

LABOUR MARKET REPORT 2013-2014



Yukon

*A comprehensive review of labour market initiatives supported by Yukon Education's
Advanced Education Branch in 2013-2014.*

MESSAGE FROM THE MINISTER

Dear Reader,

I am pleased to present the 2013-2014 Yukon Labour Market Report, developed by Yukon Education's Advanced Education Branch.

The skills of Yukoners are the foundation of this territory's economic future. A highly skilled workforce is essential for our businesses to flourish and compete in an increasingly skilled-based economy. Yukon is committed to designing and delivering practical employment and training programs that provide Yukoners with the skills they need to engage in the labour market. Yukon's economy is at its strongest when the skills and talents of all Yukoners are engaged.

We are also mindful of meeting the skills needs of vulnerable workers who may be facing additional obstacles entering or re-entering the labour market. Strengthening the skills of all workers so they can participate in the workforce not only helps grow our economy but also provides personal and social benefits such as an increase in wages, greater job stability, and long-term labour market attachment.

In order to achieve this goal, the Advanced Education Branch of the Government of Yukon's Department of Education provides education, training, employment assistance and other services to prepare Yukoners for the labour force. Our programs are assisting workers develop and augment the skills they need for today's workforce while also linking employers with the right people for the jobs they need filled.

This Labour Market Report provides valuable information that will be used to coordinate and plan with stakeholders throughout Yukon to ensure an efficient use of resources in support of effective labour market programs for Yukon residents.

This report also provides the opportunity to recognize the accomplishments and shared successes of 2013-2014. We are committed to building upon these successes and as we look ahead to the future we will continue to work for the benefit of all Yukoners.

I look forward to working with all of you in the years to come.

Sincerely,

Hon Doug Graham
Minister of Education

INTRODUCTION

The intent of this report is to provide Yukoners and all other interested readers with a broad understanding of the activities of the Yukon Department of Education's Advanced Education Branch (AEB) in its efforts to facilitate the growth of Yukon's labour market. The AEB includes within it three units, specifically, Labour Market Programs and Services, Training Programs and Immigration. This report will highlight both the variety of labour market initiatives supported by AEB as well as some notable initiatives of our labour market partners.

The 2013-2014 Yukon Labour Market Report will begin on a macro level, reviewing statistical data which provide a birds-eye view of our territory's strengths and challenges. The Labour Market Framework and its four strategies (Comprehensive Trades Training and Skills Development, Recruitment and Employee Retention, Immigration and Labour Market Information) will then outline the road ahead for labour market development through to 2020.

Moving then to a more micro level, funding agreements between Canada and Yukon which provide labour market training and opportunities to Yukoners will be highlighted. Specifically, these agreements are the Labour Market Agreement (LMA) and the Labour Market Development Agreement (LMDA). Finally, this report will explore numerous projects, initiatives, funds and programs created in whole or in part by Advanced Education. These include Community Training Funds, student financial assistance, apprenticeship programs, literacy initiatives, and the activities of Yukon College. All of these initiatives underscore Yukon's commitment to lifelong learning.

This Labour Market Report gives readers a broad understanding of the activities of the Yukon Department of Education's Advanced Education Branch (AEB) and its efforts to facilitate the growth of Yukon's labour market by working closely with other Yukon Government departments, the federal government, business, labour organizations, Yukon College, First Nations, employment equity groups and other provincial/territorial jurisdictions.

All photos: *Government of Yukon*

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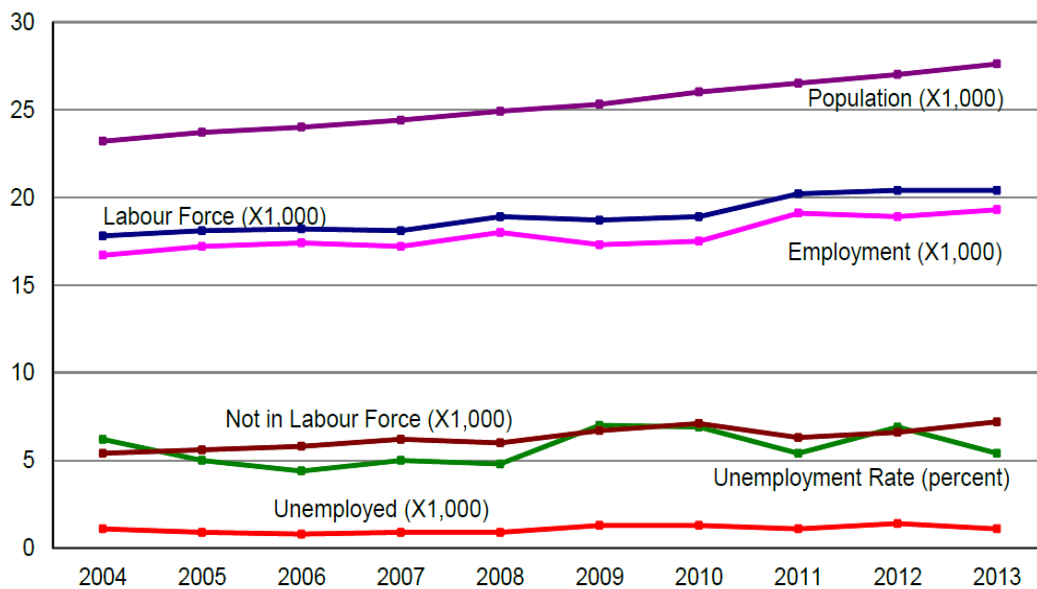
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LABOUR MARKET STATISTICS

The Yukon Bureau of Statistics reported an average territorial population of **36,623** in March 2014, a decrease of 171 people, or 0.5%, compared to March 2013. The majority of residents, or **27,946** people, resided in Whitehorse. The rest lived in 17 small rural communities, of which Old Crow is the only fly-in community.¹

Statistics Canada indicated that the average unemployment rate in the Yukon for 2013 was **5.4 per cent**. This was a decrease of 1.5 percentage points when compared to the 2012 rate of 6.9%. Compared to 2012, Yukon's labour force remained unchanged at 20,400 in 2013, with the number of employed Yukoners increasing by 400 to 19,300 and the number of unemployed Yukoners decreasing by 300 to 1,100.

Labour Force Characteristics, Yukon, 2004 to 2013

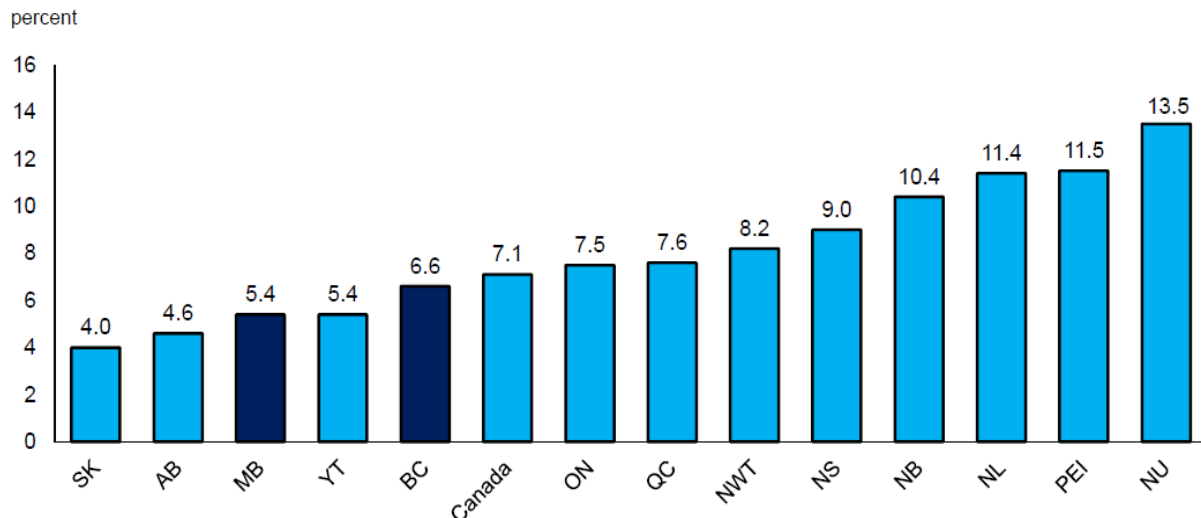


Source:
Statistics Canada,
CANSIM 282-0055.

Yukon's 2013 unemployment rate was 1.7 percentage points lower than the national average of 7.1 per cent and marked the tenth consecutive year that Yukon's unemployment rate was lower than Canada's unemployment rate.

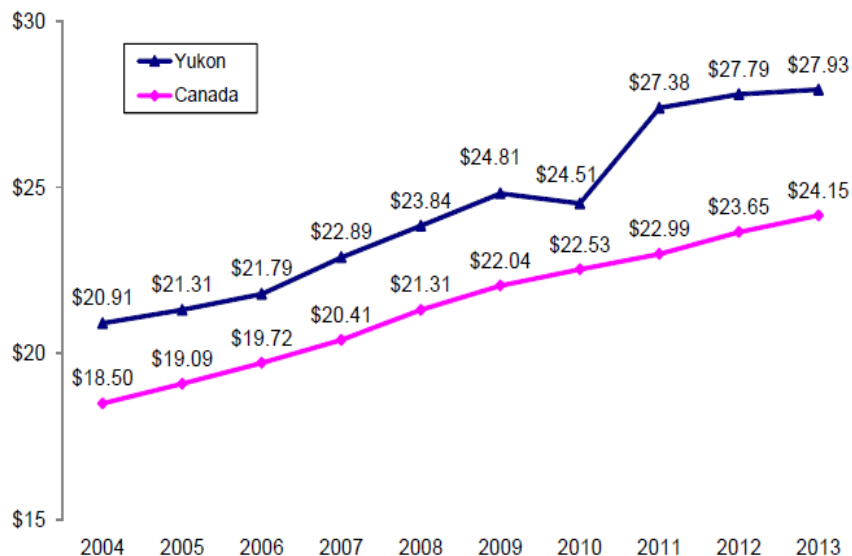
¹ Statistical information in this first section is taken from the Yukon Bureau of Statistics – Yukon Employment Annual Review 2013: http://www.eco.gov.yk.ca/stats/pdf/employment_2013.pdf

Unemployment Rate, Canada, Provinces and Territories, 2013



Source: Statistics Canada, CANSIM 282-0070 and Custom data table.

The average hourly wage of Yukoners in 2013 (not including self-employed workers) was \$27.93, an increase of \$0.14, or 0.5%, compared to 2012. Yukon's 2013 average hourly wage was \$3.78, or 15.7%, higher than that national average. These numbers are detailed in the chart below:

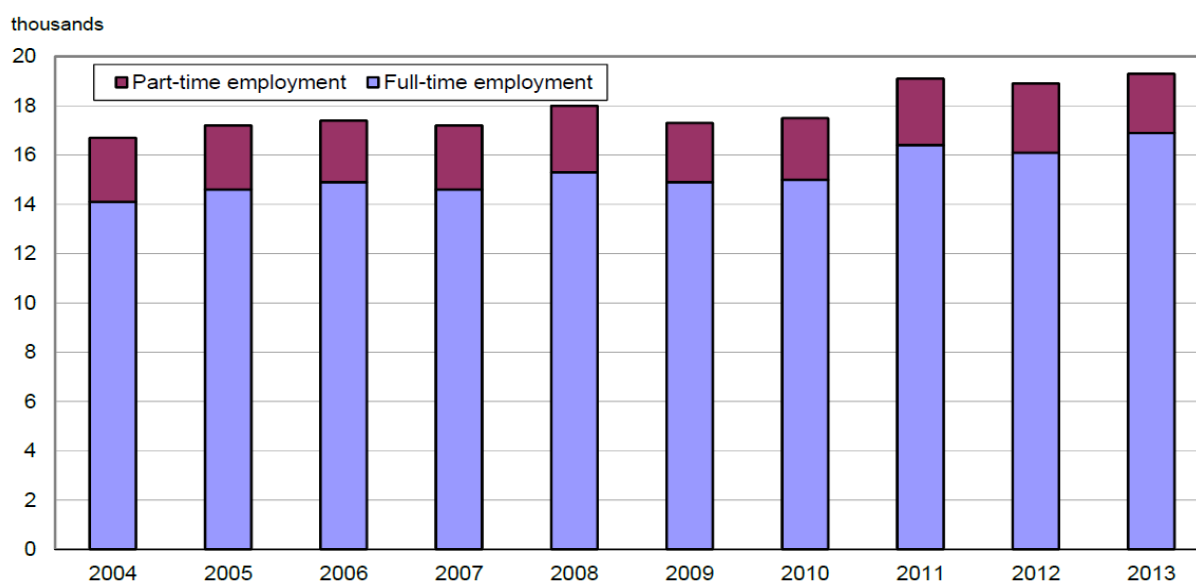


Source: Statistics Canada, CANSIM 282-0070 and Custom data table.

Regarding types of employment, specifically part-time employment and full-time employment, in 2013, there were 16,900 (87.6%) full-time workers and 2,400 (12.4%) part-time workers in Yukon. Yukon had the second lowest proportion of part-time workers in Canada, slightly behind the Northwest Territories (10.2%), compared with British Columbia which had the highest proportion of part-time workers (21.4%).

Various reasons were given by Yukon's 2,400 part-time workers explaining the reasons for working part-time: 41.7% stated personal preference; 20.8% were engaged in educational pursuits; 12.5% cited business conditions (that is, they did not look for full-time employment in the last month); 8.3% were caring for children; 8.3% had looked for full-time jobs in the last month but were unsuccessful in their pursuit; and 8.3% cited other reasons.

Type of Employment, Yukon, 2004 to 2013



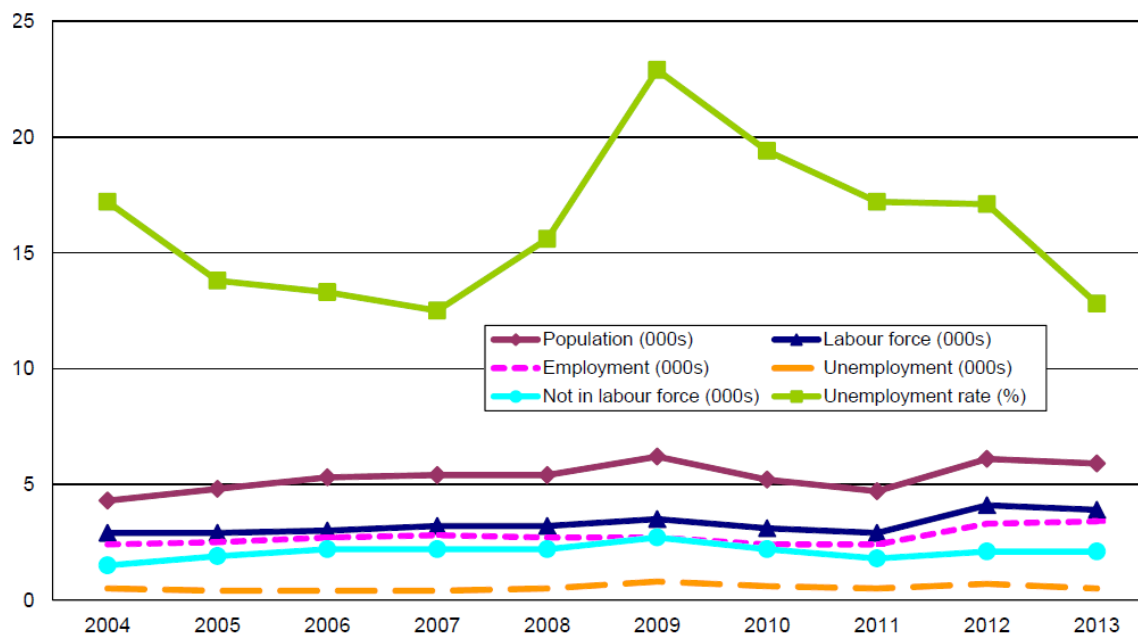
Source: Statistics Canada, CANSIM 282-0055.

The number of employed Aboriginals in Yukon increased by 100 (3.0%) from 2012 to 2013. Unemployment amongst Aboriginals decreased from 700 in 2012 to 500 in 2013, a reduction of 28.6%. Regarding the unemployment rate for Yukon's Aboriginals, the numbers decreased by 4.3% between 2012 and 2013, from 17.1% to 12.8%. As the Advanced Education Branch moves forward with its labour market programming, a focus on First Nations capacity building and rural projects that support labour market attachment will continue to be considered.

Of the 3,400 employed Yukon Aboriginals in 2013, 55.9% worked in the public sector (federal government, Yukon government, municipal governments or First Nation governments), and 35.3% worked in the private sector. The remaining 8.8% were self-employed.

Aboriginal Labour Force Characteristics, Yukon, 2004 to 2013

Note: Aboriginal is self-identified. It is a descriptor used by Statistics Canada which includes First Nation, Métis and Inuit.



Conclusions

As a result of the lower-than-average unemployment rate, Yukon continues to see high program demand from groups identified as under-represented in the Labour Market Framework. These groups are youth, Aboriginal people, older workers, persons with disabilities and women in the trades. This makes it essential that Advanced Education Branch continue to develop programs that are flexible and adaptable to these groups while at the same time responsive to the needs of employers in the Yukon labour market.

Sources

Both Statistics Canada and Yukon Bureau of Statistics generate employment/unemployment data on a monthly basis.

Using the interactive product known as **CANSIM Table 282-0100**, which details employment/unemployment data in Canada's North, interested parties can sort or select data by territory, age or gender and can limit seasonally-adjusted parameters. The user can also select the specific time frame for the search. This product can be found at:

<http://www5.statcan.gc.ca/cansim/pick-choisir?lang=eng&p2=33&id=2820100>

Yukon Bureau of Statistics issues a monthly employment report and has available a number of products that allow users to acquire both current snapshots and trend information. This information can be found online at: http://www.eco.gov.yk.ca/stats/stats_employment.html

LABOUR MARKET FRAMEWORK (LMF)

The Labour Market Framework strategies and action plans were developed by Working Groups (now referred to as committees) made up of Yukon Labour Market stakeholders. While there is crossover and interdependencies between the strategies, each action plan is developed separately by their respective committee.

Each committee meets quarterly and may meet more often as labour market issues are identified. In addition, the chairs of each committee plan additional meetings to address common concerns across the Labour Market Framework's strategies. Many members sit on more than one committee.



The Action Plans include active projects and recommended new initiatives which the committees have determined are priorities to achieve the Labour Market Framework's vision of

“ . . . an inclusive and adaptable labour market that meets the demands of a strong, diversified economy and provides opportunities for a better quality of life for Yukoners.”

Electronic versions of the Action Plans can be found at <http://www.labourmarketframeworkyukon.com>. Not only does this site contain the most up-to-date versions of the Action Plans but also includes hyperlinks to information contained within the Action Plans, links to other plans, relevant websites, and source documents.

The following sections highlight some of the significant developments made by each of the LMF Strategy Committees.

1) Comprehensive Skills and Trades Training Strategy (CSTTS)

The Comprehensive Skills and Trades Training Strategy (CSTTS) has two main goals:

1. Ensure training opportunities are available for all Yukon people;
2. Facilitate and improve learning and employment transitions.

In order to meet the first goal, the following objectives are being pursued:

- 1.1. Develop an integrated results-based training system;
- 1.2. Improve essential skills and trades training programs;
- 1.3. Improve both the provision and delivery methods of training programs in the communities;
- 1.4. Support employers and self-employed individuals to access training programs;
- 1.5. Foster employer investment in workplace learning.

The objectives in order to meet the second goal of the CSTTS action plan are:

- 2.1. Increase awareness of post-secondary education options and student financial assistance;
- 2.2. Build awareness of employment and training opportunities;
- 2.3. Improve and promote access to trades training for high-school students;
- 2.4. Use integrated teaching approaches that meet diverse cultural and learning needs;
- 2.5. Establish an effective funding model that ensures continuity of funding programs.

Some notable initiatives of the CSTTS in 2013-2014 include:

- ***Advanced Education Branch (AEB) – GENIE:*** AEB continues to implement, promote and improve Genie, a web-based project and participant management system employed by the Labour Market Programs and Services Unit. Genie simplifies the application and reporting processes for stakeholders and participants and enables more transparent reporting of results.
- ***LMF Consultations*** – In order to successfully implement the Labour Market Framework, AEB organized a working session in the summer of 2013 with the four LMF committees. The purpose of this session was to determine the way forward over the next three years. The ideas expressed during this session were then integrated into the subsequent committee meetings. Work sessions were also offered to First Nation Governments interested in areas of the labour market.
- ***Association franco-yukonnaise (AFY) – Service d’orientation et de formation des adultes (SOFA):*** In partnership with the French Teaching Centre for Adults of Yukon Government, AFY offered French as a Second Language training courses. There were approximately 100 individuals participating in each course.
- ***Learning Disabilities Association of Yukon (LDAY):*** LDAY programs support adult training in Yukon for people who encounter barriers to their learning and who may have or suspect they have learning disabilities. LDAY works directly with clients and also collaborates with

other service providers to improve their clients' employability. LDAY continued to offer the Aurora workshop to Yukoners while continuing to adapt the workshop into an App. Aurora is designed to meet the needs identified by employers, agencies, and individuals interested in maximizing the benefits of job readiness courses, ongoing professional development, and staff training.

- **Volunteer Yukon:** In 2013-2014, Volunteer Yukon continued to offer training for non-profit organizations with regards to governance, human resources and finance. Volunteer Yukon also continued to promote the Volunteer Experience Recognition Program (VERP) Certificate. VERP assists non-profit organizations to officially acknowledge and affirm their volunteers' contributions by providing each volunteer with an individualized certificate that lists the knowledge and skills acquired and/or demonstrated during the duration of their volunteerism.
- **Yukon College:** For 2013-2014, Yukon College delivered 141 certificates, 32 diplomas and 22 degrees. Almost a third of the student population, of 6,111 individuals, are First Nations (29%). A majority are female (65 %) and the median age of credit students is 27 years old. Some of Yukon College's highlights for 2013-2014 include:
 - **Centre for Northern Innovation in Mining (CNIM):** In the fall of 2013, Yukon and the federal government announced support for CNIM to integrate and house mining, exploration-relevant and industrial trades training programs within the territory. The total capital dollars contributed by both governments is \$11.2 million with a contribution of \$100,000 from Yukon College. This funding will go towards the planning and construction of a new facility at the Whitehorse campus as well as renovations to the existing welding shop, the purchase of related equipment, vehicles, accommodation units and curriculum. A mobile trades trailer for industrial trades instruction throughout Yukon communities is also being funded through this agreement.
 - **Mobile Trades Training Trailer:** In December 2013, Yukon College announced the launch of a mobile trades training lab and supply trailer. This investment of \$1.8 million gives students access to a 53-foot-long training lab outfitted for classes in welding, electrical, millwright and piping, with an onboard diesel generator providing power for heating, lighting, equipment and wireless internet. The trailer expands to provide an additional 1,048 square feet of instructional space. \$1.1 million in funding for the mobile training lab came from Yukon government, with CanNor contributing the remaining \$700,000.
 - **Northern Institute of Social Justice (NISJ):** In 2013-2014, NISJ continued to offer professional development to those individuals working in the justice system and in health and social services sectors. Some of the programs offered are: Trauma Training, FASD, Group Crisis intervention Skills Training, and Advanced Decision Writing. Programs are developed with a collaborative approach and are designed with subject

matter experts and program and curriculum developers. Once developed, a program is reviewed, piloted and improved based on feedback.

- **Yukon Research Centre:** In 2013-2014, the Yukon Research Centre was announced as placing fourth among Canada's Top 50 Research Colleges for research income and first for research intensity. Among many of YRC's activities and successes, research in mine remediation was supported with an additional award of \$200,000 from the Natural Sciences and Engineering Research Council of Canada (NSERC)'s College.

2) Recruitment and Employee Retention Strategy

There are two main goals of the Recruitment and Employee Retention Strategy:

1. Facilitate Yukon employers' ability to recruit suitable employees;
2. Enhance Yukon employers' ability to retain skilled employees.

In order to meet the first of these two goals, the following objectives have been implemented:

- 1.1. Increase the awareness of the Yukon as a desirable location to work and live;
- 1.2. Increase the return rate of Yukon students who leave for school and return back to Yukon for work;
- 1.3. Increase the recruitment of under-represented groups, such as Aboriginals, persons with disabilities, visible minorities, youth, older workers, social assistance recipients, and women in trades;
- 1.4. Attract people to Yukon for specialized and hard-to-fill positions;
- 1.5. Increase the employment of temporary casual workers;
- 1.6. Improve Yukon employers' access to information and tools to support their ability to recruit employees.

The objectives in place for the second of the two goals:

- 2.1. Increase awareness of the importance of employee retention;
- 2.2. Improve Yukon employers' access to information and tools to support their ability to retain employees;
- 2.3. Increase employers' awareness of the barriers to employee retention.

Examples of progress made by the stakeholders involved in the Recruitment and Employee Retention Strategy Committee include:

- **Advanced Education Branch – Yukon Community Profiles Website:** Yukon Education worked on improving the Yukon Community Profiles during 2013-2014. Based on requests received from the communities, Marsh Lake, Mount Lorne and Ibex Valley were added as separate entities to the website. The Department also uploaded a French language version

of the website. The Yukon Community Profiles website can be found at <http://yukoncommunities.yk.ca>.

- **Yukon WorkFutures Website:** Yukon WorkFutures is an in-depth guide to career opportunities in the Yukon. The top 100 career profiles help users understand the nature of the jobs, and the skills required for these careers. Advanced Education promoted the WorkFutures website at the 2014 Careers and Volunteer Fair as a tool for career and employment planning.
- **Association franco-yukonnaise – Direction Yukon and RDEE-Yukon:** AFY participated in the 2013 Education, Career and Volunteer Expo during the month of October.
- **Human Resource Manager Association:** HRMA launched its Yukon chapter in 2013. Various monthly activities are organized for members of the association.

3) Immigration Strategy

The overarching goal of the Immigration strategy is

“to support a responsive and sustainable approach to Yukon immigration.”

The following objectives are being pursued in support of this objective:

- 1.1. Be responsive to industry and business labour force needs through the improvement and monitoring of the Yukon Nominee Program;
- 1.2. Assist more immigrants to engage in Yukon’s labour market opportunities by providing better information and services;
- 1.3. Ensure the provision of settlement services is inclusive for all newcomers, including temporary foreign workers and Yukon Nominee Program participants;
- 1.4. Provide immigrants with the resources and training they need to seek further education to work in their chosen field or to access better employment opportunities;
- 1.5. Support immigrant communities within Yukon by helping them increase their capacity, their profile and the services they offer their membership;
- 1.6. Increase immigrant retention rates by promoting the benefits of immigration and celebrating multiculturalism.

Progress made by Immigration Strategy stakeholders include:

- **Advanced Education Branch – Yukon Nominee Program (YNP):** The YNP continues to respond to industry and business labour force needs by helping employers fill a variety of skilled and semi-skilled jobs with foreign workers. Since 2007, 899 principal applicant nominees have been approved through the program, of which 223 were skilled workers and 676 were critical impact workers. The YNP also helps ensure that newcomers receive settlement services.

- ***The Yukon Temporary Foreign Worker Program (Yukon TFWP):*** The Yukon TFWP launched as a one-year pilot project in August 2013. This program enabled eligible Yukon employers to hire eligible foreign workers if employers could demonstrate they could not fill the position with suitable Canadian or permanent residents.

4) Labour Market Information (LMI)

In an environment in which careers and occupations are changing rapidly, timely and accurate labour market information is crucial for informed decision making by businesses, governments, and individuals. In this vein, the following goal is in place for the Labour Market Strategy:

“To provide relevant, quality and timely labour market information for users to make informed decisions regarding the labour market in Yukon.”

The following objectives support the implementation of this goal:

- 1.1. Generating and updating labour market information;
- 1.2. Increase awareness of labour market information;
- 1.3. Increase accessibility of labour market information.

Some of the progress made by the Labour Market Information Strategy stakeholders:

- ***Advanced Education – WorkFutures Website:*** As a way to offer job planners and human resource officers a reliable labour force website, on April 16, 2013, AEB launched Yukon WorkFutures. This new website includes the top 100 occupations in demand over the next five years and includes information such as expected wages, level of demand, level of education required, location for required training, etc. Yukon WorkFutures can be found at <http://yukonworkfutures.gov.yk.ca>
- ***Advanced Education – Yukon Skills Table:*** In May 2013, Employment and Skills Development Canada (ESDC) approved total funding in the amount of \$305,000.00 for Yukon to pursue the following projects: The Yukon Business Survey, the Labour Supply and Migration Study, and the LMI Needs Study. In further detail:
 - The Yukon Business Survey received a response rate of 95% with the information received used by organizations to inform their labour market decision making.
 - In order to conduct a Supply and Migration Study, AEB purchased interprovincial employee data in order to better understand the ways in which labour mobility affects the Yukon labour force.
 - The LMI Needs Study was implemented in order to understand how to better disseminate labour market information in Yukon. The main recommendation received was the creation of a web portal that would capture labour market information and relate this to employers in a timely fashion.
- ***Economic Development – Yukon Occupational Modeling System (YOMS):*** As recommended by the Labour Market Information Strategy Action Plan, YOMS was developed in 2010 to

identify occupations that may be impacted by changes in economic activity throughout Yukon over the next ten years. YOMS can forecast information on real gross domestic product change, population change, industry investment, housing demand, consumer expenditures, and occupation demand using an econometric model. AEB will continue to release key YOMS findings annually.

LABOUR MARKET AGREEMENT (LMA)

The Canada-Yukon Labour Market Agreement (LMA) was signed in July 2009. Under this agreement, the Government of Canada made annual investments in Yukon for five years, ending March 31, 2014. This funding provided an opportunity for Yukon to augment its current efforts to support the development of Yukon's labour market. AEB administered funding for the LMA.

Canada-Yukon Multi-Year Plan:

The four priority areas included in the Canada-Yukon LMA Multi-Year Plan are:

- Labour market information
- Training and skills development
- Recruitment
- Retention

These priority areas are consistent with the *Labour Market Framework for Yukon*.

Labour Market Priorities:

Priorities continue to focus on under-represented groups in Yukon's labour market: social assistance recipients, people with disabilities, older workers, youth, First Nations, women in trades and immigrants. Members of these groups may face multiple barriers to labour market participation, including, for example, lack of work experience. Unemployment rates are higher in rural Yukon than in Whitehorse and among Aboriginal people compared to non-Aboriginal people. To address this problem, AEB is focusing on First Nations capacity building and on rural projects that support successful entry into the labour market.

Initiatives to support increased participation in Yukon's labour market continue to be implemented in the tourism and hospitality sectors. Mineral exploration, mining, construction and highway maintenance are also key areas in which training and skills development can provide opportunities for unemployed and under-employed Yukoners to engage in the labour market.

Performance Results:

Fiscal year 2013-2014 was the fifth year of implementation of the LMA. In addition to developing and implementing new programming for individuals, communities and employers, Yukon continues to work on improving administrative and data collection systems and processes to meet the accountability requirements of the agreement.

In 2013-2014, Canada's contribution to Yukon under the LMA was \$1,028,000.

The following chart outlines key activities funded under the LMA in 2013-2014:

Project Name	Organization
Challenge Bridges Program	Challenge Disability Resource
KDFN Skills and Trades Exploration	Kwanlin Dün First Nation
Adult LD/ADHD Employability	Learning Disabilities Association of Yukon
Youth at Risk (Youth Employment)	Skookum Jim Friendship Centre
Human Resources Advisor Training	Ta'an Kwachan Council
First Nation Youth, On-the-Job Training	Yukon Aboriginal Sport Circle
KDFN Education, Employment	Yukon College
Kwanlin Dün House of Learning	Yukon College
Food Preparation	Yukon College
Essential Skills for Multi-Media	Yukon College Dawson Campus
Trades Exploration Program	Yukon College
American Sign Language Interpreter	Public Service Commission – Disability Employment Services
Ready to Work	Yukon Government Tourism
WCC – Industrial Safety and Employment	Yukon College
Website and Social Media Coordinator	Yukon Government Education Department
Labour Market Agreement Audit	MacKay & Partners Management

Project Highlights:

Learning Disabilities Association of Yukon (LDAY) Adult/ADHD Employability Program:

The Learning Disabilities Association of Yukon (LDAY) delivers the Learning Difficulties/Attention Deficit Hyperactivity Disorder Employability Program to support individuals who identify as having learning disabilities and/or attention deficit hyperactivity disorder. LDAY also offers support to the families and employers of these persons.

LDAY works directly with clients and collaborates with other service providers to ensure that learning difficulties, attention deficit hyperactivity disorder/attention deficit disorder are understood and that individuals benefit from appropriate resources and supports in order to improve their employability. The intake process is where the client's needs and goals are assessed as well as the gathering of information with regards to education and work history. This process is done in order to help determine strengths and challenges, and any patterns therein. As these programs are unique to the needs of each client, there are many ways each program may evolve, but each can involve ongoing support, general information, reading resources, advocacy, psychological assessments, emergency support and referrals to appropriate agencies.

Overall, LDAY provides many supports and services from employment support, employment focused ADHD coaching and support, specialized literacy and essential skills tutoring, and transition support/planning. Community awareness of learning disabilities and LDAY services are other important factors in reaching new clients and educating employers. Several community workshops have also taken place around learning disabilities and have included specific topics related to the increase of knowledge and capacity for working with individuals with learning disabilities.

BRIDGES Employability Program:

Challenge Community Vocational Alternatives delivers the BRIDGES “EmployAbility” Program to 27 individuals (3-14 week programs).

One of the priorities of the Labour Market Framework (see LMF section, above) is to address the barriers to employment encountered by underrepresented groups in the labour market. To this end, BRIDGES provides skill development and work experience to persons with disabilities in order to address barriers to employment and enhance skills training/work experience required for attachment to the labour market. Receiving emphasis are youth transitioning from high school to work, individuals with mental health issues, and those not presently receiving employment supports. This initiative strives to build on participants’ strengths and learning styles to help them better develop their own self-esteem.

BRIDGES uses a parallel stream approach to deliver work readiness training in three enterprises run by Challenge: 1) Bridges Café; 2) Career Industries Wood Shop; and 3) the Challenge Greenhouse. Participants choose a work placement in their area of interest.

Youth Employment Centre (YEC):

The Youth Employment Centre (YEC), partially funded by LMA, provides employment supports to Yukon youth aged 15-30 within Whitehorse and Yukon communities, regardless of ethnic background. YEC is delivered through the Skookum Jim Friendship Centre, a non-profit organization committed to a vision of bettering the well-being of First Nations people.

The program offers a variety of services to help youth in their transition to employment, such as funding for pre-employment training, subsidized work placements, work gear, and employment supports. These supports include resume writing, interview preparation, job search strategies, and short-term essential skills workshops. The success of YEC clientele demonstrates the positive impact that opportunity and non-judgemental support can have on youth.

Most YEC clients have very little work experience and a limited support system. Many do not have a career path in mind, but only need employment. With the support of case managers and the opportunity of a work placement, many youth find increased self-confidence, begin to set goals for themselves, and achieve success in the workplace.

LABOUR MARKET DEVELOPMENT AGREEMENT (LMDA)

The purpose of the Labour Market Development Agreement (LMDA) is to help unemployed Yukoners quickly find and return to work, whilst developing a skilled labour force that meets current and emerging needs of employers.

The Canadian-Yukon Labour Market Development Agreement (LMDA) was signed on July 8, 2009. Under this agreement, Yukon has a greater role in the design and delivery of labour market development programs and services in Yukon to benefit clients within the scope of Part II of the *Employment Insurance (EI) Act*. The *EI Act* sets out two types of programs under *Part II*: Employment Benefits and Support Measures. These programs are flexible by design, thereby allowing Yukon the ability to develop and deliver programs that respond to the territory's local labour market needs. Employment Benefits to individuals include skill development, self-employment and work experience. Support Measures provide funding to address labour market or human resource needs.

Employment Assistance Services (EAS)

Funding is provided to organizations to help unemployed people who are eligible to work in Canada. Services include job finding assistance, resume writing, labour exchange, and employability assessment and may include case management, development of return-to-work action plans, and career decision-making.

Skills Development Employment Benefit (SDEB)

Funding is provided to unemployed, insured participants who lack the required skills to participate in the labour force. Through this benefit, individuals are trained and equipped to re-enter the workforce. Apprenticeship training is included, and registered apprentices may obtain support while attending approved training for their trade.

Self-Employment (SE)

Funding is provided to eligible insured participants to help them start businesses. Eligible costs under this program include living support and self-employment expertise delivered through a service provider. Individuals complete feasibility and business plans. These plans are reviewed by business experts to help participants become self-sufficient in the labour market through self-employment.

Targeted Wage Subsidy (TWS)

Targeted wage subsidies are provided to employers to encourage them to hire people who might otherwise not be hired because of their lack of work experience. Eligible participants must be insured participants. Priority is given to employers who have operated businesses for one year or more.

Job Creation Partnership (JCP)

Job creation partnerships provide assistance to businesses or organizations that offer work experience to eligible participants. Eligible employment activities must show benefit to the community and must be incremental to the normal activities of the business or organization. Although this activity is not considered insured employment under the *Employment Insurance Act*, tangible benefits exist for both the individual and the community. This program has seen no activity since 2005, and is planned for a redesign in 2014-2015.

Labour Market Partnership (LMP)

Through stakeholder involvement, labour market partnerships support strategic investments to address labour market issues, including human resource issues.

LMDA Results

The LMDA program budget is determined by Canada, based on a formula driven by Yukon's unemployment rate. The 2013-2014 program budget was \$3.482 million.

In 2013-2014, 232 participants accessed the Apprenticeship, Skills Development and Self-Employment programs. There were 880 participants who took part in Employment Assistance Services (EAS), of whom 329 found employment.

COMMUNITY TRAINING FUNDS

The Community Training Funds (CTF) provide support to organizations that address labour market needs by offering suitable training to Yukoners. AEB funds training in three different streams: 1) regional based, 2) economic-sector based and 3) project based.

Regional-Based Training Funds:

Regional-based training funds are designed to put decisions about training in the hands of those who best understand the needs: the regions themselves. Regional-based training funds are managed by regional committees which may include representatives from the local municipal government, First Nation government, Yukon College community campus and the community at large. The current regional-based funds are:

- Pelly-Carmacks Training Fund
- Champagne and Aishihik/Haines Junction Training Fund
- Campbell Region Training Fund
- Klondike Region Training Fund
- Watson Lake Training Fund
- Silver Trail Training Fund

Sector-Based Training Funds:

Economic-sector-based training funds are designed to help the sector meet the training needs of industries that are important to the Yukon economy. Sector funds are managed by training fund committees made up of representatives with expertise in the sector. The current sector-based funds are:

- Community Training Trust Fund
- Environmental Training Fund
- Heritage Training Fund
- Tourism Industry Association Training Fund
- Non-Governmental Organization Training Fund

Project-Based Training Funds:

Project-based training funds respond to immediate and specific training needs based on proposals that demonstrate a labour market need. The projects vary on a yearly basis. The following projects were funded in 2013-14:

Project Name	Organization
Champagne and Aishihik Trades Training	Champagne and Aishihik First Nations
Yukon Women in Trades & Technology	Yukon Women in Trades & Technology
Aurora Workshop Project	Learning Disabilities Association of Yukon
Skills Canada Yukon	Skills Canada Yukon
Digital Skills for the Work World	Yukon Learn Society
Hairstyling Pre-Employment	Individual Learning Centre
Yukon Research Centre Program Evaluation	Yukon Research Centre/Yukon College
Targeted Initiative for Older Worker Program	Yukon College
Oil Burner Mechanic	Yukon College
Heavy Equipment Mechanic Pre-employment	Yukon College
Workshop	Canadian Association for Prior Learning Assessment

Project Highlights

Yukon Women in Trades & Technology (YWITT):

YWITT works to educate girls, women, and employers in Yukon about the benefits of trade careers for women. Program highlights included holding eight workshops with 111 participants. Trades such as electrical, carpentry, multimedia, automotive, plumbing, culinary arts, hairstyling, and sheet metal were highlighted.

Individual Learning Centre – Hair-Styling Pre-Employment:

This three-year program, with two intakes for six to eight participants, re-engages First Nations students with the Yukon public education system by offering a fully accredited cosmetology and hairstyling program. Through this program, students have the opportunity to work towards their Red Seal Apprenticeship certification.

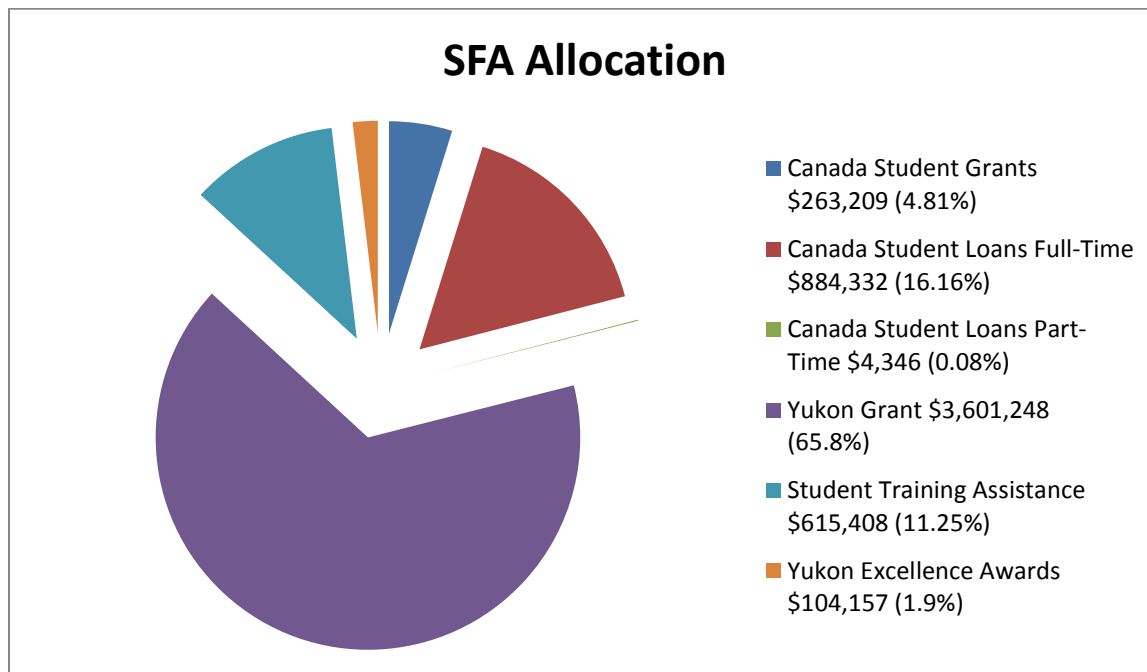
Skills Canada Yukon – Territorial Skills Competition:

This event helps Skills Canada Yukon engage with Yukon youth to promote trades and technology as viable career options. Skills Canada Yukon holds annual skills competitions to prepare participants, most of whom are apprentices, to attend national and world competitions. The 15th annual Yukon Territorial Skills Competition was held in May 2013 at the Canada Games Centre. In June 2013, Skills Canada Yukon sent a delegation of 30 competitors, mentors and coaches to compete at the 19th annual Canada Skills Competition held in Vancouver. The team from Yukon brought home a silver medal in Mechanical Computer Aided Design and Drafting (CADD). Yukon was also part of Team Canada at the World Skills Competition, finishing 18th in the Mechanical CADD contest.

STUDENT FINANCIAL ASSISTANCE (SFA)

The Student Financial Assistance Unit administers several programs to assist students in pursuing post-secondary education: Yukon Grant, Student Training Allowance, Yukon Excellence Awards, Canada Student Loans and Grants and a variety of scholarships.

In the 2013-2014 academic year, \$5,472,700 was awarded through SFA programs. The following chart outlines the areas of assistance provided:



Yukon Excellence Awards

All resident Yukon students who achieve a score of 80 per cent or higher on semester-end or year-end Yukon achievement tests or B.C. provincial exams in a Yukon school are eligible for a Yukon Excellence Award. Awards vary according to subject and may be used towards the cost of tuition, compulsory fees, and/or books.

The information in the chart below comes from the Yukon Government's Student Financial System and includes only those students who were approved to receive funding through Yukon Grant, Student Training Allowance, Yukon Excellence Awards and/or a Canada Student Loans/Grants.

Yukon Grant

The Yukon Grant supports students' full-time attendance at designated post-secondary institutions throughout Canada and in other countries. Students and/or parents must meet residency criteria and, in most cases, students must have completed two years of secondary school in Yukon to be eligible to receive the Yukon Grant. Students can receive the grant for a maximum of five years. In 2013-2014, students were eligible to receive per semester:

Tuition	\$553
Books	\$171
Living allowance	\$1,105

After their first year of funding, students must maintain an average of 65 per cent in their studies in order to receive the full amount of grant in subsequent years. Students who do not maintain a 65 per cent average receive 60 per cent of the above amounts until such time as they achieve an average of 65 per cent or better.

In addition, students who attend a designated institution outside of Yukon receive \$1,800 per year for travel costs. Students who must travel from a rural Yukon community are also eligible for a travel allowance.

Student Training Allowance

The Student Training Allowance is provided to students who are enrolled in a program of studies at Yukon College or in an approved human resources development training program within Yukon. Eligible programs must have a minimum duration of three weeks and students must have resided in Yukon for two years prior to their classes commencing. In the 2013-2014 academic year students were eligible for:

Single Student	\$104/week
Student with 1 dependent	\$146/week
Student with 2 dependents	\$171/week
Student with 3 dependents	\$191/week
Student with 4 or more dependents	\$214/week

Students who must travel from a rural Yukon community are eligible for a travel allowance. If they are required to maintain a second residence while studying, they are also eligible to receive an additional \$80/week.

Number of Students in Each Field of Study	
Arts and Science	508
Administration/Business	133
Trades/Technology	109
Community Services/Education	102
Health Science	102
Upgrading	62
Law	32
Engineering/Technology	24
Agriculture/Related Fields	22
Medicine	8
Theology	1
Dentistry	1

Canada Student Loans and Grants

Canada Student Loans and Grants are provided by the Government of Canada alongside Yukon student financial assistance to help students pay for post-secondary education.

Canada Student Loan for full-time studies

Students can apply for a maximum of \$210 per week of study at a designated post-secondary institution. The actual amount students receive is based on their assessed financial need.

Canada Student Loan for part-time studies

Students with demonstrated need can receive up to \$10,000 (lifetime limit) to support their part-time studies.

Grant for students from low-income families

Students who are eligible for a Canada Student Loan and are below the annual income threshold determined by Canada are eligible to receive \$250 per month for full-time studies and \$1,200 per year for part-time studies.

Grant for students from middle-income families

Students who are eligible for a Canada Student Loan and are below the annual income threshold determined by Canada are eligible to receive \$100 per month of full-time studies. This grant is available for all years of a university undergraduate, college or trade school program that is a minimum two years in duration.

Grants for students with dependents

Students who have dependents and are eligible for a Canada Student Loan are also eligible to receive \$200 per month for each child under the age of 12 while in full-time studies. Students who are in part-time studies who have two dependents are eligible to receive \$40 per week. Students who have three or more dependents are eligible for \$60 per week.

Grants for students with permanent disabilities

Students who have an assessed permanent disability can receive \$2,000 per year. If special services or equipment are also required, students can also receive up to \$8,000 per academic year to assist with these costs.

STUDENT EMPLOYMENT / TRADE SCHOOLS

Student Training and Employment Program (STEP)

STEP is an employer wage-subsidy program offered through AEB assist Yukon post-secondary students who are in full-time post-secondary studies or who have recently graduated, by offering them an opportunity to gain practical work experience in their chosen field of study. Employers likewise benefit, as they gain financial assistance to train and hire workers.

For 2013-2014, STEP offered funding for 58 Yukon government positions and 72 non-government positions. The total budget for 2013-2014 was \$366,000.

STEP employers included municipalities, First Nations, non-profit societies, private companies in a variety of economic sectors, and Yukon government departments. STEP jobs range from Adventure Camp Coordinator for a private company to Youth Program Coordinator for the Executive Council of the Yukon Government. STEP students work in Yukon communities and in Whitehorse, and many of them travel around the territory performing mining, surveying, engineering, nursing, education, research and other tasks.

Summer Career Placement Program (SCP)

SCP helps Yukon young people gain job skills while promoting community development. There are two categories of eligibility criteria for students/youth:

1. Students over the age of 15 who attended at least one semester of full-time secondary, post-secondary or vocational school during the current academic year;
2. Youth between the ages of 16 and 25 who have resided in Yukon for one year prior to the application deadline date and hold a valid Yukon Health Insurance card.

Non-profit, public and private sector, and First Nations government employers are offered wage subsidies for projects that offer training or work experience and benefit their communities.

In 2013, applications for 67 subsidized positions were submitted, and 44 were approved for funding. Non-profit societies hired 17 young people; 9 jobs were approved for private companies; municipal government and First Nation positions numbered 18. The total budget for 2014 was \$114,500.

A majority of the funding went to communities outside of Whitehorse. Greenhouse assistant, lifeguard, training guide, and public works assistant were among the positions funded by SCP during this period.

Trade Schools

Trade schools that are registered under the *Yukon Trade Schools Regulation Act* are recognized by the Yukon government as offering legitimate training from a stable financial base. Each one of these private training centres offers certified training in numerous occupations. The three trade schools registered in Yukon are:

- Mile 918 Driver Development: 180 students
- Polar Institute of Technology: 2 students
- Yukon Tourism Education Council: 301 students

APPRENTICESHIP AND TRADESPERSON CERTIFICATION

There are 48 designated trades in Yukon under the *Apprentice Training Act*, for which certification is available. Of these designated trades, 34 are eligible for Red Seal endorsement. Red Seal endorsement confirms a nationally-recognized, industry-based competency. Many employers require a Red Seal endorsement when hiring a journeyperson.

There are two ways in which someone can become a certified journeyperson in Yukon: Apprenticeship Training or Tradesperson Qualification.

Registered Apprentices in 2013-2014	538
First Nation apprentices	18 %
Female apprentices	8 %
Total apprentices certified	32
Apprentices certified with Red Seal endorsement	27
Total trade qualifiers certified	21
Trade qualifiers certified with Red Seal endorsement	19
Apprentices who attended school	211

Apprenticeship Training

Apprenticeship is a training program combining both on-the-job and in-school technical training. About 80 per cent of apprenticeship training takes place on the job, where apprentices learn the skills of the trade under the supervision of a certified journeyperson. The rest of the training is provided at a college or other technical institute for four to 12 weeks each year. A person who completes an apprenticeship program becomes a certified journeyperson. AEB provides for registration, monitoring, arrangement of in-school technical training, and coordination of an individual's apprentice training.

To be eligible to enter into an apprenticeship, Yukon residents must be at least 16 years of age and meet the academic requirements for that particular trade. Depending upon the trade, applicants to the apprenticeship program must have completed Grade 10 schooling at minimum, although most employers prefer to hire apprentices who have completed high school. The length of apprenticeship varies by trade. For example, a hairstylist is required to work a minimum of two levels at 1800 hours each and attend two levels of in-school technical training, whereas an electrician is required to work a minimum of four levels at 1800 hours each and attend four levels of technical training.

Yukon Tradesperson Qualification Program

This program provides trades certification, and in most cases, interprovincial standards recognition, for trade workers in occupations designated in Yukon. The program is available to individuals who have gained the required trade experience, but have not been able to access certification through a formal apprenticeship program. The Yukon Tradesperson Qualification Program also provides a way of gaining Yukon certification to individuals who hold trades certification from other jurisdictions in Canada. Trade qualifiers must prove at least 1.5 times the required hours for an apprenticeship before being eligible to challenge the certification exam.

LITERACY AND FOUNDATIONAL SKILLS

AEB recognizes the important role literacy plays in the ability of Yukoners to capitalize on training and employment opportunities and to be successful in their communities, work and personal lives. AEB meets often with Yukon literacy stakeholders and participates on several literacy committees, including the national Council of Ministers of Education, Canada and in initiatives to ensure relevant programming and policies.

AEB's Labour Market Programs and Services Unit (LMPS) works with various literacy groups and numerous stakeholders to promote literacy and deliver a variety of activities, programs, and training.

Yukon's principal literacy non-government organization funded by AEB is the Yukon Learn Society, which received \$261,250 for operational expenses in 2013-2014. Yukon Learn's mandate is to promote and provide free adult literacy, numeracy and computer skills services throughout Yukon. Yukon Learn Society has a network of volunteer literacy tutors who are willing to teach people with low literacy levels the skills they need to succeed. Yukon Learn holds special projects and events throughout the year including the Peter Gzowski Invitational Golf Tournament for Literacy, and collaborates with other literacy stakeholders.

Yukon Learn is also supported through Community Training Funds for various special projects and in the development and implementation of their strategic plan. One project of note in 2013-2014 is the Digital Skills for the Work World (DSWW).

Community Training Funds also contribute to other organizations that support literacy in Yukon, including Yukon College's Enhanced Language Program, the Association de franco-yukonnaise's Adult French Language Training, and the Yukon Tourism Education Council's English as a second language programming.

IMMIGRATION

Every year Yukon welcomes many new residents and workers, and their dependents, from all across the world to share our spectacular landscape, rich history, distinct cultures and vibrant economy.

The Yukon Nominee Program (YNP)

Yukon signed the Canada-Yukon Agreement for Co-operation on Immigration in 2001 and the Yukon Nominee Program (YNP) began in 2006-2007. The YNP was developed to allow the Government of Yukon to nominate potential immigrants based on industrial and economic priorities and labour market conditions, and who, based on Yukon's assessment, have a strong likelihood of successfully establishing themselves in Yukon society. The purpose of the Yukon Nominee Program is to help the Yukon Government respond to labour market needs in a sustainable way, while at the same time ensuring that job opportunities are safeguarded for Yukoners and Canadians.

The YNP allows employers to hire eligible foreign workers to work in Canada for authorized periods of time. Employers must demonstrate to Service Canada that they have exhausted all avenues to employ and train Canadians and that the foreign worker has the same skill level as a Canadian worker in the same job.

Yukon Education's Advanced Education Branch runs the Critical Impact Workers and Skilled Worker streams of the Yukon Nominee Program. The Business Nominee Program is run by Yukon government under an agreement with the Government of Canada. This program is designed to attract and retain skilled international entrepreneurs by enabling Yukon government to nominate individuals for immigration to Canada if these individuals have proven business skills and have agreed to reside in Yukon while actively managing and investing in their own Yukon business. Since the inception of the Business Nominee Program in 2004, the program has welcomed the establishment of 22 businesses in Yukon who invested an estimated total of \$15 million in the territory.

Since 2007, 899 principal applicant nominees have been approved through the program as of August 2014.² During this period, 1,403 immigrants have been approved for permanent residence in Yukon through the YNP, including nominees' dependents. Some additional information:

² Immigration data is collected to August 2014.

- The employer must prove that a Canadian or permanent resident worker could not be hired to fill the position that is being filled by the nominee. This is done by means of specific advertising requirements.
- Criteria for the YNP are posted online. Foreign nationals require appropriate education for the position and their qualifications must meet Canadian standards. Foreign nationals entering the critical impact worker stream need to demonstrate that they have at least six months of work experience in the same type of position. For the skilled worker stream, the minimum is 12 months.
- Other employment immigration programs are available in Yukon. They include various federal streams such as the Canadian Experience Class, the Federal Skilled Worker Program, the Federal Skilled Trades Program, and the Temporary Foreign Worker Program.

Top Five Skilled and Critical Impact Occupations (2007–2014)

SKILLED OCCUPATIONS	NUMBER OF NOMINEES
Cooks	25
Early Childhood Educators and Assistants	22
Restaurant and Food Service Managers	10
Automotive Service Technicians, Truck and Bus Mechanics and Mechanics	8
Retail Trade Supervisors	8
CRITICAL IMPACT OCCUPATIONS	NUMBER OF NOMINEES
Food Counter Attendants, Kitchen Helpers and Related Occupations	246
Light Duty Cleaners	70
Retail Salespersons and Sales Clerks	40
Cashiers	35
Janitors, Caretakers and Building Superintendents	33

Top Five YNP Source Countries and Number of Nominees

Philippines	390
China	71
India	63
Germany	54
Japan	39

The Yukon Temporary Foreign Worker Program (Yukon TFWP)

The Yukon TFWP launched as a one-year pilot project August 1, 2013, under Annex B of Yukon's agreement with Canada. The Yukon TFWP applied to the Oil, Gas, Mineral Exploration and Mining industries, and the Tourism/Hospitality industry. The Yukon TFWP allowed eligible Yukon employers to hire eligible foreign workers to work for between two to twelve months if the employers could demonstrate that they could not fill the positions with suitable Canadians or permanent residents.

YUKON COLLEGE

The Yukon Government's *College Act* establishes Yukon College. The object of the college is to provide educational programs, services and activities to meet the needs of Yukon residents.

Yukon government provides annual core funding to the college. Other funding is also provided to the college for various course offerings and to support the research activities of the Yukon Research Centre.

Yukon College has 13 campuses located across Yukon, providing access to post-secondary education territory wide. Whitehorse hosts the main campus and has a presence at the Whitehorse Correctional Centre. The remaining campuses are located in other Yukon communities. Each campus offers a variety of academic and vocational programming, including:

- Access programs
- Career and job readiness
- Part-time continuing education courses
- Certificate, diploma and degree programs

Note that some programs and courses are offered on-site, while others can be accessed remotely using video or Internet technology.

Yukon College has the following six strategic goals. They are:

1. Building a community of learners
2. Leading with our strengths in research, programs and services
3. Working together with Yukon communities
4. Working together with all First Nations
5. Building a vibrant and sustainable organization
6. Improving the identity of the College

Centre for Northern Innovation in Mining (CNIM)³

In fall 2013 the governments of Yukon and Canada announced support for a new school focused on mining and trades. The Department of Education will provide over \$10 million to Yukon College for CNIM over five years. CNIM plans to offer programs such as heavy equipment operations, underground mining, pre-apprenticeship heavy equipment mechanic, industrial electrical and industrial welding. Yukon College is constructing a new building to house the mining and trades school. Funding will also provide a mobile trade school which will visit

³ The following programs are not part of core funding agreements.

communities throughout Yukon offering training through either scheduled program delivery or customized contract training.

As of November 2013, Yukon College reported an enrollment total of 64 participants. Some of these participants may be enrolled in more than one course offering.

Targeted Initiative for Older Workers (TIOW)

Participants in this program must be unemployed, between the ages of 55 and 64, and be legally entitled to work in Canada. During this time, the program was delivered at various community campuses in addition to the main Whitehorse campus. Since Fall 2012, the TIOW was only offered at the main campus in Whitehorse.

This program is designed to help older people explore the world of work. It involves developing employability skills, investigating career options in Yukon, learning about Canadian labour practices, developing personal action plans, participating in extended work placements, and upgrading work-related literacy and computer skills. This program is offered in two 15-week intakes per year and includes lectures, group discussions, individual and group exercises, and individual and group presentations. Funding from Canada for the TIOW program expires on March 31, 2017.

Licensed Practical Nurse (LPN) Program

The Yukon government recognizes the need to train and recruit health professionals to meet local labour market demand. Sixteen students were enrolled in the LPN Program in fall 2012. This class was representative of the Yukon population of today, with students ranging from recent graduates of Yukon high schools to mature students seeking a second career.

The LPN Program offered at Yukon College (Whitehorse Campus) allows Yukoners to receive this level of education without having to leave the territory. The Department of Education will provide \$1.86 million to extend the LPN Program to 2016.

This 18-month program is transferable, and students may pursue a registered nursing program at an accredited institution.

Yukon Research Centre (YRC)

The Yukon Research Centre (YRC) provides an opportunity for Yukon College to strengthen itself as a leader in northern research, technology and innovation. Established in 2009, the YRC operates a number of key programs facilitating research, outreach, innovation, and commercialization through the application of a collaborative, multi-disciplinary approach that respects and utilizes First Nations traditional knowledge.

The programs offered by YRC have a connection to local community groups, research projects, and institutions and include: Research Services, Northern Climate Exchange, Resources and Sustainable Development in the Arctic, Yukon Biodiversity, Cold Climate Innovation, and Technology Innovation Centre.

Northern Institute of Social Justice (NISJ)

The NISJ is located at Yukon College (Whitehorse Campus) and was created to better meet the training, education and research needs of Yukoners working in social and justice positions throughout the territory, including Yukon Government, First Nations governments, non-profit and private organizations. The NISJ supports an integrated social justice system and provides education for jobs with a social justice-related focus for 560 participants.

Below are just a few examples of training that took place in 2013-2014:

- Applied Suicide Intervention Skills Training
- Core Competencies of FASD
- Trauma Training
- Mental Health First Aid for Northern Peoples
- Yukon First Nations History and Culture
- Loss, Grief and Healing for Frontline Workers

The Labour Market Programs and Services Unit administers a funding contribution in the amount of \$2.540 million to Yukon College to cover the costs associated with the delivery of the NISJ's programs and services from November 4, 2013 to April 30, 2019.

School of Visual Arts (SOVA)

The School of Visual Arts is a joint venture between Dawson City Arts Society (DCAS), the Tr'ondëk Hwëch'in First Nation and Yukon College. SOVA is an accredited art college where students can complete their first year of study towards a Bachelor of Fine Arts (BFA) or Bachelor of Design (BDes). Fifteen students successfully completed the visual arts program in spring 2013 and went on to further their education in the arts, or in other fields of study. Sixteen students enrolled in Fall 2013.