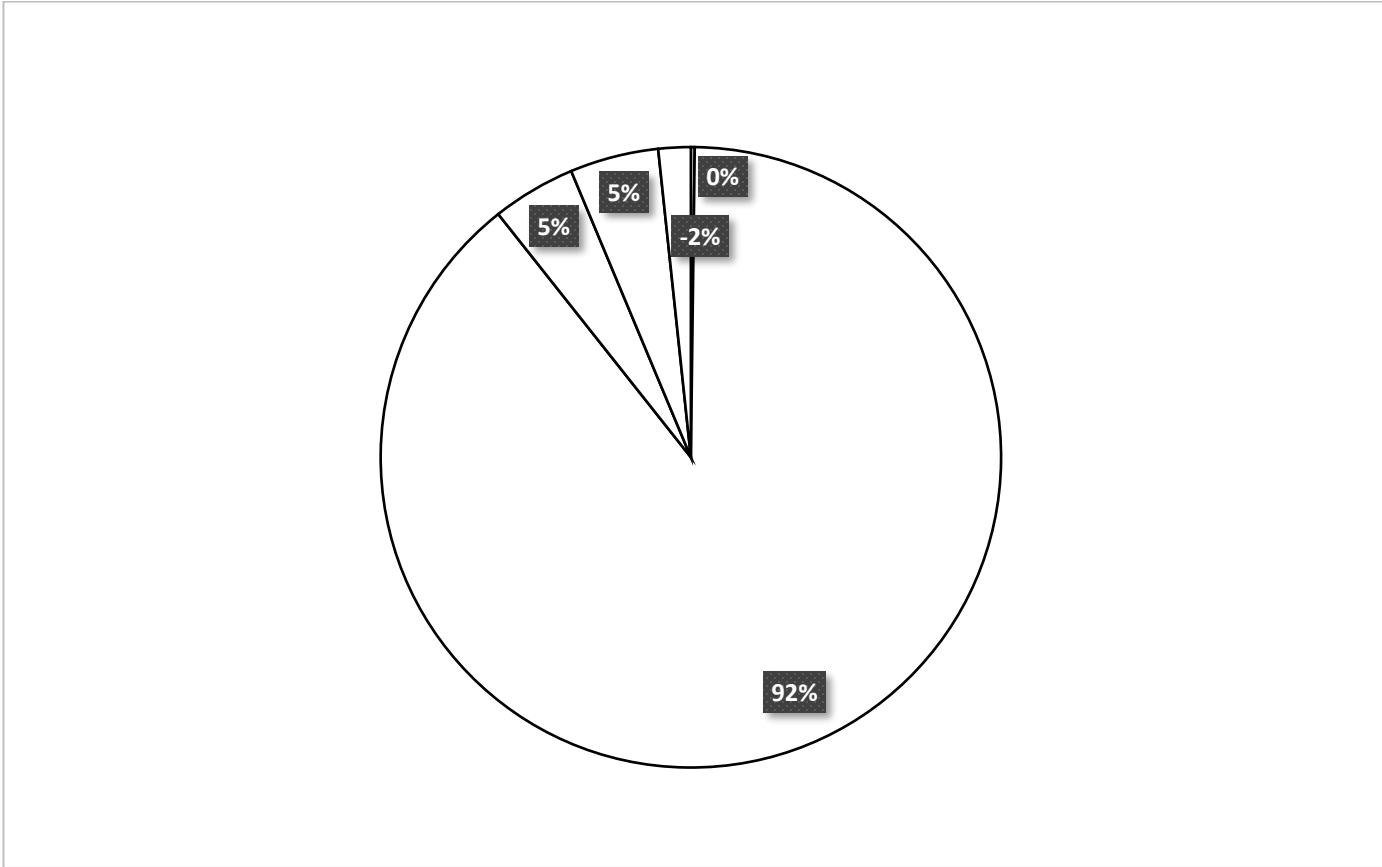
Description du ministère	Le ministère de l'Éducation postsecondaire et de la Formation veille à avoir un système d'études postsecondaires et d'éducation des adultes de haute qualité qui soutient la réussite des élèves ainsi que l'excellence en recherche et en innovation, entraînant une croissance économique et de nouvelles possibilités pour tous les Manitobains.
Ministre	Renée Cable
Sous-ministre	Jan Forster

Autres entités comptables	9	<ul style="list-style-type: none"> • Université du Manitoba • Université de Winnipeg • Université de Brandon • Université de Saint-Boniface • Collège universitaire du Nord • Collège communautaire Assiniboine • Collège polytechnique Red River • Manitoba Institute of Trades and Technology • Recherche Manitoba
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Dépenses globales (en millions de dollars) Budgets consolidés du ministère et des autres entités comptables qui composent le budget sommaire	
1 891	1 831
2024-2025	2023-2024

Dépenses ministérielles (en millions de dollars) Dépenses ministérielles telles que présentées dans le Budget des dépenses		Personnel ministériel ETP totaux du ministère	
950	894	136,00	125,00
2024-2025	2023-2024	ETP en 2024-2025	ETP en 2023-2024

Ventilation, en pourcentage, des dépenses globales par crédit de fonctionnement, 2024-25



- 0% Administration
- 92% Éducation postsecondaire
- 5% Accès et réussite des étudiants
- 5% Coûts liés aux immobilisations (dépenses non votées)
- 2% Transactions interfonds

Department Responsibilities

Advanced Education and Training is responsible for legislative and regulatory oversight, direction, funding, and programs for adult learners and students, public universities and colleges, private vocational colleges, adult learning centres and literacy programs, and other private education providers.

The overall responsibilities of the Minister and Advanced Education and Training include:

- Manage Manitoba's legislation, policy and programming priorities related to higher education, student support, college-level training, and international education.
- Provide direction, funding and oversight to Manitoba's publicly funded post-secondary institutions to ensure accountability and positive outcomes for students and the economy.
- Register and monitor private vocational institutions to provide quality programming that is responding to workforce needs, while treating students fairly and appropriately.
- Increase the number of individuals accessing and completing post-secondary training to improve student outcomes and respond to the needs of the labour market.
- Deliver financial aid programs, including scholarships and bursaries, that provide access to post-secondary education for students, maximizing federal funding and leveraging partnerships with the private sector through programs such as the Manitoba Scholarship and Bursary Initiative.
- Work with partners to provide adults with needed literacy and foundational skills as well as high school equivalent learning, helping them to continue on to further education and training, find jobs, and participate fully in their communities.

The Minister is also responsible for:

- University of Manitoba
- University of Winnipeg
- Brandon University
- Université de Saint-Boniface
- University College of the North
- Assiniboine Community College
- Red River College Polytechnic
- Manitoba Institute of Trades and Technology
- Research Manitoba

Responsabilités ministérielles

Le ministère de l'Éducation postsecondaire et de la Formation est responsable de la surveillance législative et réglementaire, de la direction, du financement et des programmes pour les étudiants et les apprenants adultes, les universités et les collèges, les collèges d'enseignement professionnel privés, les centres d'apprentissage pour adultes et les programmes d'alphabétisation, ainsi que les autres établissements d'enseignement privés.

Les responsabilités générales de la personne occupant le poste de ministre et du ministère de l'Éducation postsecondaire et de la Formation comprennent les suivantes:

- Gérer les priorités législatives, stratégiques et de programmation du Manitoba liées à l'éducation postsecondaire, au soutien étudiant et à la formation collégiale, notamment l'éducation internationale.
- Orienter, financer et surveiller les établissements d'enseignement postsecondaire publics du Manitoba afin d'assurer la reddition de comptes et l'obtention de résultats positifs pour la population étudiante ainsi que pour l'économie.
- Inscire et surveiller les établissements d'enseignement professionnel privés afin qu'ils fournissent des programmes de qualité qui répondent aux besoins de la main-d'œuvre, tout en traitant les étudiants de façon équitable et appropriée.
- Augmenter le nombre de personnes qui accéderont à une formation postsecondaire et qui obtiendront leur diplôme afin d'améliorer les résultats en matière de scolarité et de répondre aux besoins du marché du travail.
- Offrir des programmes d'aide financière, y compris des bourses d'études et d'entretien, qui faciliteront l'accès des étudiants aux études postsecondaires en optimisant l'utilisation des fonds fédéraux et en tirant parti des partenariats conclus avec le secteur privé par l'intermédiaire de programmes comme l'Initiative de bourses d'études et d'entretien du Manitoba.
- Travailler avec des partenaires pour fournir aux adultes les compétences de base et d'alphabétisation requises ainsi que les études de niveau équivalant au secondaire, les aidant à poursuivre leurs études et leur formation, à trouver des emplois et à participer pleinement à leur collectivité.

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

- Université du Manitoba
- Université de Winnipeg
- Université de Brandon

- Université de Saint-Boniface
- Collège universitaire du Nord
- Collège communautaire Assiniboine
- Collège Polytechnique Red River
- Manitoba Institute of Trades and Technology
- Recherche Manitoba

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

- The Department of Advanced Education and Training receives shared services from Economic Development, Investment, Trade and Natural Resources, Finance and Administration for accounting services.

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

- Le ministère de l'Éducation postsecondaire et de la Formation reçoit des services partagés de comptabilité de la part de la Division des finances et de l'administration du ministère du Développement économique, de l'Investissement, du Commerce et des Ressources naturelles.

Statutory Responsibilities

Any statutes that are not assigned to a particular minister are the responsibility of the Minister of Justice, as are any amendments to those statutes.

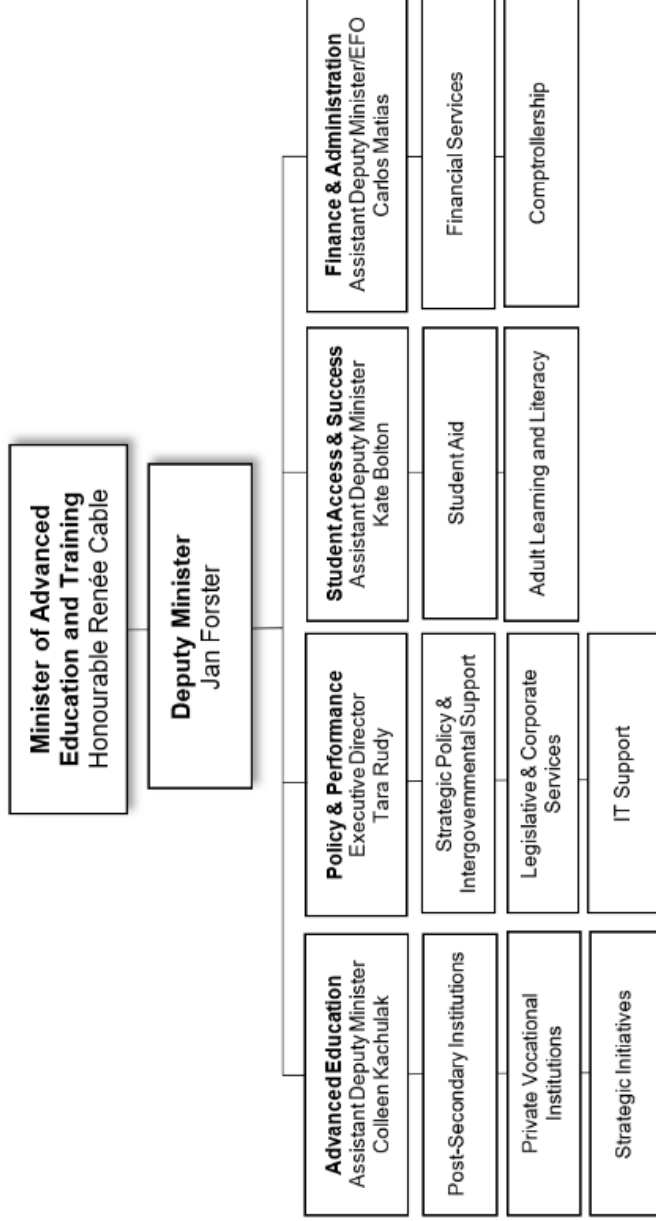
The Department of Advanced Education and Training operates under the authority of the following acts of the Consolidated Statutes of Manitoba:

- The Adult Learning Centres Act (c. A5)
- The Advanced Education Administration Act (c.A6.3)
- The Brandon University Act (c. B90)
- The Colleges Act (c. C150.1)
- The Degree Granting Act (c. D25)
- The Helen Betty Osborne Memorial Fund Act (c. H38.1)
- The International Education Act (c. I75)
- The Private Vocational Institutions Act (c. P137)
- The Red River College Polytechnic Act (c. R31)
- The Research Manitoba Act (c. R118)
- The Student Aid Act (c. S211)
- The Manitoba Institute of Trades and Technology Act (c. T130)
- The Université de Saint-Boniface Act (c. U50)
- The University College of the North Act (c. U55)
- The University of Manitoba Act (c. U60)
- The University of Winnipeg Act (c. U70)

Organizational Structure

Department of Advanced Education and Training

April 1, 2024



Other Reporting Entities (OREs) Accountable to the Minister

- University of Manitoba
- University of Winnipeg
- Brandon University
- Université de Saint-Boniface
- University College of the North
- Assiniboine Community College
- Red River College Polytechnic
- Manitoba Institute of Trades and Technology
- Research Manitoba

Operating Environment and Departmental Risk

Advanced Education and Training recognizes that Manitoba is undergoing social change that is having a significant impact on education but also creating a significant opportunity for education and training. Manitoba's learners are as diverse as our geography and economy, and we need to ensure our programs remain responsive to their unique circumstances and changing needs. We have confidence in the abilities of our advanced education and adult education systems to adjust to this shifting environment and are seeing Manitoba's education stakeholders adapt to the changing demographics in Manitoba.

We have a responsibility to embed Indigenous reconciliation into every aspect of our work with advanced and adult education systems to address the significant inequalities and inequities. Indigenous peoples in Manitoba make up 18 per cent of the total population and almost one-quarter of the population aged 15-24. Indigenous peoples are under-represented in post-secondary education and over-represented among those who do not have high school credentials and are participating in adult literacy and learning programs. More work needs to be done to improve education for Indigenous peoples, including increasing access to education and training and working to see Indigenous knowledge valued and incorporated throughout the system.

Manitoba is a leader in international education and has a strong legislative and regulatory system in place to ensure students receive the highest quality of education. Manitoba welcomes thousands of international students each year and values their contribution to the province. Following recent changes to Canada's International Student Program, we are working with the federal government and our education institutions to ensure international students continue to come to Manitoba to study and if they choose, to lay new roots in our province. We are reinstituting dedicated resources to support international education with strengthened policy and oversight to preserve and grow Manitoba's reputation and the student experience.

We introduced the Adult Literacy Act and are developing a new strategy to meet the broad and varying literacy needs of adult learners which will support adults in improving their foundational literacy skills. The department will be engaging with adult literacy program operators, practitioners, and others with a role to play, including Indigenous education organizations, to ensure their input and feedback is considered and informs our work on improving adult literacy in Manitoba.

Recent economic trends in inflation and increased cost of living magnify the importance of having access to financial supports for learners and sustainable adult learning and post-secondary systems. Affordability is an ongoing concern the department is responding to with a plan to enhance bursaries and financial aid, ensuring they reach learners most in need, as well as by modernizing Student Aid applications and technology to provide a simpler user experience. The department is working with institutions to ensure sustainable funding with transparent grant processes and strong governance structures that are foundational to stability. The department plans to propose changes in legislation that will respect institutions' autonomy with the repeal of Bill 33.

Post-secondary education is a direct contributor to our labour market needs and the growth of our economy. Our industry sectors and labour markets continue to evolve. Manitoba's Labour Market Outlook projected 114,000 job openings in Manitoba between 2022 and 2026, with 56 per cent of those positions requiring formal post-secondary training and a third of them located outside Winnipeg. We see high demand in areas such as healthcare professions, early childhood education, and Indigenous and French education. Given new

and emerging opportunities, there is a need for more skilled workers and research and development in areas such as mineral extraction, the low carbon economy, agriculture, and technology as sectors work towards a stronger presence on the national and international stage. We will be continuing our work with post-secondary institutions to increase the availability of training in high demand occupations and fields, especially in healthcare professions. The department is working to increase the reach of education and training into small centres and remote regions, bringing training closer to where people live.

For more information on key initiatives that will contribute to addressing threats and risks to the operating environment of the advanced education and training sector, see Department Performance Measurement – Details.

Department Performance Measurement

The departmental strategic objectives reflect the elected government priorities listed in the department mandate letters. Departments align their current work along with newly received mandate items, in their supplement. The re-introduction of mandate letters represents a renewed approach designed to align departmental efforts more closely with elected government direction. Objectives, key initiatives, and performance measures are described in more detail in the following section. The Department Strategic Objectives are:

Vision

A high-quality education system supporting student success and research excellence for a prosperous Manitoba.

Mission

Ensure a sustainable, accessible, accountable, and affordable adult and post-secondary education system for all Manitobans to develop the skills to thrive in community, social, and economic life.

Values

- Listen to those who we serve.
- Hold equity, diversity, and inclusion at the core of our work.
- Are committed to advancing truth and reconciliation.
- Give balanced and informed advice.
- Work to achieve positive results for Manitoba.

Provincial Themes and Department Objectives

Lowering Costs for Families

1. Provide increased access to high-quality affordable training and education.

Growing Our Economy

2. Ensure Manitobans have the skills needed for the careers and challenges of today and tomorrow.
3. Advance research and innovation in Manitoba to ensure our province's economic needs are met.

Safer, Healthier Communities

4. Respect and support self-governing institutions in their important role of delivering high-quality education for student success.
5. Increase access to education for Indigenous peoples.

A Government that Works for You

- 6. Provide sustainable funding for publicly funded institutions.
- 7. Find efficiencies and enhance productivity to improve service delivery.

Mesure de la performance du ministère

Les objectifs stratégiques ministériels reflètent les priorités du gouvernement élu, qui sont décrites dans les lettres de mandat. Dans leurs budgets complémentaires, les ministères harmonisent leurs travaux en cours avec les nouveaux éléments dont la teneur leur a été communiquée dans ces lettres. Le retour des lettres de mandat représente une approche renouvelée, qui permet aux ministères de mieux adapter leurs efforts à l'orientation adoptée par le gouvernement élu. Les objectifs, les initiatives clés et les mesures de la performance sont décrits plus en détail dans la section suivante. Les objectifs stratégiques ministériels sont les suivants:

Vision

Un système scolaire de haute qualité qui soutient la réussite des étudiants et l'excellence en recherche pour un Manitoba prospère.

Mission

Avoir un système d'éducation postsecondaire et aux adultes durable, accessible, responsable et abordable pour que tous les Manitobains puissent acquérir les compétences leur permettant de prospérer dans les sphères communautaire, sociale et économique de la vie.

Valeurs

- Écouter ceux que nous servons.
- Mettre l'équité, la diversité et l'inclusion au cœur de notre travail.
- Nous engager à faire avancer la vérité et la réconciliation.
- Offrir des conseils équilibrés et éclairés.
- Travailler en vue de l'atteinte de résultats positifs pour le Manitoba.

Thèmes provinciaux et objectifs ministériels

Réduire les coûts pour les familles

1. Fournir un plus grand accès aux possibilités d'études et d'éducation abordables et de haute qualité.

Faire croître notre économie

2. Veiller à ce que les Manitobains aient les compétences requises pour les carrières et les défis d'aujourd'hui et de demain.
3. Faire progresser la recherche et l'innovation au Manitoba jusqu'à la satisfaction des besoins économiques de notre province.

Des collectivités plus sûres et plus saines

4. Respecter les établissements autonomes et appuyer le rôle important qu'ils jouent dans l'offre de formations de haute qualité qui contribuent au succès des étudiants.
5. Accroître l'accès à l'éducation pour les autochtones.

Un gouvernement qui travaille pour vous

6. Fournir un financement durable aux établissements financés par les fonds publics.
7. Trouver des gains d'efficacité et accroître la productivité pour améliorer la prestation de services.

Department Performance Measurement - Details

Lowering Costs for Families

1. Provide increased access to high-quality affordable training and education.

Key Initiatives

- Modernize the Manitoba Scholarship and Bursary Initiative:** In 2024/25, Manitoba has committed to expanding funding by \$500 thousand to modernize the Manitoba Scholarship and Bursary Initiative, providing increased access to high-quality affordable training and education. The Manitoba Scholarship and Bursary Initiative encourages private donations for scholarships and bursaries by matching government funds to private donations given to partnering universities, colleges, and organizations. This is the first year implementing expanded funding to MSBI. There is ongoing work to modernize the initiative, such as increasing awards for students and giving more flexibility in terms of which institutions' students can attend and apply for awards.
- Invest in Manitoba Student Aid:** In 2024/25, Manitoba has allocated \$9.0 million to Manitoba Student Aid. The funds will help ensure post-secondary education and training remains affordable by continuing to offer students loans at zero per cent interest which will increase access to high-quality affordable training and education.
- Introduce Canadian Adult Education Credential:** In 2024/25, Manitoba will be introducing a new high school equivalency credential for adult learners to replace the GED, which will no longer be available in Canada. This will ensure a pathway remains available for Manitobans without a high school diploma to obtain an equivalency credential. The Canadian Adult Education Credential is expected to be available for Manitobans by the summer of 2024 and the costs to test-takers will remain unchanged.

Performance Measures

Measure	2021/22 Actual	2022/23 Actual	2023/24 Target	2024/25 Target
1.a Per cent of adult learners who complete their program of study per year	-	-	-	New Measure
1.b Per cent change in post-secondary enrolment per year	-	-	-	New Measure
1.c Rate of participation in post-secondary education, annually	38%	33%	40%	41%

1.a Per cent of adult learners who complete their program of study per year: This measure collects data on the per cent of adult learners who complete an Adult Learning and Literacy program per year. This will demonstrate the department's efforts to strengthen adult education in Manitoba. Strengthening adult learning services within Adult Literacy Programs and Adult Learning Centres will contribute to adult learners completing their program of study. This is a new performance measure, and this year will be used to collect data to establish a baseline and evaluate the target.

1.b Per cent change in post-secondary enrolment per year: This measure collects data on the year over year change in students enrolled at Manitoba's public post-secondary institutions per year. The department identifies this measure as a KPI due to additional factors that can influence enrollment, such as cost of living, labour market demand, and post-secondary institution recruitment efforts. The department indirectly influences this measure through initiatives to provide financial supports that enable more students to access and enter the post-secondary system. This is a new performance measure, and this year will be used to collect data to establish a baseline and evaluate the target.

1.c Rate of participation in post-secondary education, annually: This measure collects data on the number of people aged 18 to 24 enrolled in post-secondary education as a per centage of the Manitoba population in the same age group per year. This measure is based on the previous school year data as reported by Statistics Canada. The department identifies this measure as a KPI due to additional factors that can influence enrollment, such as cost of living, labour market demand, and post-secondary institution recruitment efforts. The department indirectly influences this measure through initiatives to provide financial supports that enable more students to access and enter the post-secondary system.

Growing Our Economy

2. Ensure Manitobans have the skills needed for the careers and challenges of today and tomorrow.

Key Initiatives

- Priority Healthcare Profession Training Seat Expansion:** In 2024/25, the department is expanding training for medical doctors, physician assistants and nurse practitioners to support the healthcare system so all Manitobans can access a primary care provider. The department is investing \$45.4 million to enhance training capacity at the Bannatyne campus at Health Sciences Centre, add nursing seats at Assiniboine Community College, make capital investments at the University College of the North for training of licensed practical nurses, and provide operational and capital investment in the Interdisciplinary Health and Community Services Simulation Centre (Sim Centre) at Red River College Polytechnic.
- Skills for Success:** In 2024/25 Manitoba oversees and coordinates the implementation of \$2.3M in federal funds through the Skills for Success program to ensure Manitobans have the skills needed for the careers and challenges of today and tomorrow. Project activities started in February 2023 are continuing until March 2025. This includes the Nurse Re-entry Program at Red River College Polytechnic, which assists internationally trained nurses to obtain the competencies to become registered nurses in Manitoba. This also includes a project to renew the Manitoba Stages and Manitoba étapes program which supports the development of literacy skills that individuals need to fully engage in society.
- Adult Literacy Strategy:** Following the introduction of The Adult Literacy Act, the department will work on the creation of a new Adult Literacy Strategy to support a strong adult education system and outcomes for learners. Adult literacy and numeracy skills are instrumental to reducing poverty and essential to success in a complex and evolving economy.
- Expanded Veterinary Training Seat Capacity:** In 2024/25, Manitoba is continuing its work to support a strong agricultural sector, food security, invasive species detection, and zoonotic disease surveillance through financial support for veterinary students to ensure Manitobans have the skills needed for the careers and challenges of today and tomorrow. Manitoba is continuing to invest in additional veterinary training seats by providing \$615 thousand in financial support for veterinary students through a training agreement with the University of Saskatchewan.

Performance Measures

Measure	2022/23 Actual	2024/25 Target
2.a Number of graduates from health occupation programs per year	-	New Measure
2.b Per cent of graduates who complete programs in high demand occupations per year	-	New Measure

2.a Number of graduates from health occupation programs per year: This measure collects data on the number of post-secondary graduates completing a healthcare occupation program at Manitoba’s post-secondary institutions per year. The measure will demonstrate the department’s efforts to increase the training seats in healthcare occupations across Manitoba’s post-secondaries. Increasing the number of training seats will enable more students to enroll in healthcare occupation programs. This is a new performance measure, and this year will be used to collect data to establish a baseline and evaluate the target.

2.b Per cent of graduates who complete programs in high demand occupations per year: This measure collects data on the per cent of post-secondary graduates completing a program for a high demand occupation at Manitoba’s post-secondary institutions per year. The department identifies this measure as a KPI due to additional factors that can influence enrollment and graduation such as industry pay, conditions of employment, family/peer guidance, and cultural norms. The department indirectly influences this measure through expanding training seats for high-demand occupations. This is a new performance measure, and this year will be used to collect data to establish a baseline and evaluate the target.

3. Advance research and innovation in Manitoba to ensure our province’s economic needs are met.

Key Initiatives

- **Research Manitoba:** In 2024/25, Manitoba has allocated \$250 thousand to Research Manitoba, our provincial research agency that advances research and innovation in health, natural and social sciences, engineering, and the humanities to ensure our province’s economic needs are met. This investment will support early career researchers and graduate students, attract research talent to our province, provide opportunities for Manitobans to participate in clinical trials with new and emerging medical treatments, and help foster strategic partnerships to secure private philanthropic funding or access federal grant or research funding.

Performance Measures

Measure	2022/23 Actual	2024/25 Target
3.a Per cent change in the dollars leveraged by Research Manitoba per year.	-	New Measure

3.a Per cent change in the dollars leveraged by Research Manitoba per year. This measure collects data on the year over year change in total research dollars leveraged through matching contributions by Research Manitoba per year. The measure will demonstrate the department’s efforts to advance research and innovation in Manitoba to ensure our province’s economic needs are met. Increasing the allocation of public funds to Research Manitoba for their matching dollar programs will enable more research dollars to be leveraged across Manitoba. This is a new performance measure this year and be used to collect data to establish a baseline and evaluate the target.

Safer, Healthier Communities

4. Respect and support self-governing institutions in their important role of delivering high-quality education for student success.

Key Initiatives

- Strengthen Board Governance:** The department will continue to move forward on implementing recommendations from the Auditor General’s report on government oversight of post-secondary institutions. This includes working with post-secondary institutions to solidify strong board structures, processes, and membership that support board effectiveness and foster good decision-making and financial oversight at universities and colleges.
- Strengthen Sexual Violence Policies:** In 2024/25, the department will move forward with legislative changes to strengthen protection for students from sexual violence at Manitoba’s post-secondary institutions. Amendments to the Advanced Education Administration Act will give the Minister authority to reduce grant funding to institutions who do not maintain and comply with their own existing sexual violence policies. The amendments will also increase transparency by requiring institutions to publicly report on their policy reviews and implementation. This action will ensure safe learning environments where students can succeed and fully benefit from the high-quality programs offered.

Performance Measures

Measure	2022/23 Actual	2024/25 Target
4.a Per cent of engagements with public post-secondary institutions prior to budget and legislative decisions per year.	-	95%

4.a Per cent of engagements with public post-secondary institutions prior to budget and legislative decisions per year: This measure collects data on the per cent of budget and legislative decisions which have been preceded by an engagement with a public post-secondary institution. The measure will demonstrate the department’s respect for, and collaboration with, public post-secondaries in setting clear direction and expectations to achieve shared goals in delivering high-quality education to Manitobans. A high-quality education will provide students with the necessary training and skills to be successful.

5. Increase access to education for Indigenous peoples.

Key Initiatives

- Expansion of the Manitoba Scholarship and Bursary Initiative:** In 2024/25, Manitoba is expanding the Manitoba Scholarship and Bursary Initiative to increase access to education for Indigenous peoples. The Manitoba Scholarship and Bursary Initiative will increase annually from \$10.0 million to \$10.5 million to support an increase in the number and value of awards for Indigenous students and to those studying at smaller institutions throughout the province.

Performance Measures

Measure	2022/23 Actual	2024/25 Target
5.a Per cent change in Indigenous post-secondary enrolment per year	-	New Measure

5.a Per cent change in Indigenous post-secondary enrolment per year: This measure collects data on the per cent change of Indigenous students enrolled in post-secondary institutions per year. This demonstrates the department's efforts to collaborate on advancing Indigenous ways of knowing and learning within the post-secondary education system and to expand funding supports for Indigenous students. Advancing Indigenous education and expanding funding supports for Indigenous students will increase access to education for all Indigenous learners. This is a new performance measure, and this year will be used to collect data to establish a baseline and evaluate the target.

A Government that Works for You

6. Provide sustainable funding for publicly funded institutions.

Key Initiatives

- Repeal Bill 33:** The department is moving forward on commitments to repeal Bill 33 the Advanced Education Administration Amendment Act. These legislative changes will respect institutions as self-governing bodies and allow them to independently plan for their sustainability.
- Strengthening Adult Education:** In 2024/25, Manitoba is allocating \$1 million to restore funding to Adult Learning Centres and Adult Literacy Programs. This increase will help address funding gaps due to inflation and salary increases and ensure more Manitobans can develop strong foundational adult literacy and numeracy skills that are instrumental to reducing poverty and essential to success in a complex and evolving economy.

Performance Measures

Measure	2022/23 Actual	2024/25 Target
6.a Per cent change in publicly funded institutions’ revenue from government grants per year	-	New Measure

6.a Per cent change in publicly funded institutions’ revenue from government grants per year: This measure collects data on the per cent change in publicly funded institutions’ revenue from government grants per year. This demonstrates the department's efforts to provide sustainable funding to the province’s publicly funded institutions. By providing sustainable funding, public post-secondary institutions will be able to balance affordability and accessibility for students while ensuring they have the financial resources needed for quality programming. This is a new performance measure, and this year will be used to collect data to establish a baseline and evaluate the target.

7. Find efficiencies and enhance productivity to improve service delivery

Performance Measures

Measure	2021/22 Actual	2022/23 Actual	2023/24 Target	2024/25 Target
7a. Per centage of inbound callers who waited 23 minutes or less to speak to a Manitoba Student Aid representative, or received a same day call back per year	-	-	-	New Measure
7.b Per cent of full-time student aid applications processed within six weeks per year	-	60.3%	75%	75%

7.a Per centage of inbound callers who waited 23 minutes or less to speak to a Manitoba Student Aid representative, or received a same day call back per year: This measure collects data on the inbound callers who waited 23 minutes or less to speak to a Manitoba Student Aid representative, or received a same day call back from Manitoba Student Aid. This measure demonstrates the department's efforts to find efficiencies and enhance productivity to improve service delivery. By increasing the per centage of inbound callers who waited 23 minutes or less to speak to a Manitoba Student Aid representative or received a same day call back, we will see an increase in the number of Manitoba Student Aid clients who receive timely service delivery. This is a new performance measure, and this year will be used to collect data to establish a baseline and evaluate the target.

7.b Per cent of full-time student aid applications processed within six weeks per year: This measure collects data on application processing times for full-time students who have applied to Manitoba Student Aid. This measure demonstrates the department's efforts to find efficiencies and enhance productivity to improve service delivery. By reducing the time it takes to process full-time student aid applications, we will see an increase in the number of Manitoba Student Aid clients who receive timely service delivery.

Financial Details

Consolidated Expenditures

This table includes the expenditures of the department and other reporting entities that are accountable to the minister and aligns to the Summary Budget.

Advanced Education and Training includes the following OREs:

- University of Manitoba
- University of Winnipeg
- Brandon University
- Université de Saint-Boniface
- University College of the North
- Assiniboine Community College
- Red River College Polytechnic
- Manitoba Institute for Trades and Technology
- Research Manitoba

Main Appropriations	Part A - Operating	Other Reporting Entities	Consolidation and Other Adjustments	2024/25 Summary	2023/24 Summary
\$(000s)					
Administration	3,874	-	-	3,874	3,655
Advanced Education	859,400	1,745,244	(860,253)	1,744,391	1,685,802
Student Access and Success	85,291	-	-	85,291	77,865
Costs Related to Capital Assets (NV)	1,165	89,221	-	90,386	92,824
Interfund Activity	-	-	(32,943)	(32,943)	(28,896)
TOTAL	949,730	1,834,465	(893,196)	1,890,999	1,831,250

NV – Non-Voted

Departmental Expenditures and FTEs by Appropriation and Type

This table includes the expenditures of the department and aligns to the Estimates of Expenditure.

Main Appropriations	2024/25		2023/24	
	FTEs	\$(000s)	FTEs	\$(000s)
Administration	40.00	3,874	36.00	3,655
Advanced Education	33.00	859,400	32.00	811,796
Student Access and Success	63.00	85,291	57.00	77,865
Costs Related to Capital Assets (Non-Voted)	-	1,165	-	376
TOTAL	136.00	949,730	125.00	893,692
Expense by Type				
Salaries and Employee Benefits	136.00	10,877	125.00	10,760
Other Expenditures	-	34,960	-	25,841
Grant Assistance	-	902,728	-	856,715
Amortization	-	1,165	-	376
TOTAL	136.00	949,730	125.00	893,692

Please refer to the Manitoba Estimates of Expenditure for the Reconciliation of the 2023/24 Adjusted Print.

Departmental Staffing

FTE and Salaries and Employee Benefits by Appropriation

Main Appropriations	2024/25		2023/24	
	FTEs	\$(000s)	FTEs	\$(000s)
Administration	40.00	3,431	36.00	3,249
Advanced Education	33.00	2,625	32.00	2,783
Student Access and Success	63.00	4,821	57.00	4,728
TOTAL	136.00	10,877	125.00	10,760

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.

Equity Group	Benchmarks	% Total Employees as of Dec. 31
Women	50%	74%
Indigenous People	16%	12%
Visible Minorities	13%	34%
Persons with Disabilities	9%	7%

Overview of Capital Investments, Loans and Guarantees

	2024/25	2023/24	
Part C – Loans and Guarantees	\$(000s)		Expl.
Provides expenditure authority for non-budgetary capital and operating investment requirements.			
(a) Manitoba Student Aid	95,000	80,000	1

1. Increased demand

	2024/25	2023/24	
Part D – Other Reporting Entities Capital Investment	\$(000s)		Expl.
Provides for the development or enhancement of strategic infrastructure, equipment, and information technology systems.			
(a) Post-Secondary Institutions	38,673	35,995	

Departmental Program and Financial Operating Information – Part A Expenditure and FTEs

Administration (Res. No. 44.1)

Main Appropriation Description

Provides corporate leadership, analysis, strategic advice, coordination, and support on key strategic priorities as well as financial services to support the department and other related reporting entities in achieving their mandates.

Sub-appropriations	2024/25		2023/24		Expl.
	FTE	\$(000s)	FTE	\$(000s)	
Minister's Salary	1.00	47	1.00	42	
Executive Support	8.00	922	8.00	906	
Finance and Administration	15.00	1,287	11.00	882	1
Policy and Performance	16.00	1,618	16.00	1,825	
Total	40.00	3,874	36.00	3,655	
Expense by Type					
Salaries and Employee Benefits	40.00	3,431	36.00	3,249	1
Other Expenditures	-	443	-	406	
TOTAL	40.00	3,874	36.00	3,655	

1. Additional Finance and Administration supports.

Sub-Appropriation Description

Minister's Salary (44.1.a)

Provides additional compensation to which individuals appointed to the Executive Council are entitled and who fulfill their Ministerial Mandate in accordance with the goals and priorities established by the Premier and Cabinet.

Key Objectives

- To provide leadership and policy direction for the post-secondary system and the delivery of a range of post-secondary programs and services for Manitobans.
- To provide leadership and policy direction in the development of a comprehensive approach to providing equitable access to training and educational opportunities for Manitobans.

Executive Support (44.1.b)

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

Key Objectives

- To provide executive support to the Minister of Advanced Education and Training in achieving the objectives through strategic leadership, management, policy development, program determination, and administration of the department and broadly defined post-secondary education system.

Finance and Administration (44.1.c)

Finance and Administration is responsible for the central coordination of planning, budgeting, comptrollership, annual reporting, and other financial processes to support the department and other reporting entities.

Key Objectives

- To provide fair allocation of both tangible and fiscal resources and oversee the effective use of those resources in accordance with government priorities.
- To ensure that financial reporting for the department is efficient, accurate and consistent.
- To provide distribution of funds to publicly funded post-secondary institutions in accordance with departmental priorities and legislation.
- To monitor financial and operational results including in-year variance reports and future year Estimates projections.
- To manage capital funding for approved capital needs in a timely and cost-effective manner and in accordance with policy.

Main Activities

- Manage departmental financial resources including integrated financial planning, budget and reporting functions, comptrollership, and accounting services.
- Develop and apply financial systems, policies and procedures to departmental programs and other reporting entities.
- Review and analyze funding proposals submitted by internal divisions and external reporting entities.
- Coordinate preparation of monthly and annual financial statements, quarterly forecasts and variance explanations of departmental programs and funds.
- Provide in-depth budget analysis and reporting to senior management and Treasury Board and provide support to departmental staff on financial matters.
- Process vendor and payment authorization forms for the department.

Expected Results

- Maintain effective and efficient use of tangible and fiscal resources for departmental programs and other reporting entities consistent with the established priorities of the department and government.
- Maintain efficient and accurate preparation of annual planning and reporting documents, e.g., Estimates, quarterly financial reports and other financial reports and documents.
- Maintain efficient, accurate information provided to government on the fiscal status of the department.
- Provide accurate and timely funding of capital expenditures to publicly funded post-secondary institutions and other reporting entities in accordance with policy.

Policy and Performance (44.1.d)

Oversees the development and coordination of cross departmental policies and programs, provides departmental information systems support, and coordinates legislative development and other corporate services to achieve the goals set out in the department's mandate.

Key Objectives

- To advance the department's mandate by leading strategic planning, monitoring progress of its implementation, and supporting the development of cross-departmental policy.
- To coordinate the completion of core government deliverables to report on and advance the department's mandate.
- To support the development of new or amended legislation and regulations to advance the department's mandate.
- To represent the department on federal, provincial, and territorial initiatives; the Council of Ministers of Education of Canada; and inter-departmental forums.
- To enable implementation of IT solutions through co-ordination between program areas and Digital Technology Solutions of Manitoba Consumer Protection and Government Services.

Main Activities

- Provide strategic advice, analysis, coordination, and support on key strategic priorities for the department and on government-wide initiatives for the Deputy Minister and the Minister.
- Support and communicate departmental legislative and corporate initiatives.
- Lead Manitoba's engagement on intergovernmental forums including the Council of Ministers of Education Canada.
- Provide support for business analysis, process improvement, change management and project management to IT projects.
- Provide strategic advice, research, analysis, coordination, and engagement on intra-departmental and inter-departmental activities to support program and policy development.

Expected Results

- Maintain engagement in federal, provincial, and territorial (FPT) partnerships and intergovernmental tables to ensure Manitoba's perspective is integrated in Federal, Provincial, and Territorial projects and activities, and leverage various forums for better understanding of issues related to the departmental mandate.
- Increase capacity to support Legislative/Statute projects, department planning and alignment activities including risk management, and monitor performance measures.
- Increase capacity to track, analyse, coordinate, and share cross-divisional core government deliverables and cross-divisional policy work.
- Increase effectiveness of coordinating IT solutions amongst multiple partners.
- Increase capacity to provide policy research, analysis, and advice to support policy and program development.

Advanced Education (Res. No. 44.2)

Main Appropriation Description

Advanced Education provides direction, funding, and/or regulatory oversight to Manitoba’s publicly funded universities, colleges, private religious post-secondary institutions, private vocational institutions, and Research Manitoba to ensure positive outcomes for students, communities, and the economy. The division is responsible for ensuring a sustainable, fiscally responsible, and accountable post-secondary education system that delivers programs aligned with workforce needs.

Sub-appropriations	2024/25		2023/24		Expl.
	FTE	\$(000s)	FTE	\$(000s)	
Advanced Education	33.00	848,900	32.00	801,796	1
Manitoba Scholarship and Bursary Initiative	-	10,500	-	10,000	
Total	33.00	859,400	32.00	811,796	
Expense by Type					
Salaries and Employee Benefits	33.00	2,625	32.00	2,783	
Other Expenditures	-	626	-	607	
Grant Assistance	-	856,149	-	808,406	1
TOTAL	33.00	859,400	32.00	811,796	

1. Increased operating funding to support post-secondary education.

Sub-Appropriation Description

Advanced Education (44.2.a)

Advanced Education provides direction, funding, and/or regulatory oversight in various forms to Manitoba’s publicly funded universities, colleges, private religious post-secondary institutions, and private vocational institutions to help ensure positive outcomes for students, communities, and the economy.

Key Objectives

- To strengthen our post-secondary institutions’ governance structures.
- To ensure Manitobans have the skills needed for current and future career opportunities.
- To increase training seats for healthcare occupations and other high demand occupations.
- To enhance accessibility and success for individuals from under-represented groups in Manitoba’s post-secondary institutions.
- To advance research and innovation in Manitoba.

- To increase access to post-secondary education for Indigenous peoples.
- To provide stable and predictable funding to the public post-secondary institutions.
- To provide a funding contribution to private religious post-secondary institutions.
- To ensure the quality, affordability, and integrity of education for international students.

Main Activities

- Provide oversight of post-secondary institutions engaging in regulated activities, monitor institution performance, and implement strategies to mitigate risk to students.
- Encourage institutional reform through the establishment of program priorities, development of active partnerships with the public and private sectors, and co-operation with other post-secondary institutions.
- Administer annual university and college grants funding program, including the implementation of policies related to funding and other fiscal matters.
- Negotiate, administer, and provide funding for inter-provincial training agreements for Manitoba students.
- Establish and maintain effective internal and external stakeholder partnerships to support the production, dissemination and use of relevant and timely information and data to support informed decision making and investments.
- Co-ordinate administration of accountability frameworks for private vocational institutions, institutions that receive international students, and institutions that use the EduCanada brand.
- Provide support and co-ordination for post-secondary international education activities.

Expected Results

- Stronger Board governance among publicly funded institutions and colleges.
- Increase in post-secondary students graduating from programs in high-demand occupations.
- Increase in the number of Manitobans participating in advanced education and training.
- Increase in the total number of dollars leveraged for Manitoba-based research projects that have been awarded funding in key priority sectors.
- Increase in the number of Indigenous teachers trained for jobs in the K-12 system.
- Increase in enrollment rates for Indigenous post-secondary students.
- Increase in stable and predictable funding levels for post-secondary institutions.
- Increase resource support for international education with strengthened policy and oversight to preserve and grow Manitoba's reputation and student experience.

Manitoba Scholarship and Bursary Initiative (44.2.b)

Provide post-secondary institutions and organizations that leverage philanthropic support with government-matched dollars to support scholarships and bursaries for Manitoban students.

Key Objectives

- To reduce barriers for students to afford post-secondary education.
- To improve access to financial supports such as scholarships and bursaries, for Indigenous peoples.
- Increase support for smaller post-secondary institutions.

Main Activities

- Provide matching government funding to post-secondary institutional partners.

- Work with institutions to align and expand award and bursary offerings to respond to changing student needs and to reduce barriers for students to pursue the courses of their choice to advance their careers.

Expected Results

- Increase in the number of awards and bursaries provided to Indigenous learners.

Student Access and Success (Res. No. 44.3)

Main Appropriation Description

Student Access and Success helps adult learners achieve their goals by providing access to high-quality adult literacy and learning programs, and financial supports for post-secondary education. The division provides Manitobans with the resources and skills to pursue educational pathways and employment opportunities to participate fully in the community and contribute to a growing economy.

Sub-appropriations	2024/25		2023/24		Expl.
	FTE	\$(000s)	FTE	\$(000s)	
Student Access and Success	63.00	52,869	57.00	51,749	
Canada Student Grants	-	680	-	3,410	1
Student Loan Administration	-	31,742	-	22,706	2
Total	63.00	85,291	57.00	77,865	
Expense by Type					
Salaries and Employee Benefits	63.00	4,821	57.00	4,728	
Other Expenditures	-	33,891	-	24,828	2
Grant Assistance	-	46,579	-	48,309	
TOTAL	63.00	85,291	57.00	77,865	

1. Canada Student Grants to be administrated by a federal service provider going forward.
2. Increased costs to administer the Student Loan program.

Sub-Appropriation Description

Student Access and Success (44.3.a)

The division is responsible for the design and delivery of student financial assistance programs provided by the department on behalf of the province and the federal government. The division administers and supports the development and delivery of adult high school and literacy programming through adult learning centres and adult literacy programs in Manitoba, and the administration of the Canadian Adult Education Credential.

Key Objectives

- To expand the accessibility and availability of financial supports for students from lower-income households.
- To expand accessibility and availability of student financial assistance programs and supports for Indigenous learners.

- To strengthen the adult education system to ensure adult learners receive the programming and supports needed to advance in their education and employment goals.
- To see funding restored for adult literacy and learning providers.

Main Activities

- Enhance financial supports for students from lower-income households.
- Enhance financial supports for Indigenous learners.
- Expand supplemental financial assistance available to help Manitobans access post-secondary education opportunities.
- Fund community partners to deliver both adult literacy and adult high school education programming.
- Expand and improve scholarships and bursaries through philanthropic contributions from private sector partnerships to align with labour market demand and enhance educational and employment opportunities for students from lower-income households.
- Enhance funding and supports for Adult Learning Centres and Adult Literacy Program operators.
- Expand financial supports for students through the creation of scholarships and bursaries.
- Implement the Canadian Adult Education Credential as a high school equivalency pathway.

Expected Results

- Increase in the accessibility of student financial assistance for Manitobans.
- Increase in the number of Manitobans attending Adult Learning Centres and Adult Literacy Programs to gain foundational skills needed to participate in further education, training, and employment opportunities.
- Increase in the number of adult learners successfully obtaining a high school equivalency credential.
- Increase financial supports for Indigenous learners pursuing their educational goals.
- Increase in non-repayable funding for students of low-income households.

Canada Student Grants (44.3.b)

Manitoba Student Aid helps administer the Canada Student Loans Program and Canada Student Grants to help students receive the funding they are entitled to and streamline the administration of federal programs.

Key Objectives

- To help students access and receive all federal and provincial student financial assistance they are entitled to through one application.
- To streamline the administration of federal student loan and grant programs.

Main Activities

- Intake and assess applications by post-secondary students for Canada Student Grants and Loans.

Expected Results

- Increase the number of post-secondary students awarded a Canada Student Grant.

Student Loan Administration (44.3.c)

Manitoba Student Aid administers the Manitoba Student Loans program to provide efficient loan administration to students, as well as debt management services and programs. The Repayment Assistance Program is available to help those who have difficulty with loan repayment.

Key Objectives

- To provide effective and efficient loan administration to students as well as debt management services/programs.

Main Activities

- Review loan administration processes and services to streamline workflow and decrease processing time by reviewing policy and procedures and increasing resource supports within the department.

Expected Results

- Increase in the financial assistance and supplemental financial assistance received by Manitobans.

Costs Related to Capital Assets (Non-Voted)

Sub-appropriations	2024/25		2023/24		Expl.
	FTE	\$(000s)	FTE	\$(000s)	
Costs Related to Capital Assets	-	1,165	-	376	1
Expense by Type					
Amortization	-	1,165	-	376	1
TOTAL	-	1,165	-	376	

1. Completion of the backend integration project at Manitoba Student Aid.

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:

Assiniboine Community College

Assiniboine Community College supports skills and development needs of the citizens of Brandon and Western Manitoba over the past 55 years. The college offers programs in agriculture, environment, business, health, human services, trades and technology.

For more information please visit: <https://assiniboine.net/>

Brandon University

Established in 1885 and chartered in 1967, Brandon University offers undergraduate and graduate degrees in Arts, Science, Education, Health Studies and School of Music, with enrollment of over 3,500 students. In addition, the University provides services to the broader community through a Conservatory of Music, Healthy Living Centre, athletics, recreation services, concerts, and daycares.

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

Manitoba Institute of Trades and Technology

Established in 1983 as South Winnipeg Technical Vocation Centre and enacted under legislation in 2014 as Manitoba Institute of Trades and Technology, the institute provides high school and post-secondary education and training in the fields of technology, vocational training and adult education. Manitoba Institute of Trades and Technology has enrollment of over 3,800 students.

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

Red River College Polytechnic

Established in 1938, Red River College Polytechnic offers over 180 credentialed programs, including Apprenticeship, Business Administration, Language Training, Nursing, Business IT, Civil Engineering Technology, Early Childhood Education and Culinary Arts.

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

Research Manitoba

Established under The Research Manitoba Act with the mandate; to operate within a framework of accountability established by the Minister, and to promote, support, and coordinate the funding of research.

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

Université de Saint-Boniface

Founded in 1818, the Université de Saint-Boniface is the only French-speaking university in Manitoba that offers a range of college and university programs, including Education, Business Administration, Sciences, Nursing, Arts, Multimedia Communications, IT, Early Childhood Education and Social Work.

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

University College of the North

Established in 2004, University College of the North serves northern communities and peoples with education, training, teaching, learning, and research, while being inclusive and respectful of diverse Indigenous and northern values. University College of the North offers adult learning, apprenticeship, diploma and degree programs, including Aboriginal and Northern Tourism and Hospitality Management, Business Administration, Electrical, Millwright, Nursing, Natural Resources Management Technology, Early Childhood Education and Carpentry.

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

University of Manitoba

Established in 1877, the University of Manitoba offers undergraduate and graduate degrees in Arts, Science, Education, Engineering, Business, Health Sciences, Music, Law, Kinesiology and Social Work. The University of Manitoba is Manitoba's only research intensive post-secondary institutions. Researchers at the University are currently leading local, national and international studies related to COVID-19.

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

University of Winnipeg

Chartered in 1967, the University of Winnipeg's roots date back more than 145 years with the 1930 merger of Manitoba College (1871) and Wesley College (1888). The University of Winnipeg offers undergraduate and graduate degrees in Arts, Science, Education, Business, Kinesiology and preparatory courses in medicine, law, dentistry, pharmacy and optometry.

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

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 refers to the amount voted by the Legislature approving the maximum amount that may be expended on a specific program or major activity during a fiscal year.

Main Appropriation – the total amount of each resolution passed by the Legislature 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

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

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

Grants – These refer to 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.

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.

Key Performance Indicator (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 a verb such as increase, reduce, improve, or achieve.

Other Reporting Entities (ORE) – OREs are entities in the GRE such as Crown corporations and other 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 Public Sector Accounting Board – and 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.

Special Operating Agencies (SOA) – SOAs are service operations within departments 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 in pursuit of its mission. All performance objectives and measures should align with the organization's strategy.

Target – The target presents the desired result of a performance measure. It provides 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.

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.