

YUKON LABOUR MARKET REPORT

2016-17



A comprehensive review of labour market initiatives supported by Yukon
Department of Education, Advanced Education Branch in 2016-17

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All photos: Government of Yukon

Introduction

The Yukon Labour Market Report for fiscal year 2016-2017 provides an overview of the activities undertaken by the Department of Education's Advanced Education Branch (AEB). AEB is comprised of three units:

- Labour Market Programs and Services (LMPS);
- Training Programs; and
- Immigration.

Each of these units focus on facilitating the growth of Yukon's labour market, which is captured under the overarching strategic goal to "develop an inclusive, adaptable and productive workforce that meets the needs of Yukon employers." Information included in this report will both highlight the variety of labour market initiatives supported by AEB as well as include some of the initiatives of our labour market partners.

In order to understand the activities of AEB, it will first be necessary to review the statistical data that inform Yukon's economy and labour market. This data provides an overall view of the territory's strengths and challenges. The report will then move to the Labour Market Framework and its four strategies: Comprehensive Skills and Trades Training, Recruitment and Employee Retention, Immigration and Labour Market Information) which is the foundation upon which AEB can reach its goals. The Labour Market Framework also outlines the road ahead for labour market development through to 2020.

After presenting these data and methodologies, this report will then focus on the funding agreements between the governments of Canada and Yukon that provide labour market training and opportunities to Yukoners. Specifically, these agreements are the:

- Labour Market Development Agreement (LMDA);
- Labour Market Agreement for Persons with Disabilities (LMAPD); and
- 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.

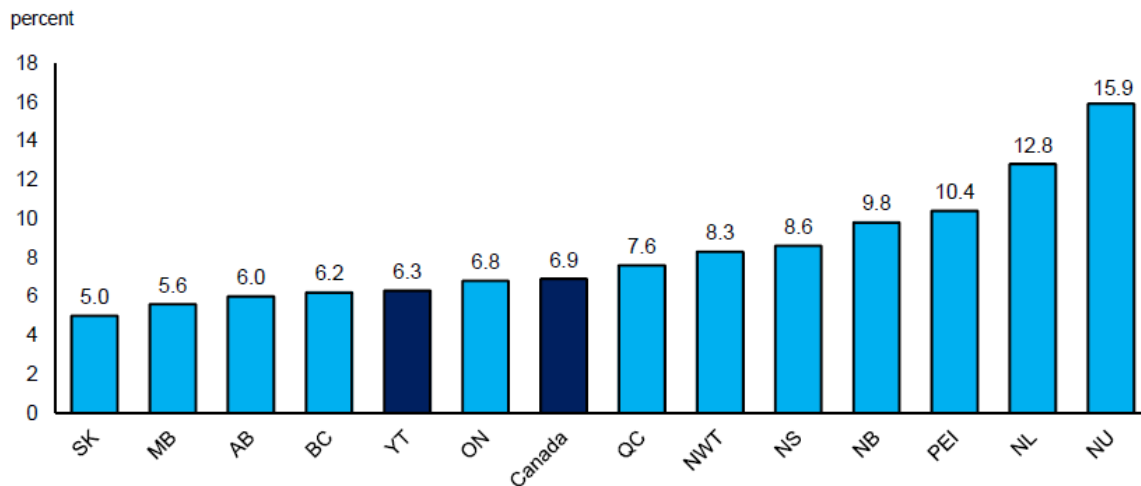
LABOUR MARKET STATISTICS

The Yukon Bureau of Statistics reported an average territorial population of 37,642 for the first quarter of 2016, which is an increase of 464, or 1.2%, compared to the figure for March 31, 2015 (37,178). The majority of residents, or 29,092 people, resided in Whitehorse. The remainder, 8,550 people, lived in 17 small rural communities, of which Old Crow is the only fly-in community.¹

Yukon’s 2015 unemployment rate (6.3%) was an increase over that of 2014 (4.3%) by 2.0 percentage points. Yukon’s 2015 unemployment rate was the fifth lowest in Canada, and marked the twelfth consecutive year in which Yukon’s unemployment rate was below the national average (6.9%). The average unemployment rate from 2006-2015 was 5.7% in Yukon and 7.1% in Canada.

The following chart shows the comparative unemployment rates in Canada in 2015.

Unemployment Rate, Canada, Provinces and Territories, 2015



Source: Statistics Canada, CANSIM 282-0123

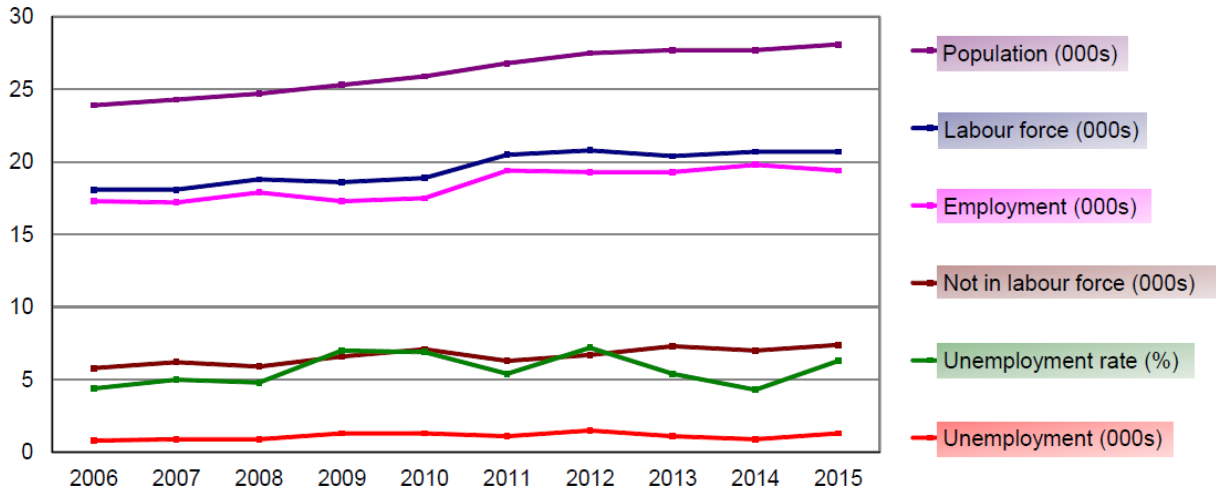
Comparing 2015 to 2014, Yukon’s labour force (20,700) remained the same, employment (19,400) decreased by 400 and unemployment (1,300) increased by 400. Specifically, the annual 2015 labour force of 20,700 was comprised of 19,400 employed persons, which was a decrease of 400, or 2.0% over 2014. In the same period, there were 1,300 unemployed persons, which

¹ Statistical information in this first section is taken from the *Yukon Bureau of Statistics – Population Report First Quarter 2016*: http://www.eco.gov.yk.ca/stats/pdf/populationMar_2016.pdf and the *Yukon Employment Annual Review 2015*: http://www.eco.gov.yk.ca/stats/pdf/employment_2015_R.pdf

was an increase of 400, or 44.4% when compared to 2014. These figures translate into a 2% increase in the annual unemployment rate.

The following graph illustrates Yukon’s labour force characteristics over a ten-year period.

Labour Force Characteristics, Yukon, 2006 to 2015



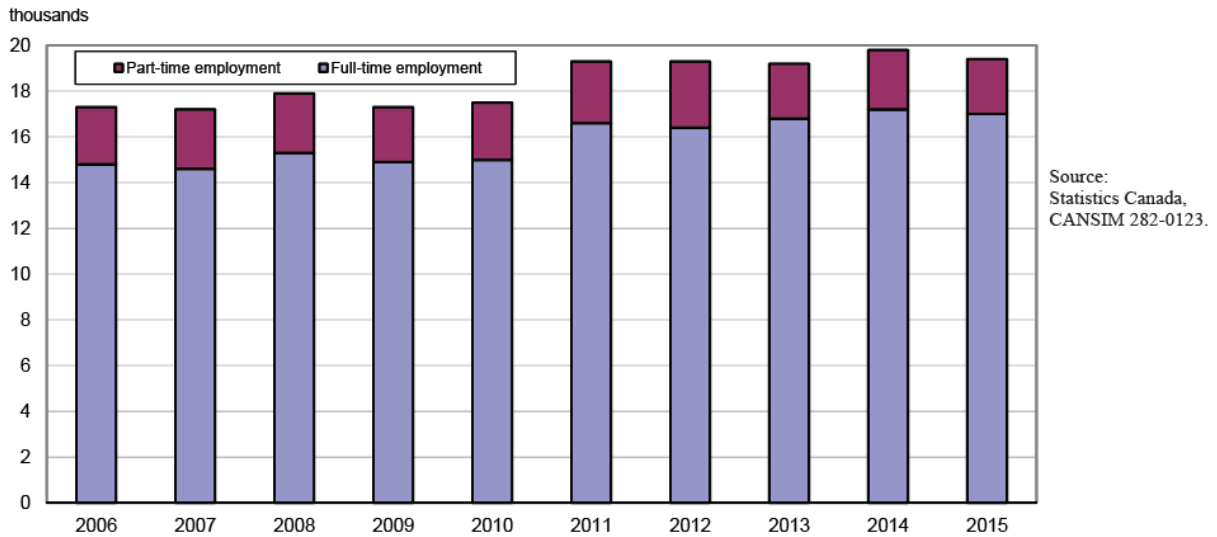
Source: Statistics Canada, CANSIM 282-0123.

Concerning the types of employment, which are mainly part-time or full-time, in 2015 there were 17,000 (87.6%) full-time workers and 2,400 (12.4%) part-time workers in the territory.² Over the past ten years, from 2006 to 2015, the average proportion of part-time workers was 13.9% in Yukon and 18.9% in Canada.

Yukon has the second lowest proportion of part-time workers in Canada (12.4%) in 2015, only behind the Northwest Territories (12.3%). The highest proportion of part-time workers was in British Columbia (20.9%).

² The reasons given for working part-time in 2015 were varied. Of Yukon’s 2,400 part-time workers, 41.7% stated personal preference, 20.8% were attending school, 8.3% were caring for children, 12.5% cited business conditions, and 16.7% indicated other reasons, including illness, personal or family responsibilities, or a voluntary decision.

Type of Employment, Yukon, 2006 to 2015

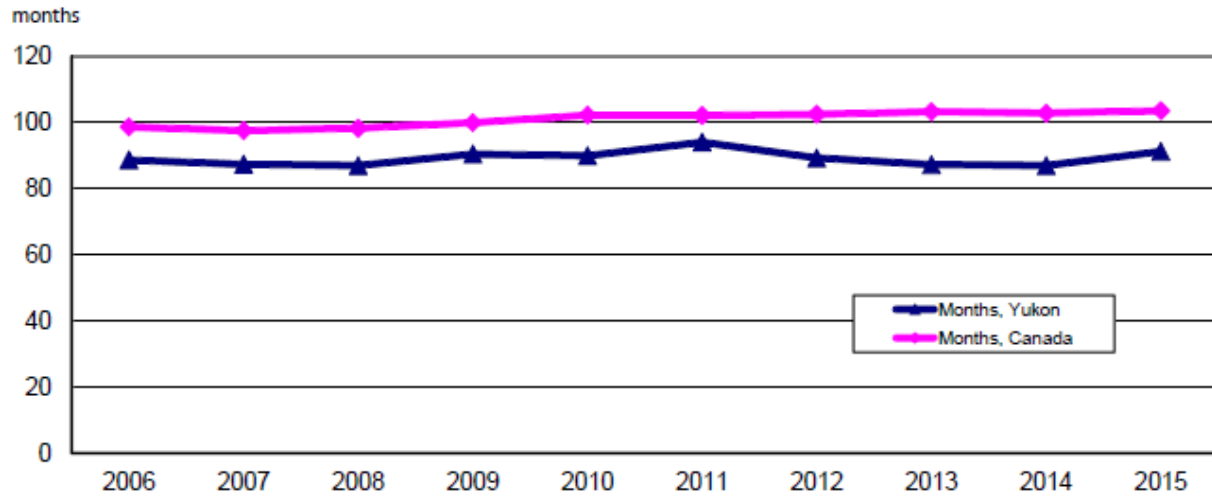


Average Job Tenure in Months, Canada and Yukon, 2006 to 2015

Yukon’s average job tenure in 2015 was 91.3 months (about 7.6 years), a length 4.9% higher than that measured in 2014. Canada’s average job tenure in 2015 was 103.6 months (about 8.6 years), 0.7% higher than that measured in 2014.

The occupations in Yukon with the longest tenure include middle management, occupations in trades, transportation, projection and utilities (182.8 months or 15.2 years); followed by retail sales supervisors and specialized sales occupations (159.5 months or 13.3 years) and retail sales supervisors and specialized sales occupations (146.8 months or 12.2 years). The occupations with the shortest job tenure include sales support (19.6 months or 1.6 years); followed by trades helpers and construction labourers (27.5 months or 2.3 years) and other installers, repairers and servicers (37 months or 3.1 years).

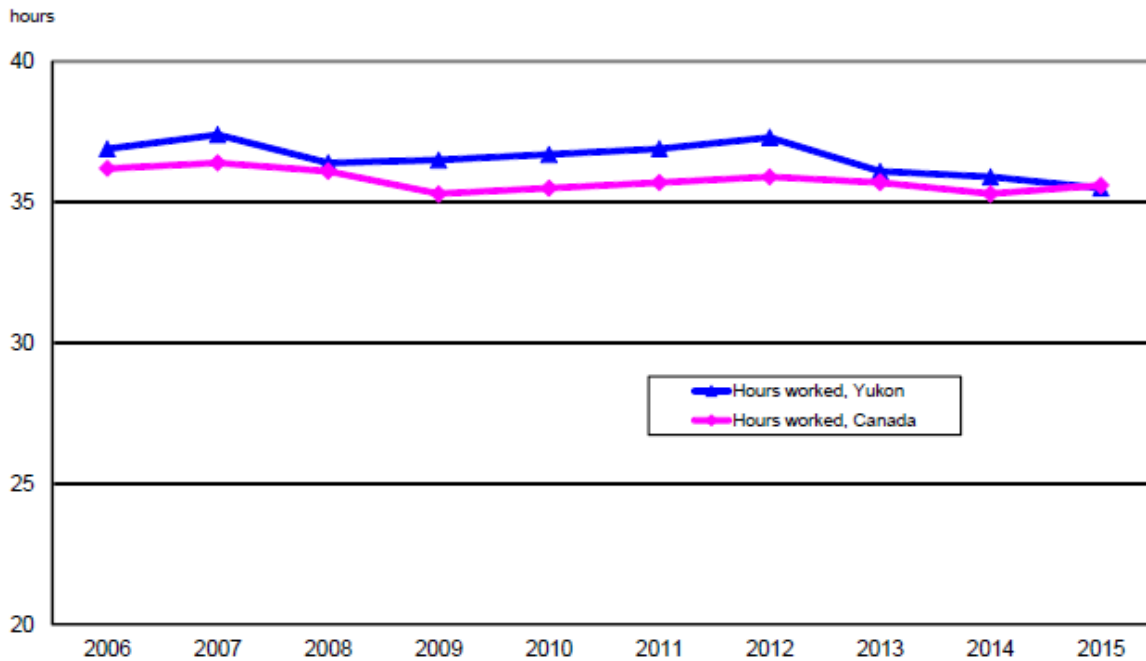
Yukon males reported a higher job tenure in 2015 than females (93.8 months or 7.8 years compared to 88.5 months or 7.4 years, respectively).



Source: Statistics Canada, CANSIM 282-0150 and Custom data table.

Average Actual Hours Worked, Canada and Yukon, 2006 to 2015

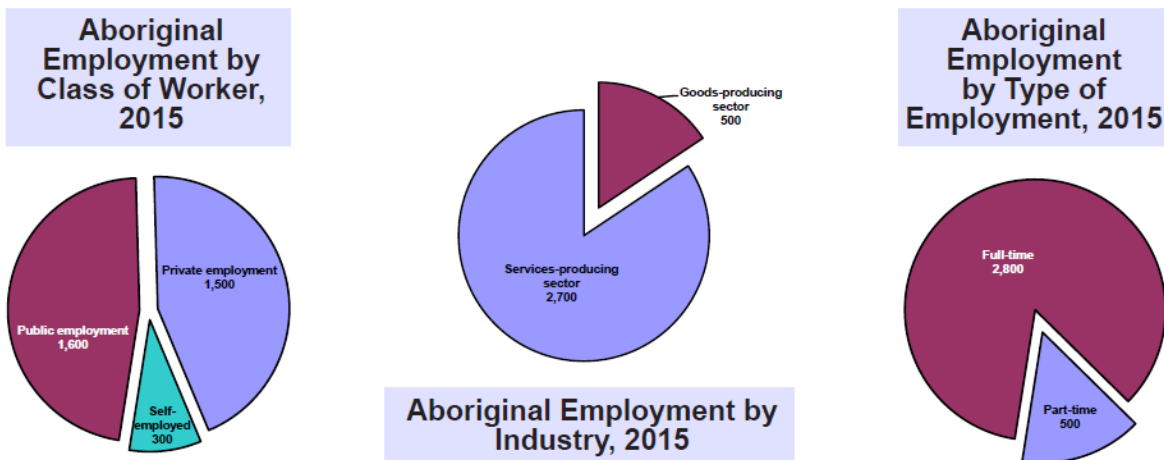
The average actual hours worked in Yukon in 2015 was 35.5 hours. Supervisors and technical occupations in natural resources, agriculture and related production reported the highest number of hours worked at 53.5 hours per week. Trades helpers, construction labourers and related occupations reported the lowest average hours worked of 25 hours per week.



Aboriginal Labour Force Characteristics, Yukon, 2014 to 2015

When comparing 2015 to 2014, the number of Aboriginal Peoples in the labour force increased by 200 (6.5%).³ The number of non-Aboriginal Peoples employed decreased by 700 (4.2%). Comparing 2015 to 2014, the participation rate for Aboriginals increased by 16.7% for those ages 15-24 years, increased by 0.8% for those aged 25-54 and decreased by 10.4% for those aged 55 years and over.

The proportion of working-age Aboriginals who were employed in 2015 (62.3%) was 18.8% higher than the lowest point over the past ten years (2009 rate of 43.5%).



Source: Statistics Canada, Custom data table.

In 2015, of the 3,300 employed Yukon Aboriginals, 47.1% were public employees (federal government, Yukon government, municipal governments or First Nations governments) and 44.1% were private sector employees. The remaining 8.8% were self-employed. In comparison, non-Aboriginal Peoples reported 39.1% employment in the public sector, 44.7% were private sector employees and the remaining 16.1% were self-employed.

³ Aboriginal is self-identified and is a descriptor used by Statistics Canada, which includes First Nation, Metis and Inuit.

Conclusions

As 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 Peoples;
- older workers;
- persons with disabilities; and
- women in the trades.

This makes it essential that AEB continue to develop programs that are flexible and adaptable to these groups while at the same time are 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 timeframe for the search. This product can be found at

<http://www5.statcan.gc.ca/cansim/>

The Yukon Bureau of Statistics issues a monthly and annual employment report and has a number of products available that allow users to acquire both current snapshots and trend information.

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, each with corresponding action plans:

- recruitment and employee retention;
- labour market information;
- comprehensive skills and trades training; and
- immigration.

The vision for the Labour Market Framework is:

“... 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.”



The strategies and action plans were developed by working groups 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. To achieve the LMF's vision, the action plans include projects and recommendations for new initiatives determined by the committees. The current action plans from January 2015 to December 2017 have come to a close and new action plans were developed over the past year for the period of January 2018 to December 2020.

Each committee meets quarterly, or more often as labour market issues are identified. Committee meetings are an opportunity for stakeholders to connect on issues, share information and to monitor the implementation of the action plans. In addition, the chairs of each committee meet twice a year to address common concerns and make strategic decisions regarding the Labour Market Framework.

Electronic versions of the action plans can be found at <http://www.labourmarketframeworkyukon.com>. This site contains the most up-to-date versions of the action plans along with 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 activities undertaken by each of the LMF strategy committees in 2016-2017.

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;
- 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; and
- 1.5. Foster employer investment in workplace learning.

In order to meet the second goal of the CSTTS, the objectives 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; and
- 2.5. Establish an effective funding model that ensures continuity of funding programs.

Some notable initiatives of the CSTTS in 2016-2017 include:

- **Case Management Forum:** In February 2016, LMPS held its second daylong forum on labour market case management. Guests represented 28 different organizations and came from seven different Yukon communities. The purpose of the forum was to enhance knowledge of the LMPS case management model and the community resources available for labour market professionals. The resources highlighted included the Yukon WorkFutures and Labour Market Information Portal, as well as the Canada Job Bank. The day was divided into three components:
 - presentations;
 - facilitated networking; and
 - small group discussions.

Evaluations forms submitted by participants at the end of the event confirmed that the forum was successful in achieving its goal.

- **How to Apply for Funding Information Session and Guidelines:** In December 2015, LMPS hosted two half-day information sessions: How to Apply for LMPS Funding and Application Guidelines for Project-based Funding. The objective of both of these sessions was to assist organizations in the development of funding applications to LMPS programs and to facilitate the timely review of submitted applications. Guidelines have been posted to the LMPS website at <http://www.education.gov.yk.ca/organizations.html>.

National Recruitment and Employee Retention Strategy

Yukon employers are required to look at current and future labour market requirements and develop innovative strategies that attract and retain the workers they need to remain competitive in their sector. Recruitment and retention are important management activities in securing an effective workforce, with implications for business performance, productivity, image with customers and profitability.

The Recruitment and Employee Retention Strategy has been developed to meet the challenges of filling Yukon's job vacancies in a variety of positions and sectors. It addresses recruitment in both a local and national sense and recognizes the potential of the local labour market, including under-represented groups such as aboriginal people, persons with disabilities, visible minorities, older workers, youth and women in trades. It provides employers with the information, tools and best practices they need to improve their ability to attract and retain workers.

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

1. Facilitate Yukon employers' ability to recruit suitable employees; and
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 Aboriginal Peoples, 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; and
- 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; and
- 2.3. Increase employers' awareness of the barriers to employee retention.

A priority for the RER committee for the 2017 year was the development of new action items to meet the goals and objectives for the final three years of the Labour Market Framework.

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

- **YuWin, Association franco-yukonnaise, Volunteer Bénévole Yukon and Whitehorse Chamber of Commerce:** These organizations participated in two employment and education fairs. The first, the Spring Job and Volunteer Fair was held in April 2017. Students, job seekers and volunteers were invited to meet local companies and organizations in order to find employment openings or volunteer opportunities, make connections and receive tips on ways to enter the labour market successfully. The October 2017 Education, Career and Volunteer Expo was designed for students and parents to access valuable information and resources to assist in career planning and learning options. Colleges and universities were likewise available to help students map out the educational pathways required for

various careers. This was also a unique opportunity to meet face-to-face with employers, who were available to provide additional labour market information.

- **Yukon Employer Award:** A subcommittee comprised of the Yukon Chamber of Commerce, Capstone Mining Corporation, Challenge and LMPS was created with the mandate to highlight and reward innovative and successful employer policies, initiatives or actions that work towards the recruitment and retention of employees. The Yukon Chamber of Commerce took the lead in hosting the organization of this award. There were two recipients of this award for 2017 – Physio Plus and Environmental Dynamics Inc. (EDI)

- **Knowledge and information sharing amongst stakeholders:** A number of stakeholders presented to the RER committee this year, including:
 - Destination Canada 2017 Mobility Fair – L’Association Franco-Yukonnaise attended Destination Canada representing employers seeking qualified candidates for employment.
 - L’Association Franco-Yukonnaise shared a new initiative for Francophone mobility through a Pan Territorial initiative with CANNOR. All three territories are involved.
 - Economic Development YG discussed the development of Live Yukon website – where young professionals were being filmed and showcased in the communities of the Territory.
 - Discussion panel was organized and held at the GeoScience Forum around “Developing a skilled workforce for Yukon’s resource sector – opportunities and challenges.”

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 2016-2017, 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.
- **Immigration Stakeholders Committee:** In order to implement the LMF successfully, AEB 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.
- **AEB – Yukon Business Nominee Program (YBNP):** AEB acquired the program in 2014. The YBNP aims to attract qualified foreign entrepreneurs to start or purchase businesses in selected sectors in Yukon. The nominee must settle permanently in Yukon.
- **AEB – Foreign Credential Recognition (FQR):** In fall 2014, the Immigration unit began the two-year FQR project, funded by Employment and Social Development Canada (ESDC). The project brought a Pan-Northern conference to Yukon, established a bridging program for accountant professionals and enabled AEB 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 on page 38.

Labour Market Information Strategy

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 Information (LMI) 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; and
- 1.3. Increase accessibility of labour market information.

Highlights of activities undertaken by the LMI strategy committee members in 2017-2018 include:

- **AEB – Yukon WorkFutures Website:** Yukon WorkFutures is an in-depth guide to career opportunities in Yukon. Career Profiles of the top 100 in-demand occupations help users understand the nature of particular jobs, the opportunities available in Yukon and the skills required for these careers. Yukon WorkFutures was updated in fall 2016 and is updated every two-years. The statistics for this website are as follows:
 - 10,300 total users
 - 62% are new users
 - 75% are users from within Canada
- **Yukon Bureau of Statistics – Labour Demand Survey 2016:** AEB and Economic Development contributed to funding the 2016 Labour Demand Yukon Business Survey, the results of which were released in March 2017. Yukon businesses, non-profit organizations (NGOs), crown corporations, as well as First Nation and municipal governments were contacted, to collect information about their current employment situation, current vacancies and expected vacancies through 2017. The Survey Report is available at http://www.eco.gov.yk.ca/stats/pdf/2016_Labour_Demand_Survey_Reportr.pdf.
- **Yukon Bureau of Statistics – Yukon Employment Skills Survey 2016:** AEB contributed funding to the 2016 Yukon Employment Skills Survey. Data was collected from individuals in the age group of 18-65 years living in a randomly drawn sample of Yukon households. The survey collected data on employment, unemployment, skills, education and training; as well as selected demographic variables. The purpose of the survey was to produce labour supply data as supplement to the labour demand data produced by the Labour Demand Survey. The survey results were released May 2017 and the report is available at http://www.eco.gov.yk.ca/stats/pdf/2016_Yukon_Employment_Skills_Survey_Report.pdf.

LABOUR MARKET DEVELOPMENT AGREEMENT

The programs under the Canadian-Yukon Labour Market Development Agreement (LMDA) were transferred to Yukon Government on February 1, 2010. With the LMDA, Yukon has the ability to design and deliver labour market development programs and services that will 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 intended to support 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, thus allowing Yukon the ability to develop and deliver programs that respond to the territory's local labour market needs. The following list illustrates the full suite of possible programming under the agreement, though not all of the items are currently available.

Employment Assistance Services

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

Skills Development Employment Benefit

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

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. Business experts review these plans to help participants become self-sufficient in the labour market through self-employment.

Targeted Wage Subsidy

Targeted wage subsidies (TWS) 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

Job creation partnerships (JCP) 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 not seen any activity since 2005.

Labour Market Partnership

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

Labour Market Development Agreement results

The LMDA program budget is determined by Canada, based on a formula driven by Yukon's unemployment rate. The 2016-2017 program budget was \$3.56 million.

In Yukon, the LMDA budget supported the following activities:

- Yukon Apprenticeship 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 2016-2017 LMDA budget was committed to skills development and case management programming under Employment Assistance Services. In 2016-2017, 257 participants found employment through Employment Assistance Services. This is down slightly from 2014-15, where 281 participants found employment.

Employer-driven programs, such as the TWS and JCP, 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

The Labour Market Agreement for Persons with Disabilities (LMAPD) was signed between the Yukon Department of Education and Canada in February 2014 with programming going live on August 1, 2014. With this agreement, Yukon is allocated up to \$1.25 million annually, for a period of up to four years, to provide employment-related supports to Yukon persons with disabilities. The LMAPD funding application defines disability 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.

The Department of Education 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.

In consultation with community service providers, the Department of Education identified gaps in the existing services provided to persons with disabilities and thus developed three distinct programs to bridge those gaps. The objectives of the three program areas are as follows:

Capability Assessment and Accommodation Program

The Capability Assessment and Accommodation Program (CAAP) supports organizations providing services that 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

The Individual Training and Supports Program (ITSP) provides support to 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)

The Workplace Supports Program (WSP) creates an employment situation for eligible participants by providing a variety of supports to employers in order to accommodate a demonstrated or declared disability by the participant.

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

In 2016-2017, the LMAPD funded 78 CAAP applications, 28 ITSP applications and 3 WSPs.



Canada-Yukon Job Fund Agreement

The Canada-Yukon Job Fund (CJF) was signed by Yukon in August 2014 and was opened to receive applications on September 4, 2014. Under the CJF, the federal government provides funding to Yukon 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; and
- 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

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 Nations 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 is 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 2016-2017, 73 agreements were funded, with 255 participants receiving training. The total invested in this fiscal year was \$279,816, or 96.3% of total available funds. 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

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; and
- labour market connections and services that promote and enhance labour market efficiency.

In 2016-2017, the following organizations received funding under the ESS program:

- Yukon College for Trades Level A Entrance Exam Preparation Course, Housing Maintainer Program, Foundations – Life Skills for Employment Program and Foundations – Language and Culture);
- Kwanlin Dun First Nation for House of Learning – Education and Employment Training Program; and
- Learning Disabilities Association of Yukon for Adult Learner Services.

A total of 238 participants are expected to be assisted through the above agreements.

Employer-Sponsored Training

The EST program has a broader scope for training activities and costs than the CJG. This program will see fuller implementation in the next couple of years.

COMMUNITY TRAINING FUND

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

In 2016-2017, LMPS continued to rollout training for the Genie agreement management system. The annual Community Training Funds Forum, normally held in February of each year, was postponed to the late spring of 2016 to allow for ease of travel for rural community members.

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 Nations governments, Yukon College community campus and the community at large. The regional-based funds in 2016-2017 were:

- Carcross/Tagish Training Fund;
- Champagne and Aishihik/Haines Junction Training Fund;
- Campbell Region Training Fund;
- Klondike Region Training Fund; and
- Watson Lake Training Fund.

The Pelly/Carmacks Training Fund committee resigned at the end of the fiscal year and AEB is in negotiation with a new organization to provide training supports to the community of Pelly.

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 that are 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; and
- 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. Projects vary on a yearly basis and do not necessarily correspond to the fiscal year. The following projects received funding during the 2016-2017 period:

Project Name	Organization
Employment Services Trainee	Kwanlin Dün First Nation
Digital Skills for the Work World	Yukon Learn Society
Yukon Women in Trades and Technology	Women in Trades and Technology
Skills Canada Yukon 2016-2017	Skills Canada Yukon
Aurora Workshop	Learning Disabilities Association of Yukon
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
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 funding helped to increase Aurora's capacity and expand its reach through the development of an app and a half-day workshop. CTF also

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 program’s employer partners. 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.

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

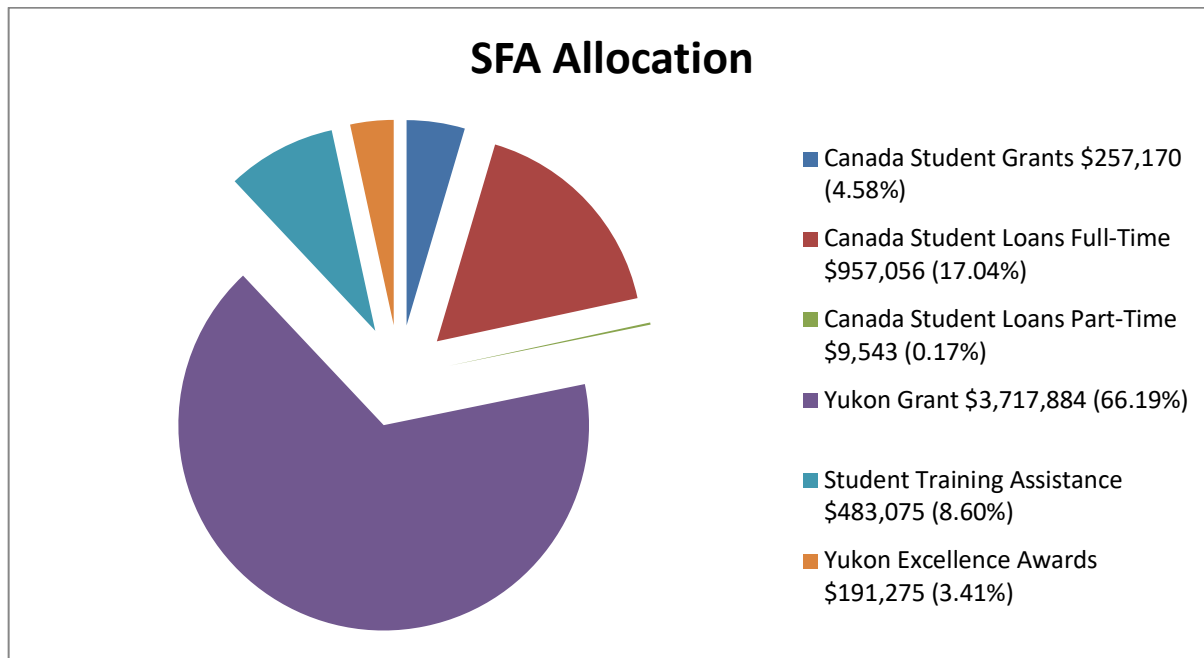


Student Financial Assistance

The Student Financial Assistance (SFA) 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 2016-2017 academic year, \$5,616,803 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 2015-16, students were eligible to receive the following amounts each semester:

Tuition	\$567
Books	\$176
Living allowance	\$1,135

In addition, students who attend a designated institution outside of Yukon are eligible to receive \$1,500 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 2015-16, students were eligible to receive:

Single Student	\$104/week
Student with one dependent	\$151/week
Student with two dependents	\$176/week
Student with three dependents	\$196/week
Student with four or more dependents	\$220/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 Awards encourage academic achievement in grades 10-12 in Yukon schools. These awards help students pursue post-secondary education or training. Students are eligible to receive up to \$3,000 for 10 awards to offset costs of post-secondary education and training. Awards may be used towards the cost of tuition, compulsory fees and/or books.

Canada Student Loans and Grants

The Government of Canada provides Canada Student Loans and Grants. Along with Yukon Student Financial Assistance, these programs 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 a 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 of 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 2016-2017.

Number of Students in Each Field of Study	
Arts and Science	463
Administration/Business	135
Trades/Technology	91

Community Services/Education	92
Health Science	112
Upgrading	84
Law	29
Engineering/Technology	57
Agriculture/Related Fields	35
Medicine	10
Theology	2
Dentistry	1



STUDENT EMPLOYMENT AND TRADE SCHOOLS

Student Training and Employment Program

Student Training and Employment Program (STEP) is an employer wage-subsidy program offered through AEB that assists Yukon post-secondary students who are in full-time post-secondary studies or who have recently graduated. The program offers participants an opportunity to gain practical work experience in their chosen field of study. Likewise, employers are provided with financial assistance to train and hire workers.

For 2015, STEP offered funding for 53 Yukon government positions and 61 non-government positions. The total budget was \$366,000.

STEP employers include:

- municipalities;
- First Nations;
- non-profit societies;
- private companies in a variety of economic sectors; and
- Yukon government departments.

STEP jobs range from an Adventure Camp Coordinator with a private company to a Youth Program Coordinator for the Executive Council Office of 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

Summer Career Placement (SCP) Program helps young people in Yukon gain job skills while promoting community development. To be eligible for this program, a participant must either be:

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; or
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 2015, applications for 90 subsidized positions were submitted, and 40 were approved for funding. Non-profit societies hired 12 young people, 13 jobs were approved for private companies and municipal government and First Nation positions numbered 15. The total budget for 2015 was \$114,000.

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

Trade schools

Trade schools are registered under the Yukon *Trade Schools Regulation Act*. Registered trade schools are recognized by the Yukon government as offering legitimate training and have a stable financial base. Each of these private training centres offers certified training in numerous occupations.

Student numbers indicated below are for the 2014-2015 academic year as they are collected upon registration. The four trade schools registered in 2015 in Yukon are:

- Mile 918 Driver Development: 203 students
- Polar Institute of Technology: 30 students
- Yukon Tourism Education Council: 276 students
- Alkan Air – Registered as a trade school in November 2015

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.

An individual can become a certified journeyman in Yukon in two ways, either through:

- Apprenticeship training; or
- Yukon Tradesperson Qualification Program.

Registered Apprentices in 2015	587
First Nation apprentices	118 (20 %)
Female apprentices	71 (12 %)
Total apprentices certified	51
Apprentices certified with Red Seal endorsement	48
Total trade qualifiers certified	26
Trade qualifiers certified with Red Seal endorsement	22
Apprentices who attended school	176

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 apprenticeship 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 a minimum of Grade 10 schooling. However, 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 1,800 hours each and attend two levels of in-school technical training, while an electrician is required to work a minimum of four levels at 1,800 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. LMPS works with various literacy groups and numerous stakeholders to promote literacy and deliver a variety of activities, programs and training.

The Yukon Literacy Strategy 2016-19 was developed in consultation with literacy providers and stakeholders, the First Nations Education Commission (FNEC) and participating First Nations governments. The strategy presents an overall framework for achieving the goal of improved literacy skills and informs literacy and essential skill priorities for the Department of Education. The program outcome of the Strategy is the Foundational Skills Program whose projects must be consistent with the objectives of the Literacy Strategy and must demonstrate engagement with First Nations.

Yukon's principal literacy service provider is the Yukon Learn Society, which received \$275,000 from the Department of Education in 2016-2017. This funding was used for operational expenses. The mandate of Yukon Learn is to promote and provide free adult literacy, numeracy and computer skills throughout Yukon. Yukon Learn has a network of volunteer literacy tutors who are willing to teach Yukoners 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 2016-2017 is the 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 2016-2017, this program was offered in Dawson City, Haines Junction, Old Crow 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, 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. Language assessments using the Canadian Language Benchmark Framework for English are also offered.



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

Yukon signed the Canada-Yukon Agreement for Co-operation on Immigration in 2001 and the Yukon Nominee Program (YNP) began in 2006-07. 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.

The Department of 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 the Department of 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 a 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. Nominees with higher skill levels are also in aviation, engineering, accounting, childcare and technical fields.

Yukon government also runs the Yukon Business Nominee Program (YBNP) under an agreement with the Government of Canada. This program is designed to attract and retain skilled international entrepreneurs by enabling the Government of Yukon to nominate individuals for immigration to Canada. To be nominated, individuals must have proven business skills and agree 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 have invested an estimated total of \$15 million in the territory.

From 2007 up to September 2016, the YNP has approved:

- 1,006 principal applicant nominees, including 776 Critical Impact Workers, 227 Skilled Workers and 3 YEE candidates; and
- 1,456 immigrants for permanent residence, including nominees’ dependents.

Between October 2015 and October 2016, 158 nominees were approved, including 32 Skilled Workers and 126 Critical Impact Workers.

Additional requirements for the YNP include:

- 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 (January – October 2016)

SKILLED OCCUPATIONS	NUMBER OF NOMINEES
Early Childhood Educators and Assistants	7
Food Service Supervisors	5
Restaurant and Food Service Manager	2
Automotive Service Technicians	1
Computer Programmers and Interactive Media Developers	1
CRITICAL IMPACT OCCUPATIONS	NUMBER OF NOMINEES
Food Counter Attendants, Kitchen Helpers and Related Occupations	38

Light Duty Cleaners	11
Grocery Clerks and Store Shelf Stockers	10
Hotel Front Desk Clerks	10
Cashiers	10
Retail and Salespersons and Sales Clerks	7

Top Five YNP Source Countries (January – October 2016)

- | | |
|-------------------|----|
| 1. Philippines | 40 |
| 2. India | 38 |
| 3. Japan | 10 |
| 4. China | 9 |
| 5. Czech Republic | 3 |

Foreign Qualifications Recognition

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 of \$383,500 for the Foreign Credential Recognition Project. This funding established a Yukon accountant bridging program and allowed the Department of 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 saw 33 applicants with financial backgrounds apply for a 12-seat program. Upon completion of the program, seven applicants were able to improve their employment situation and five continue to pursue the CPA credential program.

In addition, the Immigration Unit has negotiated an agreement with the International Credential Evaluation Service at the British Columbia Institute of Technology to provide the

Department of Education with statistical information regarding the number and nature of foreign qualifications assessment for 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.

The Immigration Unit found that 67% of the Yukon nominees that work in occupations in NOC C or D levels, which are labour or service sector jobs, hold post-secondary certificates, diplomas, trades or university degrees. Bridging programs in Yukon, such as the Accountant Bridging program or the Department of Health and Social Services Internationally Educated Health Professionals (IEHP) program, provide the supports needed to match the skilled worker with employers. The national Foreign Qualification Recognition Working Group (FQRWG) acknowledges pre-arrival information, bridging programs and settlement services as tools to expedite the FQR process.

Through the FQR project, the Department of 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. “Putting Foreign Qualifications to Work” is a pamphlet designed to inform employers and newcomers of the services available for qualifications recognition. The dissemination of information is accomplished via trade shows, information sessions, committee meetings and the website.

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), Yukon Employments Standards, and the Yukon Human Rights Commission, to deliver relevant and current information.

Information sessions with partner agencies have been developed and are open to both employers and employees. Two sessions per year are delivered in Whitehorse. A growing number of nominees are now located in communities and an initiative to provide outreach produced a first on-line session, which was well received.

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” for foreign workers entering the Yukon workforce through the YNP.

In addition, the Department of 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. AEB 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 twice a month 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.

Immigration staff have also begun extending outreach to Yukon communities by visiting Dawson City to meet with employers and newcomers.



YUKON COLLEGE

The *Yukon 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. Supplementary funding is also provided for additional course offerings, and for support of the initiatives described in more detail below. The college’s Annual Report on activities is available on their website.

Yukon College has the following six strategic goals:

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 territory-wide access to post-secondary education. 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; and
- 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 Mining⁴

In fall 2013, the governments of Yukon and Canada announced support for a new school focused on mining and trades. The Department of Education provided almost \$10 million to Yukon College for the Centre for Northern Innovation in Mining (CNIM) over five years (2013 to 2018) for both capital and operation and maintenance expenses. For 2016-2017, CNIM offered programs such as heavy equipment operations, underground mining, pre-apprenticeship heavy equipment technician, introduction to underground and above-ground mining, air rotary driller, introduction to environmental monitoring as well as dual credit skills for employment programs. Participants also receive hands-on training at a mine training centre in Delta

⁴ The following programs are not part of core funding agreements.

Junction, Alaska through a partnership agreement between Yukon College and the University of Alaska.

Yukon College completed construction of the new CNIM building in August 2016, which houses the expanded mining and trades programming. The design of this new building is very flexible in that it allows the college to cover a wide-variety of trades training that can lead to jobs in various industries. Classes in this new facility started in September 2016. Funding has also been provided for a mobile trade school, which visits communities throughout Yukon offering training through either scheduled program delivery or customized contract training.

For 2016-2017, Yukon College reported a total enrollment of 109 participants, with 48 completing courses to date. Some of these participants may be enrolled in more than one course offering.

With funding provided by Yukon government, Yukon College completed an independent, results-based evaluation plan in March 2015. This plan will be implemented in the coming months with a report expected on or before March 2017.

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. 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 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 Yukon government's Community Training Fund provides the remaining 16 percent of program costs. This program has been very well received by participants. It is delivered effectively with 12 participants per intake; however, there is often a waiting list of applicants. Instructors strive to adjust the program to meet the needs of the participants at each intake while keeping within the requirements of the TIOW funding agreement between Canada and Yukon.

Practical Nurse Program

The Yukon government recognizes the need to train and recruit health professionals to meet local labour market demand. Sixteen students enrolled in the two-year Practical Nurse (PN)

program in fall 2014. Thirteen students have graduated the program and are now licensed to practise. 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 new career.

The PN program offered at Yukon College's Whitehorse campus allows Yukoners to receive this level of education without having to leave the territory. The Department of Education will provide over \$2 million PN Program to May 2020.

This two-year program is transferable and students may pursue a registered nursing program at an accredited institution.

Yukon Research Centre

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;
- The Cold Climate Innovation; and
- Technology Innovation Centre.

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

Northern Institute of Social Justice

The Northern Institute of Social Justice (NISJ) is located at Yukon College's 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. A total of 643 participants completed at least one course offering in 2016-2017.

Training that took place in 2016-2017 includes:

- 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;
- Indigenous Dispute Framework and Effective use of Circles; and
- Survival Skills for the First Responder.

LMPS administers a funding contribution of \$2.44 million to Yukon College to cover the costs associated with the delivery of NISJ's programs and services from November 2013 to April 2019.

School of Visual Arts

The School of Visual Arts (SOVA) 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).

In May 2016, eight students graduated from the program. Part-time students are also welcome into the program and over the 2016-2017 period, 17 part-time students completed one or more modules.

Funding of \$1.42 million has been provided for July 2015 to June 2018.