

# **Labour Market Agreement Annual Plan 2010/2011 Yukon Government**

## **INTRODUCTION**

The Canada-Yukon Labour Market Agreement (LMA) was signed in July, 2009. Under this Agreement, Canada will make new annual investments in Yukon for the next five years. This funding provides an opportunity for Yukon to augment its current efforts to support the development of Yukon's labour market. The estimated amount of Canada's contribution to Yukon for fiscal year 2010/2011 is \$1,457,000.

The Advanced Education Branch (AEB) of the Department of Education will administer the funding for the LMA.

## **OVERVIEW OF YUKON'S LABOUR MARKET AND PRIORITIES**

### **Overview:**

Yukon's population totaled 34,157 in December 2009, an increase of 0.7% from December 2008 which totaled 33,928. The majority of residents, 75%, or 25,636 people reside in Whitehorse. The remaining 8,521 citizens reside in 17 small rural communities all of which are connected by road, with the exception of Old Crow.

Yukon's labour force (age 15+) decreased by 400 in March 2010 to 17,300 compared to 17,700 in March 2009. Of the March 2010 labour force figure, 15,700 were employed and 1,600, or 9.2%, were unemployed. In March 2009, there were 17,700 individuals in the labour force of whom 16,700 were employed and 1,100, or 6.2% were unemployed. The seasonally adjusted unemployment rate ended the 2009 year at 7.4% and further decreased to 6.9% in February 2010. Over the last 16 years the average unemployment rate for June has been 8.8%. Over the last year, the unemployment rate for women has been lower than the rate for men.

Compared to Canada, Yukon had the third highest unemployment rate (9.2%) in March 2010. Saskatchewan's unemployment rate (5.1%) was lowest, while Newfoundland's rate (15.5%) was highest.

### **Labour Market Priorities:**

Priorities continue to focus on members of the following groups who, at times, may have multiple barriers and require additional supports to enable their participation in Yukon's labour market: Social Assistance Recipients, Persons with Disabilities, Older Workers, Youth, First Nations, Women in Trades and Immigrants. These groups can be more disadvantaged, given their lack of work experience to enter the labour market, compared to someone who recently lost their job and has the skills to participate in the labour force.

Unemployment is significantly higher in rural Yukon than in Whitehorse. The unemployment rate between October 2009 and March 2010 for Whitehorse was 6.4% compared to 22.6% rural Yukon. Further, in the same period, the unemployment rate for Aboriginal people was 25.8%, while the non Aboriginal unemployment rate was 5%. Therefore, a focus on First Nations capacity building and rural projects that support labour market attachment will be considered.

The tourism and hospitality sector will continue to be an area where initiatives to support increased participation in Yukon's labour market should be implemented. Mineral exploration, mining, construction, highway maintenance are also key areas where further training and skills development can provide opportunities for unemployed and under-employed Yukoners to engage in the labour market.

Since many Yukoners who wish to attend post-secondary education must leave the Territory to pursue their studies, a concerted effort will be made this year to attract recent post-secondary graduates to Yukon's labour market. A provision for co-op programs will also be considered; however, students who are in a co-op term must be in their final year of study and require work experience to support their participation in the labour market.

Finally, an increase in providing services for those interested in self-employment will be sought this year.

### **2010/2011 CRITERIA**

#### **Strategic Training and Transition Funds (STTF):**

With approval from Treasury Board, Yukon chose to access only STTF dollars for 2010/2011, therefore the following criteria was used in determining which projects were approved:

- a. Assists clients to return to, obtain, or keep employment.
- b. Supports employers and communities in dealing with labour force adjustments.
- c. Supports unemployed people or employed people in sectors affected by the economic downturn.

## **Yukon Labour Market Framework (LMF) Priorities:**

The approved LMA projects are directly linked to the *Labour Market Framework for Yukon*. Five strategies to support Yukon's labour market are being developed:

1. Comprehensive Skills and Trades Training
2. Recruitment
3. Employee Retention
4. Immigration
5. Labour Market Information

A working group that includes key stakeholders (federal government, Government of Yukon, First Nation Governments and organizations, non-government organizations, business owners, and union organizations) for each theme is overseeing the development of each strategy. The strategies are entering in their final stage of development and many of the initiatives approved for 2010/2011 through the LMA support their goals, objectives.

## **Canada-Yukon Multi Year Plan:**

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

- Labour Market Information
- Training and Skills Development
- Recruitment
- Retention

## **CONSULTATION**

AEB issued a call for proposals for LMA projects from key labour market stakeholders both internal and external to Yukon Government. The request went to all Yukon Government Departments, the Labour Market Framework Training Strategy Working Group, youth organizations, and First Nation Governments.

While all proposals received were considered against the above criteria, initiatives to support the implementation of the Labour Market Framework Strategies were also considered. Working Groups who have developed these strategies include business and labour representatives, community organizations and representatives of the official language minority community in Yukon. Representatives from L'association Franco Yukonnaise have been actively involved in the development of the Labour Market Framework Strategies and Action Plans. Through their participation, the needs of the French language minority communities have been considered.

Funds that need to be reallocated through identification of slipped funds for the 2010/2011 fiscal year will be considered, through the established priorities outlined above, to new or existing LMA projects.

## **EXPECTED RESULTS**

Yukon anticipates the following outcomes from the 2010/2011 Labour Market Agreement:

- An increase in participation of under represented groups in Yukon's labour market.
- An increase in the number of employment and training opportunities
- More local labour market information

Through the projects which have been or will be approved, it is expected that over 150 citizens will participate in direct employment or training opportunities.

## Appendix A 2010/2011 LMA Projects

The following chart provides further detail on the projects which we **anticipate approving** for 2010/2011. All approved project proponents will confirm their obligations to receive funding under the LMA which includes financial accountability, recognition of Canada's financial contribution and reporting deliverables using Yukon Government's Transfer Payment Policy and other formally approved processes.

LMA Priority	Project Description	Primary Target Group/ sector/ location	Lead Organization	Funding Allocation
Training and Skills Development	The Education & Employment Training Program will address, both directly and indirectly, a broad range of academic, employment and life skill needs existent within the Kwanlin Dun First Nation citizenry.	First Nation/ Broad sector/ Whitehorse	Yukon College and Kwanlin Dun First Nation	\$100,000
Training and Skills Development, Recruitment, and Retention	To provide up to 30 unemployed persons with skills and knowledge to obtain and maintain employment in the hospitality and tourism industry. <i>Ready to Work</i> and <i>Canadian Workplace Essentials</i> are nationally recognized programs teaching skills such as understanding responsibility, positive attitudes, adaptability, value of safety, communication, numeracy, job searching, demonstrating confidence, healthy regimen, etc, as well as industry specific knowledge in tourism and customer service.	Broad target/ Tourism and Hospitality/ Whitehorse and one rural community	Yukon Tourism Education Council	\$68,000

<b>LMA Priority</b>	<b>Project Description</b>	<b>Primary Target Group/ sector/ location</b>	<b>Lead Organization</b>	<b>Funding Allocation</b>
Training and Skills Development, Recruitment and Retention	Support the Fab Foods: Life Skills, Employment and Training Program which provides employment and training in the area of food production and serving as well as a venue for fostering the social skills and confidence building required for people with debilitating mental illness to participate in the wage economy.	Persons with Disabilities/ Tourism and Hospitality/ Whitehorse	H&SS Mental Health Services	\$81,000
Training and Skills Development	Hire a student from the Co-Op program from the University of Victoria Conflict Resolution Program for on-the-job training and workplace-based upgrading.	Youth/ Public/ Whitehorse	PSC	\$22,844
Training and Skills Development, Recruitment and Retention	Provide funding to increase the number of opportunities under the GradCorps program. The program provides recent post-secondary graduates with work experience in their field of study to improve their employment prospects.	Youth/ Public/ Whitehorse	PSC	\$150,000
Training and Skills Development, Recruitment and Retention	The Greenhouse project will provide instruction to 8 persons with disabilities and will focus on developing a range of Landscaping Greenhouse skills that will allow them to successfully participate in the workforce.	Persons with Disabilities/ Tourism and Hospitality/ Whitehorse	Challenge	\$49,333
Training and Skills Development, Recruitment and Retention	The BRIDGES Project focuses on developing a range of skills that will allow a minimum of 40 persons with disabilities to successfully participate in the workforce.	Persons with Disabilities/ Tourism and Hospitality/ Whitehorse	Challenge	\$150,000
Training and	Implement a Temporary Wage Subsidy to help	Broad/	AEB	\$200,000

<b>LMA Priority</b>	<b>Project Description</b>	<b>Primary Target Group/ sector/ location</b>	<b>Lead Organization</b>	<b>Funding Allocation</b>
Skills Development	unemployed individuals gain employment by providing a subsidy to employers as an incentive to hire those they would not normally hire for jobs that are part of the employer's normal operations.	Private sector/ Whitehorse		
Training and Skills Development	Create a system and/or organization dedicated to the support and celebration of women in business. The program will be designed to assist women entrepreneurs at all stages of business development from business start-up to expansion to closure and all points in between. There will be an emphasis on mentoring, providing advice and guidance, and access to resources.	Women/ Broad sector/ Whitehorse	AEB	\$25,000
Training and Skills Development	Provide funding to hire a coordinator to implement the Land Based Healing Project with the Kwanlin Dun First Nation.	First Nation/ Health/ Whitehorse	H&SS	\$88,000
Training and Skills Development	Support a youth employment and training program for three at-risk youth to assist with developing and implementing a drug and alcohol reduction campaign.	Broad/ Broad/ Yukon-wide	Youth of Today Society	\$55,600
Training and Skills Development	Work with Carcross/Tagish First Nation to implement a training program that will provide skills in sustainable housing development.	First Nation/ Construction/ Carcross	Carcross/ Tagish First Nation	\$72,500
Training and Skills Development	Provide funding for a wage subsidy to the Council for Yukon First Nations to support two administrative positions.	First Nation/ Government/ Whitehorse	Council for Yukon First Nations	\$57,780
Financial		N/A	N/A	\$148,569

<b>LMA Priority</b>	<b>Project Description</b>	<b>Primary Target Group/ sector/ location</b>	<b>Lead Organization</b>	<b>Funding Allocation</b>
Commitments from projects started in 2009/2010				
Administration/potential projects		N/A	N/A	\$188,374
Total				\$1,457,000