

# LABOUR MARKET REPORT 2014-2015



Yukon

*A comprehensive review of labour market initiatives supported by Department of  
Education, Advanced Education Branch in 2014-2015*

## Message from the Minister

Dear reader,

I am pleased to present the 2014-15 Yukon Labour Market Report from the Advanced Education Branch of the Department of Education.

This report provides an overview of our labour market, training and immigration programs and services over the past year. We welcome and look forward to feedback on this report as we continue to evolve these programs to meet the needs of workers and adult learners in Yukon.

Over the past year, we hosted a summit on foreign qualification recognition. We launched the new Labour Market Information Portal, a one-stop shop online for information about the job market in Yukon. The Hub opened, a new agency to support job seekers with disabilities. We held public consultations on the *Students Financial Assistance Act* and started a review of apprenticeship programs. We introduced new measures to improve the Yukon Nominee Program and the new Yukon Express Entry system to mirror the new federal application portal.

I would like to thank our staff and our many partners, including federal, municipal and First Nations governments, NGOs, employers, post-secondary and training institutions, and others, for their collaboration on so many of these initiatives. Together, we are building an inclusive, adaptable and productive workforce for our region.

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 Department of Education's Advanced Education Branch (AEB) in its efforts to facilitate the growth of Yukon's labour market. AEB is made up of three units: Labour Market Programs and Services, Training Programs and Immigration. Advanced Education's Strategic Goal is to "develop an inclusive, adaptable and productive workforce that meets the needs of Yukon employers". 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 in the community.

The 2014-15 Yukon Labour Market Report will begin by 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 Skills and Trades Training, Recruitment and Employee Retention, Immigration and Labour Market Information) will then outline the road ahead for labour market development through to 2020.

Next, funding agreements between the governments of Canada and Yukon that provide labour market training and opportunities to Yukoners will be highlighted. These agreements are the Labour Market Development Agreement (LMDA), the Labour Market Development Agreement for Persons with Disabilities (LMAPD) and the Canada Yukon Job Fund (CJF). Finally, this report will explore numerous projects, initiatives, funds and programs supported by AEB. These include Community Training Funds, student financial assistance, apprenticeship programs, immigration activities, literacy initiatives and the activities of Yukon College.

AEB works with other Yukon government departments, the federal government, First Nations governments, businesses, labour organizations, Yukon College, employment equity groups and other provincial/territorial jurisdictions to facilitate the growth of the labour market. All of these initiatives underscore Yukon's commitment to lifelong learning.

All photos: *Government of Yukon*

## TABLE OF CONTENTS

<b>LABOUR MARKET STATISTICS</b>	<b>5</b>
<b>LABOUR MARKET FRAMEWORK (LMF)</b>	<b>10</b>
<b>LABOUR MARKET DEVELOPMENT AGREEMENT (LMDA)</b>	<b>19</b>
<b>LABOUR MARKET AGREEMENT FOR PERSONS WITH DISABILITIES (LMAPD)</b>	<b>21</b>
<b>CANADA-YUKON JOB FUND AGREEMENT (CJF)</b>	<b>23</b>
<b>COMMUNITY TRAINING FUND (CTF)</b>	<b>25</b>
<b>STUDENT FINANCIAL ASSISTANCE (SFA)</b>	<b>28</b>
<b>STUDENT EMPLOYMENT AND TRADE SCHOOLS</b>	<b>32</b>
<b>APPRENTICESHIP AND TRADESPERSON CERTIFICATION</b>	<b>34</b>
<b>LITERACY AND FOUNDATIONAL SKILLS</b>	<b>36</b>
<b>IMMIGRATION</b>	<b>38</b>
<b>YUKON COLLEGE</b>	<b>43</b>

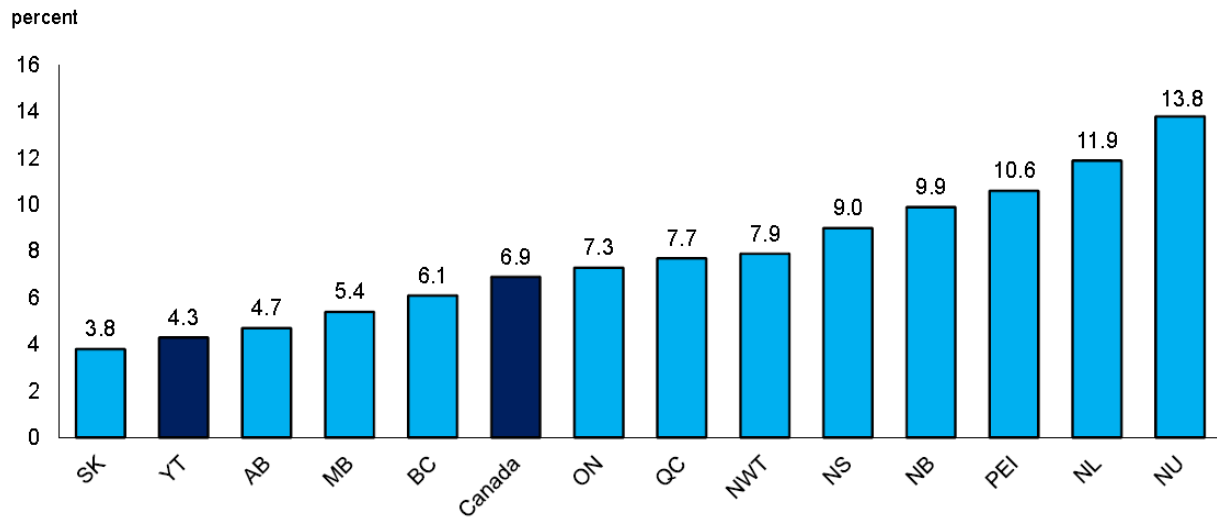
## LABOUR MARKET STATISTICS

The Yukon Bureau of Statistics reported an average territorial population of 37,183 in December 2014, which is a record high and an increase of 1.9%, or 700 people, compared to December 2013. The majority of residents, or 28,455 people, resided in Whitehorse. The remainder, 8,728 people, lived in 17 small rural communities, of which Old Crow is the only fly-in community.<sup>1</sup>

Statistics Canada indicated that the average unemployment rate in the Yukon for 2014 was 4.3 per cent, the second lowest in Canada. This was a decrease of 1.1 percentage points when compared to the 2013 rate of 5.4%, and marks the eleventh consecutive years that Yukon’s unemployment rate was lower than the national average. The average unemployment rate over the 10 year period from 2005 to 2014 was 5.5% in Yukon and 7.0% in Canada.

The following chart shows the comparative unemployment rates in Canada in 2014.

### Unemployment Rate, Canada, Provinces and Territories, 2014



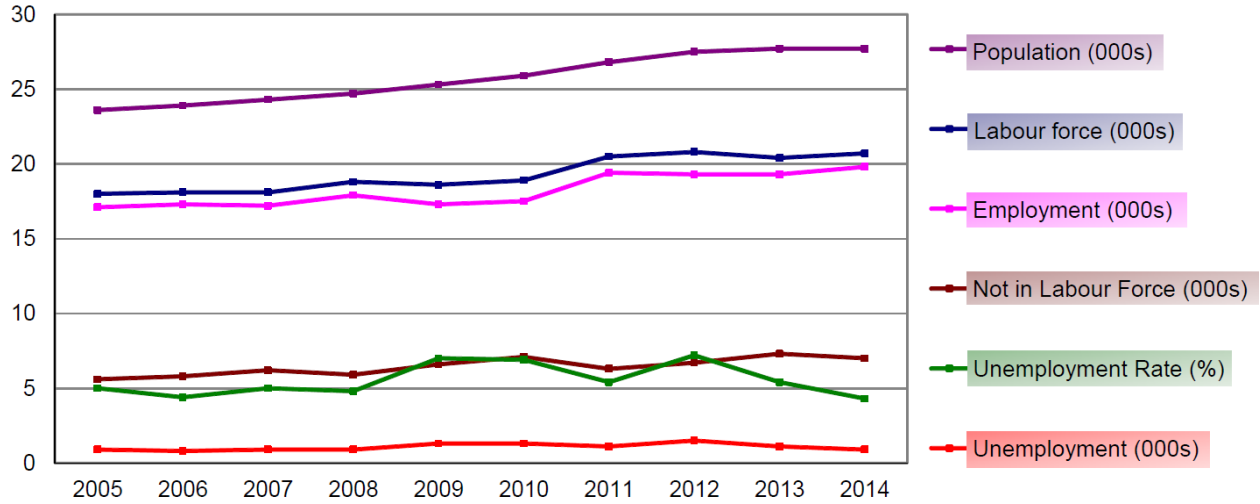
Source: Statistics Canada, CANSIM 282-0123

Compared to 2013, Yukon’s labour force increased by 300 overall to 20,700 in 2014. From 2013 to 2014, the number of employed Yukoners increased by 500 to 19,800 and the number of unemployed Yukoners decreased by 200 to 900.

The following graph shows Yukon’s labour force characteristics over a 10 year period.

### Labour Force Characteristics, Yukon, 2005 to 2014

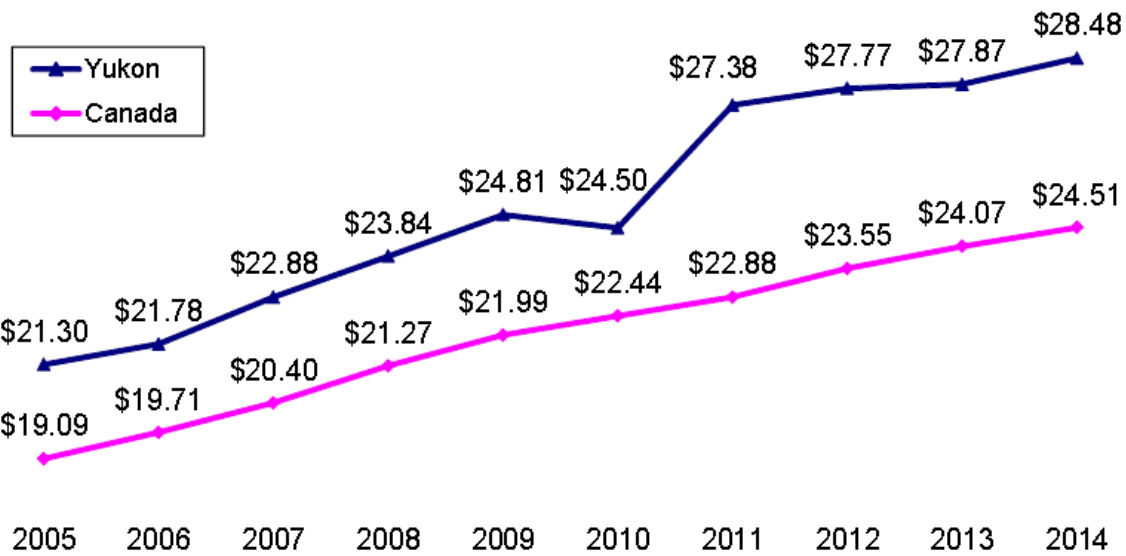
<sup>1</sup> Statistical information in this first section is taken from the *Yukon Bureau of Statistics – Population Report December 2014*: [http://www.eco.gov.yk.ca/stats/pdf/populationDec\\_2014.pdf](http://www.eco.gov.yk.ca/stats/pdf/populationDec_2014.pdf)



Source: Statistics Canada, CANSIM 282-0123.

The average hourly wage of Yukoners in 2014 (not including self-employed workers) was \$28.48, an increase of \$0.61 or 2.2%, compared to 2013. This average hourly wage was \$3.97, or 16.2%, higher than that of the national average. These numbers over the past ten years are detailed in the chart below:

**Average Hourly Wage Rate, Yukon and Canada, 2005 to 2014**  
(does not include self-employed workers)



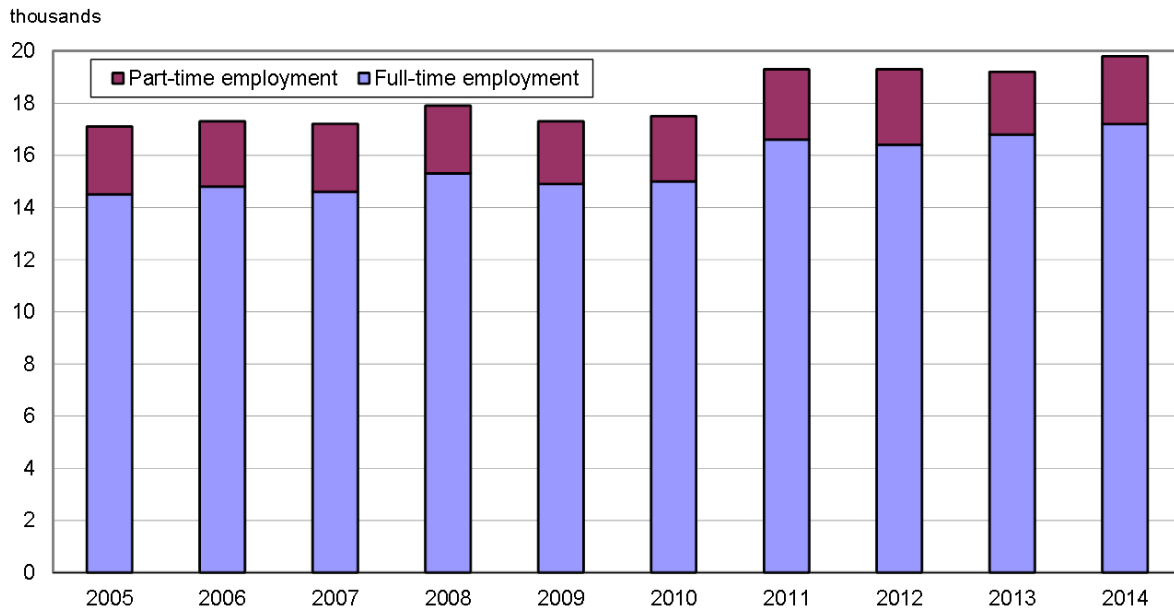
Source: Statistics Canada, CANSIM 282-0070 and Custom data table.

Regarding hours of employment of employment, in 2014, there were 17,200 (86.9%) full-time workers and 2,600 (13.1%) part-time workers in Yukon. Yukon had the third lowest proportion of part-time workers in Canada, slightly behind the Northwest Territories (13.1%) and Nunavut

(11.4%), compared with British Columbia, which had the highest proportion of part-time workers (21.8%).

Various reasons were given by Yukon’s part-time workers to explain the reasons for working part-time: 38.5% stated personal preference; 23.1% were going to school; 11.5% cited business conditions (that is, they did not look for full-time employment in the last month); another 11.5% were caring for children; and 15.4% cited other reasons.

### Type of Employment, Yukon, 2005 to 2014



Source: Statistics Canada, CANSIM 282-0123.

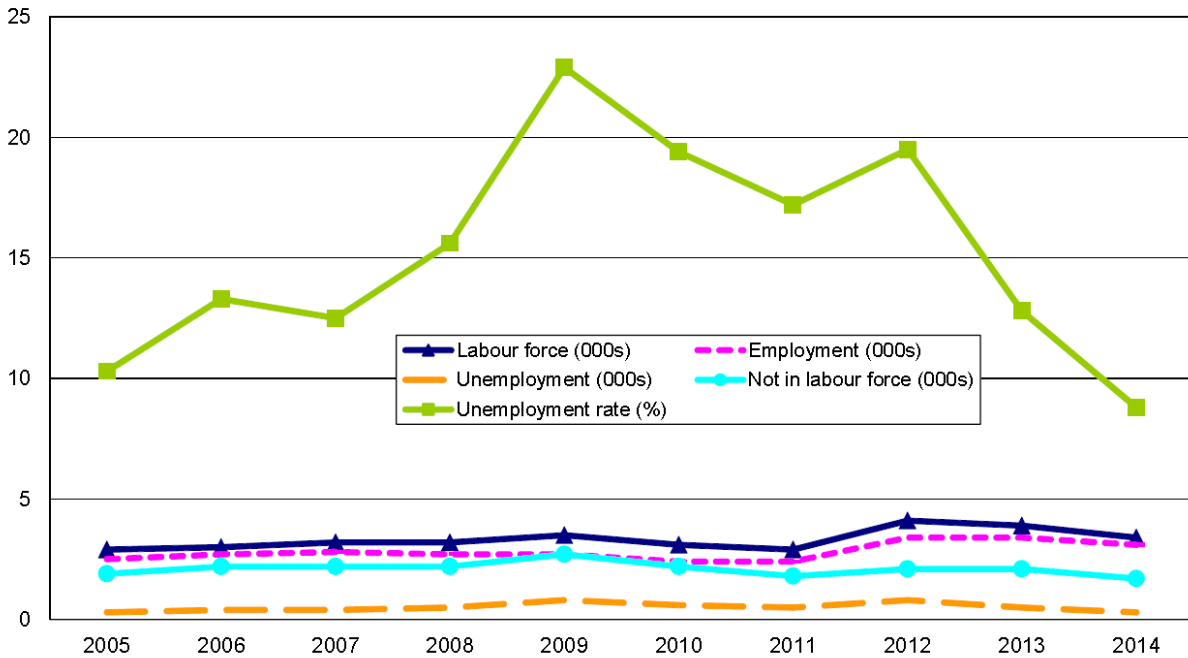
The number of Aboriginals in the labour force decreased by 500 to 3,400 in 2014. The number of employed Aboriginals in Yukon decreased by 300 (-8.8%) in the same period. The number of employed non-Aboriginals increased by 900 (+5.7%).

Unemployment amongst Aboriginals decreased from 500 in 2013 to 300 in 2014, a reduction of 40%. Regarding the unemployment rate for Yukon’s Aboriginals, the numbers decreased by 4% between 2013 and 2014, from 12.8% to 8.8%. Non-Aboriginal unemployment remained the same at 600.

Of the 3,100 employed Yukon Aboriginals in 2014, 48.4% worked in the public sector (federal government, Yukon government, First Nations governments or municipal governments), and 45.2% worked in the private sector. The remaining 6.5% were self-employed.

As Advanced Education Branch moves forward with its labour market programming, First Nations capacity building and rural projects that support training and labour market outcomes will continue to be a focus.

### Aboriginal Labour Force Characteristics, Yukon, 2005 to 2014



Source: Statistics Canada, Custom data table.

### 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/>



Yukon Bureau of Statistics issues a monthly and annual 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](http://www.eco.gov.yk.ca/stats/stats_employment.html)

## LABOUR MARKET FRAMEWORK

The Labour Market Framework (LMF) is the structure through which the priorities for Yukon's labour market are established and strategic activities are accomplished. The Framework has four strategies; Recruitment and Employee Retention, Labour Market Information, Comprehensive Skills and Trades Training and Immigration with corresponding action plans.

The 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 its respective committee.

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



The action plans include active projects and recommended new initiatives that the committees have determined are priorities to achieve the LMF'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.

### Labour Market Summit 2014

The conclusion of the Yukon Skills Table project, an initiative supported by Canada to develop research on four areas of the labour market, offered the opportunity to host a Yukon Labour Market Summit. Organized by Advanced Education and held on May 21, 2014, in Whitehorse, the Summit provided a forum to meet with labour market stakeholders to discuss issues and progress made in implementing the four strategies of the LMF.

LMF committee members and expert presenters led discussions on a range of topics, including: Yukon immigration programs, training and capacity building, evaluation and partnership. The Final Report presents the highlights and recommendations from each discussion offered by the Summit. The on-going collaboration between the Department of Education and the LMF committees and partners reflects a strong commitment to improving the capacity of Yukon's labour force.

The following sections highlight some of the significant developments made by each of the LMF strategy committees in 2014-2015.

### **Comprehensive Skills and Trades Training Strategy**

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

1. Ensure training opportunities are available for all Yukon people; and
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;
- 2.1. Improve both the provision and delivery methods of training programs in the communities;
- 1.3. Support employers and self-employed individuals to access training programs; and
- 1.4. Foster employer investment in workplace learning.

In order to meet the second goal of the CSTTS, the objectives are:

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

Some notable initiatives of the CSTTS in 2014-2015 include:

- **Labour Market Summit:** The CSTTS panel at the Labour Market Summit was composed of Yukon College, Yukon Learn and Association franco-yukonnaise (AFY) and was called “Training Yukoners”. “Training Yukoner” focused on how to build capacity in a changing labour market. The discussion was about what essential employment skills are needed in Yukon and the steps our stakeholders are taking to design effective programs to increase Yukon’s capacity to meet these needs. Participants heard that basic essential skills are in demand — particularly literacy, computer skills and soft skills. Yukon College confirmed that programs are based on essential skill development and are aligned with what is needed in the workforce. About 40% of graduates have found employment.
- **CSTT Stakeholders Committee:** In order to successfully implement the LMF, AEB organized a quarterly meeting with labour market stakeholders participating in the monitoring of the implementation of the CSTTS. Following the 2014 Labour Market Summit, the committee’s efforts focused on developing a new Action Plan for 2015-2017.
- **Advanced Education Branch (AEB) – GENIE:** In 2014-2015, Labour Market Programs and Services continued to implement, promote and improve Genie, a web-based agreement management system. Genie simplifies the application and reporting processes for funding recipients and enables more transparent reporting of results.
- **Association franco-yukonnaise (AFY):** In 2014-2015, Association franco-yukonnaise developed a curriculum for a Bilingual Customer Service program in collaboration with Yukon College. This program is based on an integrated approach and will allow participants to develop and increase their essential soft, technical and language skills in this sector. In partnership with the Centre for Adults of Yukon Government, AFY also offered French and English as a Second Language courses. AFY also offered training opportunities and workshops such as: Role and Responsibilities of Board Members, Leadership and Management and Team-Building
- **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 in 2014-2015 to offer the Aurora workshop to Yukoners while continuing to adapt the workshop to a wide range of users. 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.
- **Yukon College:** Some of Yukon College’s highlights for 2014-2015 include the following. More information on Yukon College is found on page 43.

- **Mobile Trades Training Trailer:** In January 2014, Yukon College launched the mobile trades training lab and supply trailer as part of the programming for the Centre for Innovation in Mining. This 53 foot training lab has already been used to teach Pre-Apprenticeship/Dual Credit Welding in Dawson City, Heavy Equipment Technician Skills for Employment in Pelly Crossing and Pre-Apprenticeship Heavy Equipment Technician/Dual Credit in Ross River. The training trailer, which is the result of an investment of \$1.8 million, also gives students access to a mobile training facility that can be outfitted with electrical, millwright and piping training aids. The trailer also has an onboard diesel generator providing power for heating, lighting, equipment and wireless internet, and 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.
- **Yukon College Northern Adult Basic Education Symposium:** Faculty and staff of the three northern colleges, Yukon College, Aurora College and Nunavut Arctic College, joined with their colleagues in Adult Education and Adult Learning and Literacy for the Northern Adult Basic Education (NABE) tri-territorial symposium held in Whitehorse April 28—May 1, 2014. The purpose of the symposium was to provide a joint professional development forum to share initiatives developed and delivered through the new funding initiative Northern Adult Basic Education Program (NABEP). Funds from CanNor were allocated to organize the symposium to discuss current progress of Adult Basic Education in the North, as well as to share andragogy, teaching and assessment tools, new curriculum and teaching materials and resources aimed at enhancing the essential skill levels within communities in the three territories and to better assist adults in obtaining employment or further education. CanNor is investing \$27 million over five years to expand adult basic education in the three territories. Programming is being developed and delivered with territorial partners through Aurora College, Nunavut Arctic College and Yukon College.

## National 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 National Recruitment and Employee Retention Committee include:

- **Association franco-yukonnaise (AFY):** L'Association franco-yukonnaise gave out information about job opportunities, labour market information, housing and other relocation information to more than 200 francophones interested in moving to the Yukon.
- **Labour Market Summit:** The panel on Recruitment and Retention at the Labour Market Summit explored some of the initiatives and strategies implemented by business and industry stakeholders to positively impact recruitment and retention efforts. As the private sector is growing in Yukon, and with it the need to recruit and retain productive employees, the panel suggested the importance of Yukon's businesses being seen as "employers of choice" and capable of offering interesting internship opportunities and scholarships such as what is currently offered by some of the panelists. The panelists were from Northwestel, Victoria Gold, Kobayashi and Zedda and the Department of Tourism and Culture.
- **National Recruitment and Employee Retention Stakeholders Committee (NRERSC):** In order to successfully implement the Labour Market Framework, Advanced Education supported the development of the 2015-2017 National Recruitment and Employee Retention Action Plan.
- **YuWin, Association franco-yukonnaise, Volunteer Bénévole Yukon and Whitehorse Chamber of Commerce:** These organizations organized two fairs in 2014-15: *The Spring Job and Volunteer Fair* and the *2014 Education, Career and Volunteer Expo*. *The Spring Job and*

*Volunteer Fair* was held in April 2014 and had more than 1,000 attendees. Students, job seekers and volunteers were invited to meet local companies and organisations in order to find employment or volunteer opportunities, make connections and receive tips on how to successfully enter the labour market. The *Education, Career and Volunteer Expo* was designed for students and parents to find valuable information and resources to help plan for careers and learning options. Colleges and universities were available to map out the educational pathway required for careers. This was also a unique opportunity to meet face to face with employers who were able to answer question on how to access updated labor market information. The updated Yukon Workfutures website was displayed and got significant interest by employers and the general public. More than 1,300 attendees were identified and 63 exhibitors participated.

- **Human Resources Management Association (HRMA):** HRMA provides human resource information and services and has established a presence in Yukon through the Yukon Advisory Council. HRMA has continued to host workshops and talks on human resource issues in 2014-2015. Various monthly activities were organized for members of the association.

## 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 goal:

- 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; and
- 1.6. Increase immigrant retention rates by promoting the benefits of immigration and celebrating multiculturalism.

Progress made by Immigration Strategy stakeholders includes:

- **Association franco-yukonnaise (AFY):** In 2014-2015, l'Association franco-yukonnaise (AFY) offered settlement services for francophones in the Yukon. They also participated, along with some of their national organizations, on discussions about the need for pre-settlement services. AFY also visited immigrants in the communities of Mount Lorne and Dawson.
- **Labour Market Summit:** The panel on Immigration at the Labour Market Summit explored some of the initiatives and strategies by labour market stakeholders with an interest in immigration. With an aging population and a low birth rate, Yukon, like the rest of Canada, relies heavily on in-migration to sustain its economic performance. Some of the initiatives discussed included the City of Whitehorse signing of the Coalition of Canadian Municipalities against Racism and Discrimination and the New Canadians Fund from Tourism and Culture. The panelists were from the City of Whitehorse, Department of Tourism and Culture and the Whitehorse Chamber of Commerce.
- **Immigration Stakeholders Committee:** In order to successfully implement the Labour Market Framework, Advanced Education organized a quarterly meeting with labour market stakeholders participating in the monitoring of the implementation of the Immigration Strategy. Following the 2014 Labour Market Summit, the committee's efforts focused on developing a new action plan for 2015-2017.
- **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, principal applicant nominees have been approved through the program. The YNP also helps ensure that newcomers receive settlement services.
- **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.
- **Advanced Education Branch – Foreign Credential Recognition:** In the fall of 2014, the Immigration unit began the two year Foreign Credential Recognition Project , which will bring a Pan-Northern conference to Yukon, establish a bridging program for accountant professionals and enable Advanced Education to continue to implement measures to integrate internationally trained workers into the Yukon labour market.

For more information on immigration activities, see the Immigration section of this report.

## Labour Market Information Strategy (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:

- **Labour Market Summit:** The panel on Labour Market Information (LMI) explored some of the initiatives and strategies implemented by stakeholders to positively impact the production and dissemination of labour market information to Yukoners. The panelists recognized the importance for labour market stakeholders of staying well informed about the development of LMI in Canada, so that local LMI gathering could be expanded and collected regularly. Strategic investments and a solid communication strategy could also improve the access to LMI by Yukoners. The panelists were from Yukon Bureau of Statistics, Yukon College and Milier Dickinson Blais.
- **Labour Market Information Stakeholders Committee:** In order to successfully implement the Labour Market Framework, AEB organized a quarterly meeting with labour market stakeholders participating in the monitoring of the implementation of the Labour Market Information Strategy. Following the 2014 Labour Market Summit, the committee’ efforts focused on developing a new Action Plan for 2015-2017.
- **Advanced Education – Yukon WorkFutures Website:** Yukon WorkFutures is an in-depth guide to career opportunities in the Yukon. Career Profiles of the top 100 in-demand occupations help users understand the nature of the jobs, and the skills required for these careers. Advanced Education updated the WorkFutures website in the fall of 2014 and promoted it to student and job planners at the Careers and Volunteer Fair as a tool for career and employment planning. The update was possible using numerous data sets such as the data from the National Household Survey and the Yukon Occupational Modeling System. Yukon WorkFutures can be found at <http://yukonworkfutures.gov.yk.ca>.
- **Advanced Education – Yukon Skills Table:** In May 2014, Employment and Skills Development Canada (ESDC) and the Department of Education concluded the Yukon Skills table. The results of the 3 research projects funded through that agreement - the 2013

Yukon Business Survey, the Labour Supply and Migration Study, and the LMI Needs Study - were disseminated to labour market stakeholders at the Labour Market Summit in May 2014.

- **Advanced Education – LMI Web Portal:** Based on the recommendation expressed in the LMI Needs Study to implement a new central portal capable of the timely dissemination of labour market data, Advanced Education developed a Wire Frame Study to guide the implementation of the LMI Web Portal in 2015-16.
- **Advanced Education – Yukon Business Survey:** Due to the wealth of information offered by the 2013 Yukon Business Survey, AEB and numerous other Yukon government departments contributed to funding the 2015 Yukon Business Survey. Data will be collected throughout summer 2015 and published by early 2016.

## LABOUR MARKET DEVELOPMENT AGREEMENT (LMDA)

The programs under the Canadian-Yukon Labour Market Development Agreement (LMDA) were transferred to the Yukon government on February 1, 2010. With this agreement, Yukon has the ability to design and deliver labour market development programs and services in order to benefit clients within the scope of Part II of the *Employment Insurance Act*. The *Employment Insurance Act* sets out two types of programs under *Part II*: Employment Benefits and Support Measures. Employment Benefits to individuals include skill development, self-employment and work experience programs. Support Measures provide funding to address labour market or human resource needs. 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. The following list shows the full suite of possible programming under the agreement, though not all of the items are currently available.

### 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. Most agreements under EAS also 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 2015-2016.

### **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 2014-15 program budget was \$3.523 million.

In Yukon, the LMDA budget supported the following activities:

- Yukon Apprentice program including seat costs and individual supports;
- Individual case management and provision of employment assistance;
- Funding support for those seeking vocational training; and
- Wage subsidies to encourage employers to hire eligible, unemployed persons.

The majority of the 2014-15 LMDA budget was committed to skills development and case management programming under Employment Assistance Services. There were 781 participants who took part in Employment Assistance Services, of whom 281 found employment. This is slightly less than 2013-14 when 880 participants were served and 329 found employment.

Employer-driven programs such as the Targeted Wage Subsidy and Job Creation Partnerships are largely unsubscribed due to Yukon's low unemployment rate. The Self-Employment program was suspended this year as it is currently undergoing a program redesign.

## LABOUR MARKET AGREEMENT FOR PERSONS WITH DISABILITIES (LMAPD)

The Labour Market Agreement for Persons with Disabilities (LMAPD) was signed between Yukon Education and Canada in February 2014. Programming was made available on August 1, 2014. This agreement is four years in length and Yukon will be allocated up to \$1.25 million annually to provide employment-related supports to Yukon persons with disabilities. Yukon Education is working with the Department of Health and Social Services in the administration and delivery of the LMAPD.

The key principles of Yukon's delivery of the LMAPD are as follows:

- Provide labour market support to persons with disabilities;
- Eligible participants must provide informed consent to address an identified or suspected disability; and
- Services provided to participants will have a strong focus on case management and participant follow-up.

For the purpose of applying for funding under the LMAPD, disability is defined as a physical condition, a mental condition or a health problem that restricts the performance of one or more of a person's significant life activities for an extended period.

In order to effectively deliver the LMAPD, Yukon Education consulted with community service providers to identify gaps in the existing services provided to persons with disabilities. The three streams of programs that Yukon Education developed thus represent the most significant service gaps identified in these consultations. The objectives of the three program areas are as follows:

### **Capability Assessment and Accommodation Program (CAAP)**

To support those organizations providing services which assist eligible participants to determine the accommodations required to gain or maintain a successful employment situation, or to determine that such an outcome is unlikely or undesirable.

### **Individual Training and Supports Program (ITSP)**

To provide support for an eligible participant seeking training to enable employment or personal supports in order to accommodate a declared or demonstrated disability that hinders employment.

### **Workplace Supports Program (WSP)**

To create an employment situation for eligible participants by providing a variety of supports to employers in order to accommodate a disability demonstrated or declared by the participant.

Notwithstanding the program objective, a project outcome which determines that the participant is not ready for employment is not considered a project failure.

The LMAPD rolled-out in the fall of 2014 and in that time, the total committed and/or expended funds is \$549,635, or 44% of the available budget. Nineteen clients were assisted through CAAP: eight through ITSP and one through WSP.

## CANADA-YUKON JOB FUND AGREEMENT (CJF)

The Canada-Yukon Job Fund (CJF) was signed by Yukon in August 2014 and was launched on September 4, 2014. Under the CJF, the federal government provides funding to Yukon in the amount of \$998,500 per year for six years (to March 31, 2020).

The key objectives of the CJF are to:

- Encourage greater employer involvement in training;
- Ensure that all residents of Yukon are able to acquire the assistance they need to develop the skills necessary to quickly find and maintain employment;
- Demonstrate to Yukoners that their tax dollars are achieving the best possible results through increased labour market participation of eligible beneficiaries.

Three program components fall within the CJF:

1. Canada Job Grant (CJG)
2. Employment Services and Supports (ESS)
3. Employer-Sponsored Training (EST)

### Canada Job Grant (CJG)

The objective of the CJG is to support employers to provide third-party training to existing or potential employees in order to prepare for specific and available positions within the employer's business. For the purposes of applying for CJG funding, employers decide who obtains training, what training is required and which third-party trainer will deliver the training. Training under 52-weeks is preferred.

Eligible recipients include individual employers and organizations acting on behalf of employers (e.g., employer consortia, union halls, industry associations and training coordinators) in the private and not-for-profit sectors. First Nation governments and selected crown corporations are also eligible.

Eligible participants include all Canadian citizens and permanent residents who are:

1. Unemployed individuals who need training to obtain a job;
2. Employed individuals who need training for a new job, including a promotion; or
3. Employed individuals who need training to increase capability in their current job.

The government-funded CJG portion for each training participant will be two-thirds of the actual costs of training to a maximum of \$10,000. Employers with less than 50 employees may

use participant's wages, or replacement wages, to account for up to 50% of the required one-third employer contribution.

For 2014-15, 30 agreements were funded for a total of 86 participants to receive training. The total invested in this fiscal year was \$112,657.34. All participants were either employed with the recipient/employer or were self-employed sole proprietors. The large majority were well educated.

### **Employment Services and Supports (ESS)**

The ESS program assists unemployed or low-skilled individuals who need support to enter the labour market. Eligible programs may include, but are not limited to:

- Skills training, such as training in literacy and numeracy or advanced skills training
- On-the-job training
- Job readiness assistance
- Financial supports and benefits such as loans, grants and living allowances
- Employment counselling and services
- Labour market connections and services that promote and enhance labour market efficiency

In 2014-15, two projects received funding under this program; Yukon Tourism Education Council for the Ready to Work program and Learning Disabilities Association of Yukon for Employability Services.

### **Employer-Sponsored Training (EST)**

The EST program has a broader scope for training activities and costs than the Canada Job Grant. This program will be developed at a later date.



## COMMUNITY TRAINING FUND (CTF)

The Community Training Fund (CTF) provides support to organizations that address labour market needs by offering suitable training to Yukoners.

In 2014-15, Labour Market Programs and Services continued its roll-out and training in the Genie agreement management system. The annual Community Training Funds Forum was held in February 2015, and included discussions on Genie, the CTF transition within the Genie system, as well as discussions on working together effectively and success stories.

Under CTF, 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 regional-based funds in 2014-15 were:

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

The Silver Trail Training Fund committee resigned at the end of the fiscal year and Advanced Education will be looking at alternatives to ensure training supports are available in this area.

### 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

The Business Training Fund, which operated from 2011 to 2014, was replaced with the Yukon Job Grant component of the new Canada Yukon Job Fund Agreement, which offered training dollars to employers and employees.

### Project-Based Training Funds:

Project-based training funds respond to immediate and specific training needs based on proposals that demonstrate a labour market need. Projects vary on a yearly basis and do not necessarily correspond to the fiscal year. The following projects received funding during the 2014-15 period:

Project Name	Organization
Employment Services Trainee	Kwanlin Dun First Nation
Champagne Aishihik Trades Training	Champagne Aishihik First Nations
Digital Skills for the Work World 2014	Yukon Learn Society
Yukon Women in Trades and Technology 2014-15	Women in Trades and Technology
Skills Canada Yukon 2014-14	Skills Canada Yukon
Aurora Workshop	Learning Disabilities Association of Yukon
Pilot Project: Workplace Communication & Essential Skills Training	Frontier College
Yukon Multicultural Centre Program Evaluation	Yukon Tourism Education Council
Settlement Services	Yukon Tourism Education Council
Youth Employment Centre	Skookum Jim Friendship Centre
Formation en français au Yukon	Association Franco-Yukonnaise
Yukon Water and Wastewater Operator	Yukon College
Kwanlin Dün House of Learning	Yukon College
Enhanced Language Training	Yukon College
Targeted Initiative for Older Workers	Yukon College
Oil Burner Mechanic Pre-Apprenticeship with OBM A and OBM B	Yukon College
School of Visual Arts Program Evaluation	Yukon College

### Community Training Fund Project Highlights

#### Aurora Program – Learning Disabilities Association of Yukon:

Aurora is an active and hands-on workshop aimed at assisting every type of learner to realize their full potential in the workplace. CTF Projects funding helped to increase Aurora's capacity and expand its reach through the development of an app and a half day workshop, and increased delivery to businesses and training organizations, including the Whitehorse Correction Centre campus of Yukon College.

**Workplace Communication and Essential Skills Training – Frontier College**

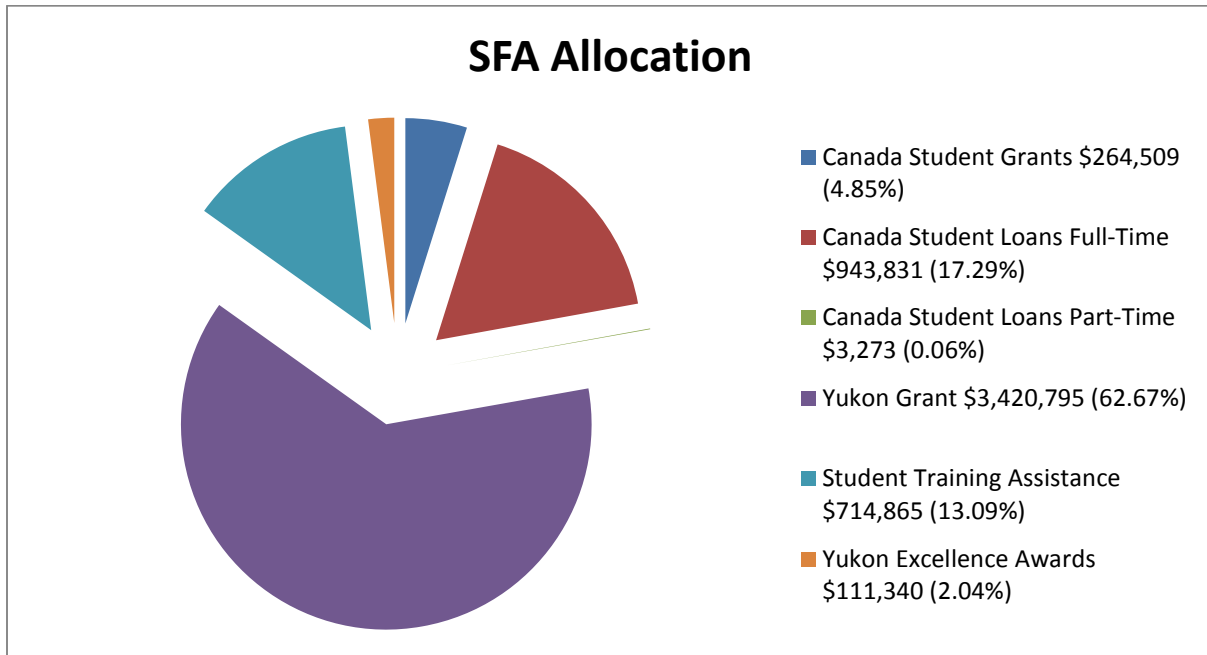
This training program was offered in the workplace and during regular work hours to employees of the employer partners of the program. Customized training programs were developed with employers and participants to provide training in literacy and essential skills development in order to improve job performance and increase potential for advancement. Over 100 participants are expected to have participated in the program at its completion, double its anticipated number.

Other projects funded by Community Training Funds are highlighted throughout this report.

## 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 2014-15 academic year, \$5,458,613 was awarded through SFA programs. The following chart outlines the areas of assistance provided:



Source: Student Financial System, Government of Yukon

### 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 2014-15, students were eligible to receive per semester:

Tuition	\$563
Books	\$174
Living allowance	\$1,125

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 2014-15 academic year students were eligible for:

Single Student	\$104/week
Student with 1 dependent	\$149/week
Student with 2 dependents	\$174/week
Student with 3 dependents	\$194/week
Student with 4 or more dependents	\$218/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 \$83/week.

### Yukon Excellence Awards

Yukon Excellence Award criteria have changed. Beginning in the 2013-14 school year, students are eligible for a Yukon Excellence Award when they achieve an 80 per cent final grade (course + exam) in any 10 of the following courses:

- Grade 10 - any three courses with a BC provincial exam (English, Math and Science) and one other course
- Grade 11 - one mandatory course with a BC provincial exam (Social Studies or Civic Studies) and two other courses
- Grade 12 - one mandatory course with a BC provincial exam (English or Communications) and two other courses

**Note:** *Français langue* courses are considered equivalent to English courses and the higher grade will be considered.

Awards may be used towards the cost of tuition, compulsory fees and/or books.

### **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.

### **Number of Students in Each Field of Study**

The following chart shows the fields of study of post-secondary students in 2014-15.

<b>Number of Students in Each Field of Study</b>	
<b>Arts and Science</b>	469
<b>Administration/Business</b>	137
<b>Trades/Technology</b>	106
<b>Community Services/Education</b>	82
<b>Health Science</b>	99
<b>Upgrading</b>	112
<b>Law</b>	33
<b>Engineering/Technology</b>	24
<b>Agriculture/Related Fields</b>	28
<b>Medicine</b>	8
<b>Theology</b>	1
<b>Dentistry</b>	0

## STUDENT EMPLOYMENT AND TRADE SCHOOLS

### Student Training and Employment Program (STEP)

STEP is an employer wage-subsidy program offered through Advanced Education to 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 2014-15, STEP offered funding for 57 Yukon government positions and 73 non-government positions. The total budget 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 Office 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 2014, applications for 67 subsidized positions were submitted, and 41 were approved for funding. Non-profit societies hired 16 young people, 10 jobs were approved for private companies and municipal government and First Nation positions numbered 15. 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: 191 students
- Polar Institute of Technology: 0 students
- Yukon Tourism Education Council: 211 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 journeyman.

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

Registered Apprentices in 2013-2014	568
First Nation apprentices	109 (19 %)
Female apprentices	57 (10 %)
Total apprentices certified	50
Apprentices certified with Red Seal endorsement	58
Total trade qualifiers certified	20
Trade qualifiers certified with Red Seal endorsement	20
Apprentices who attended school	183

### 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 journeyman. 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 journeyman. 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 that they have 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 with the national Council of Ministers of Education Canada and in initiatives to ensure relevant programming and policies. Labour Market Programs and Services works with various literacy groups and numerous stakeholders to promote literacy and deliver a variety of activities, programs and training.

Working with First Nations and literacy stakeholders, Yukon government is coordinating the development of the Yukon Literacy Strategy. This strategy will set strategic direction for literacy programming in Yukon through 2025 for early childhood, K-12 and adult learners, addressing the life-long learning continuum and the holistic nature of literacy. A new strategy will reflect the many changes in the field since the creation of the 2001 Yukon Literacy Strategy, which was limited to adult learners and preparing them for training and employment opportunities. Work towards finalizing the Yukon Literacy Strategy continued in 2015.

Yukon's principal literacy service provider is the Yukon Learn Society, which received \$275,000 from Education for operational expenses in 2014-2015. Yukon Learn's mandate is to promote and provide free adult literacy, numeracy and computer skills services throughout Yukon. Yukon Learn 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 the Community Training Fund for various special projects and in the development and implementation of their strategic plan. One project of note in 2014-15 was Digital Skills for the Work World (DSWW). The DSWW program consists of six hands-on modules to provide basic computer and workplace skills in an employment related setting. In 2014-15 this program was offered in Ross River, Teslin, Haines Junction, Watson Lake and Whitehorse.

The Community Training Fund also supports other organizations that provide literacy programming in Yukon, including workplace literacy and essential skills training through Frontier College, Yukon College's Enhanced Language Program, the Association de franco-yukonnaise's Adult French Language Training and language training through Yukon Tourism Education Council's Multi-Cultural Centre. The Yukon Multi-Cultural Centre offers a wide range of events and activities that enhance English language training in Whitehorse, Dawson and

Haines Junction. Language assessments using the Canadian Language Benchmark Framework for English are also offered.

(Further information on Community Training Funds and funding amounts for projects can be found on page 25).

## 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 YNP 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.

Yukon Education administers the Critical Impact Worker (CIW) and Skilled Worker (SW) streams of the YNP. The Business Nominee stream of the YNP was transferred to Yukon Education from the Department of Economic Development on April 1, 2014. In March 2015, Yukon launched a new stream within the YNP called Yukon Express Entry (YEE) which mirrors the Federal Express Entry system launched by the federal government two months earlier. The YEE stream provides Yukon employers with greater access to skilled workers as well as faster processing times for those workers to achieve permanent residence.

The YNP helps employers fill positions crucial to the viability of their business with foreign nationals who intend to become permanent residents. Employers must demonstrate 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. Most nominees are in the service/retail sectors, hospitality industries, and industrial and mining sectors, while nominees with higher level skills are in aviation, engineering, accounting, childcare and technical fields.

The Yukon 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 YBNP 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, 936 principal applicant nominees (707 Critical Impact Workers and 229 Skilled Workers) have been approved through the program as of March, 2015. During

this period, 1,456 immigrants have been approved for permanent residence in Yukon through the YNP, including nominees’ dependents.

- Between January 2014 and March 2015, 115 nominees arrived in Yukon (19 Skilled Workers and 96 Critical Impact Workers)

Some additional information:

- 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 (Jan. 2014 – March 2015)**

<b>SKILLED OCCUPATIONS</b>	<b>NUMBER OF NOMINEES</b>
Early Childhood Educators and Assistants	7
Cooks	3
Air Pilots, Flight Engineers and Flying Instructors	2
Electrical and Electronics Engineering Technologists and Technicians	1
Computer Programmers and Interactive Media Developers	1
<b>CRITICAL IMPACT OCCUPATIONS</b>	<b>NUMBER OF NOMINEES</b>
Food Counter Attendants, Kitchen Helpers and Related Occupations	35
Hotel Front Desk Clerks	14

Light Duty Cleaners	12
Retail Salespersons and Sales Clerks	6
Bartenders	4
Taxi Drivers	3

### Top Five YNP Source Countries (January 2014 – March 2015)

1. India 27
2. Philippines 20
3. Japan 15
4. Korea 7
5. China 7

### 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 and applied to oil, gas, mineral exploration, mining and the tourism/hospitality industries. The TFWP allowed Yukon employers to hire foreign workers for between two to twelve months if it was demonstrated that positions could not be filled with Canadians or permanent residents.

As part of the federal reform to Canada's Temporary Foreign Worker Program, Canada announced in June 2014 that it would not renew the pilot and provided notice it would cancel Annex B (TFW) of the Agreement for Canada-Yukon Co-operation on Immigration.

Canada will negotiate new annexes with interested provinces and territories. These annexes will require more specific targeting of jobs where foreign workers are essential, and a more rigorous approach to Labour Market Impact Assessments (LMIA). Thirty-three temporary foreign workers were approved under the program, mostly in the tourism and hospitality industry. The top source countries were the Philippines and Japan.

### Foreign Credential Recognition (FCR) Program

Under the Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications, federal, provincial and territorial (FP/T) governments agreed to a principle-based approach to improve the fairness, timeliness, transparency and consistency of foreign



qualifications recognition (FQR) systems in Canada with the purpose of successfully integrating newcomers into the labour market.

In November 2014, the Immigration Unit received an Employment & Social Development Canada (ESDC) two-year contribution agreement in the amount of \$383,500 for the Foreign Credential Recognition Project. This funding will establish a Yukon Accountant Bridging Program and allow Yukon Education to host the first Pan-Northern Foreign Credential/Qualifications Recognition Conference.

Accounting is one of the occupations identified by the Pan-Canadian Framework and is in high-demand by employers in Yukon's labour market. The Bridging Program will help internationally trained financial professionals who wish to work in Yukon as accountants, navigate the credential assessment process for the new national standard of Chartered Professional Accountants (CPA) designation.

In addition, the Immigration Unit has negotiated an agreement with the International Credential Evaluation Service at the British Columbia Institute of Technology to provide Yukon Education with statistical information regarding the number and nature of foreign credentials assessment of foreign trained professionals living in Yukon. This data will contribute important information toward the planning and development of human resources, immigrant retention, required education services for newcomers and more.

Through the FCR project, Yukon Education continues to work to implement creative and sustainable measures intended to ensure speedy and successful integration of internationally-trained workers into the Yukon labour market.

### **Support Services for Immigrants**

The Immigration Unit is committed to helping immigrant workers learn about their rights and responsibilities as workers in the Yukon. We are working in partnership with the Yukon Workers' Compensation Health and Safety Board (YWCHSB) to ensure that employers applying for foreign workers demonstrate established health and safety programs in their workplaces. The Immigration Unit provides the booklet *Foreign Workers' Guide to Employment in Yukon: Rights and Responsibilities* and the newly developed *Help for Newcomers to Yukon: Important Contacts* to foreign workers entering the Yukon workforce through the YNP.

In addition, Education provided \$185,610 to the Yukon Tourism Education Council (YTEC) for English as a Second Language and Integration Services, available to all newcomers and which served approximately 300 immigrants. Advanced Education provided \$165,680 in funding to YTEC for four intakes in 2014-15 of the Ready to Work – Canadian Workplace Essential Skills Integration Project which supports worker safety and increased knowledge of workplace

culture, employment standards and human rights in the workplace and effective resume writing.

Immigration Unit staff meet regularly with immigrants at the Multicultural Centre of Yukon to answer questions and familiarize themselves with the immigrant community. The same service is offered in French on demand at the Association Franco-yukonnaise. Orientation sessions are provided for recent Yukon nominees and their employers.

## YUKON COLLEGE

The Yukon Government's *College Act* establishes Yukon College "to provide educational programs, services and activities to meet the needs of Yukon residents". Yukon government provides annual core funding to the college and their Annual Report on activities is available on their website. Supplementary funding is also provided to the college for additional course offerings and to support the initiatives that are described in more detail below.

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

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

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

### **Centre for Northern Innovation in Mining (CNIM)<sup>2</sup>**

In the fall of 2013 the governments of Yukon and Canada announced support for a new school focused on mining and trades. The Department of Education will provide almost \$10 million to Yukon College for CNIM over five years (2013 to 2018) for both capital and operation and maintenance expenses. Within the existing facility, CNIM is offering program such as heavy equipment operations, underground mining, pre-apprenticeship heavy equipment mechanic, industrial electrical and industrial welding. Yukon College is also constructing a new building which will house the expanded mining and trades programming. Funding has provided a mobile trade school which visits communities throughout Yukon offering training through either

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<sup>2</sup> The following programs are not part of core funding agreements.

scheduled program delivery or customized contract training. See the Mobile Trades Training Trailer section on page 13 for more information.

As of June 2015, Yukon College reported an enrollment total of 154 participants with 82 completing to date. Some of these participants may be enrolled in more than one course offering.

### **Targeted Initiative for Older Workers (TIOW)**

TIOW is designed to help older people explore the world of work. The program is offered at the main campus in Whitehorse and participants must be unemployed, between the ages of 55 and 64 and be legally entitled to work in Canada.

This program is designed to help older people explore the world of work. Participants are provided with opportunities to develop employability skills and personal action plans, investigate career options in Yukon, learn about Canadian labour practices, participate in extended work placements, and upgrade 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. The total funding for TIOW over the three year agreement (2014-17) is \$857,142. Canada provides 84 per cent of this funding and Community Training Funds provides the remaining 16 percent of program costs.

### **Licensed Practical Nurse (LPN) Program**

The Yukon government recognizes the need to train and recruit health professionals to meet local labour market demand. Thirteen students are enrolled in the two year LPN Program and it is expected that they will be eligible to graduate in June 2016. This class is 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 June 2016.

This two year 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. The main objective of the YRC is to bring innovative answers to solving questions related to the North with Northern expertise.

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. Stakeholders include the Yukon government, businesses, industry, Yukon First Nations and the surrounding communities.

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. Funding is being provided from 2014 to 2019 in the amount of \$6,388,604.

### **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 within the 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 2014-15:

- Applied Suicide Intervention Skills Training
- Core Competencies of Fetal Alcohol Spectrum Disorder
- 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 \$2.54 million to Yukon College to cover the costs associated with the delivery of the NISJ's programs and services from November 2013 to April 2019.

### **School of Visual Arts (SOVA)**

The School of Visual Arts is a joint venture between Dawson City Arts Society (DCAS), Tr'ondëk Hwëch'in 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). Thirteen students enrolled in September 2014 and five students are eligible to graduate in May 2015. Funding has been provided in the amount of \$1,422,000 from 2012 to 2015. In 2014, Yukon College was funded to complete a comprehensive independent program evaluation of

the School that resulted in twelve recommendations for improving the effectiveness of SOVA operations.