



# Human Resources



**How do we ensure that we have  
an adequate supply of skilled  
workers?**

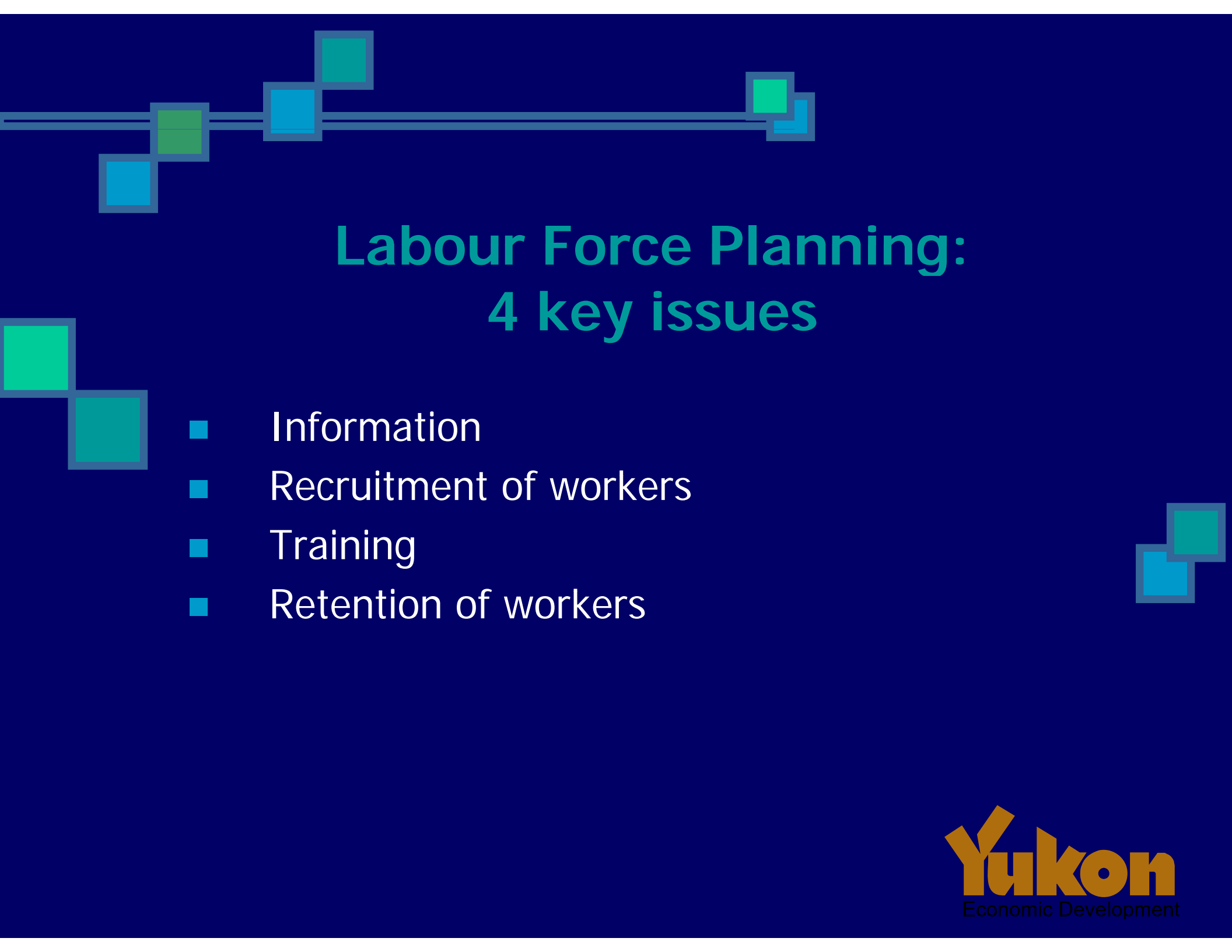




# Complex Issue

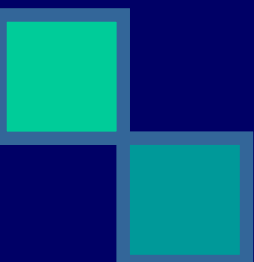
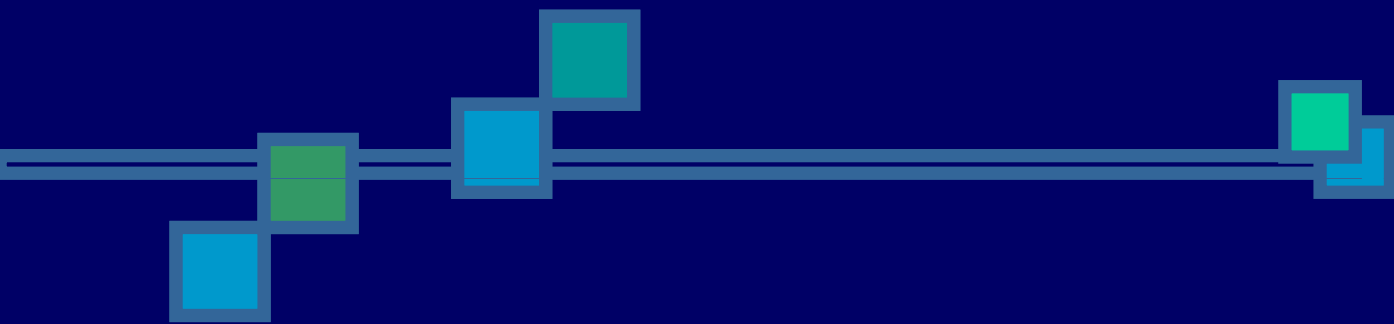
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- Several factors are at play





# Labour Force Planning: 4 key issues

- Information
- Recruitment of workers
- Training
- Retention of workers

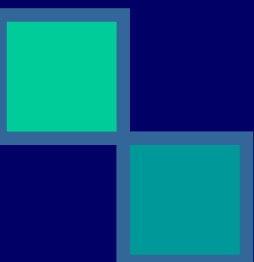



- The Yukon in relation to these 4 key areas...



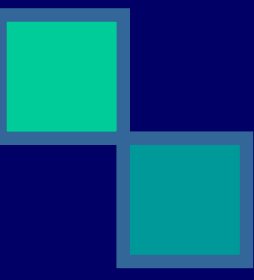



# Labour Market Information

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- YTG has set up an inter-governmental committee to examine the issue of labour market forecasting
  - There are several programs and services currently available in the Yukon that provide LMI
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# LMI Resources in Yukon

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- YTG funded a study to assess current labour market programs and Services
  - In the area of LMI, there are quite a few providers – no real gaps identified
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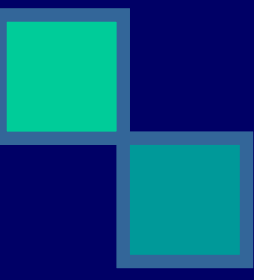

# Example

Agency	General Recruitment	Job Search Assistance	Job Posting Service	Career Counseling/ Exploration	LMI	LMI to Industry	Employment Support while Employed	Foreign Worker Recruitment	Settlement Services	Supports to Attend School	Marketing Yukon	Education and Training	Income Supplements	Job Brokering	Job Fairs	Public Computer Access
Employment Central	✓	✓	✓	✓	✓	✓						✓				✓
Service d'Orientation et de Formation des Adultes (SOFA)	✓	✓	✓	✓	✓	✓		✓	✓		✓	✓				✓
Outreach Offices – Dawson City, Haines Junction, Watson Lake	✓	✓	✓	✓	✓							✓				✓
Yukon WorkinfoNET (YUWIN)		✓	✓		✓						✓				✓	
dana Naye Ventures				✓		✓						✓				
Employment Support services				✓	✓					✓						
First Nations Employment Training Departments	✓	✓	✓							✓		✓				✓
Yukon Council on Disabilities	✓	✓	✓	✓			✓					✓	✓			✓
Challenge Community Vocational Alternative		✓	✓	✓			✓					✓	✓			✓
Boys & Girls Club	✓	✓	✓	✓								✓				✓
Human Resource Centre for Students (summer only)	✓	✓	✓													✓
Service Canada, Citizenship & Immigration								✓								
L'Association Franco-yukonnaise								✓	✓		✓	✓			✓	✓
Carrefour d'immigration rurale					✓			✓	✓		✓					
Territorial Nominee Program								✓			✓					
Skookum Jim's Friendship Centre		✓	✓	✓						✓						✓
Yukon College		✓		✓	✓						✓	✓			✓	
Rural College Campuses																✓
Yukon Mine Training Association					✓	✓						✓				
Yukon Volunteer Bureau (volunteers only)	✓											✓				
Northern Safety Network Yukon												✓				
Yukon Tourism Education Council					✓	✓					✓	✓			✓	






# Worker Recruitment

- Targeted recruitment campaigns:
    - \$12 million to 2010 for Health & Human Resource Strategy to recruit/retain doctors and nurses
    - Mine Training Association
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# Training

Targeted training initiatives for:

- \$5 million for mine training
  - \$1.875 million for training Yukon residents on heavy equipment operation
  - \$660,000 to assist older workers to return to the labour force
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# Worker Retention

- Mainly done at firm level
  - Some companies re-examining hiring practices; wage structure; incentives, etc
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# Other Yukon Recent Labour Force Projects

- Youth Recruitment pilot project (AFY)
  - FN employment brokering (Taan/KDFN)
  - WCC Labour Force Initiative
  - Business Survey (Bureau of Stats)
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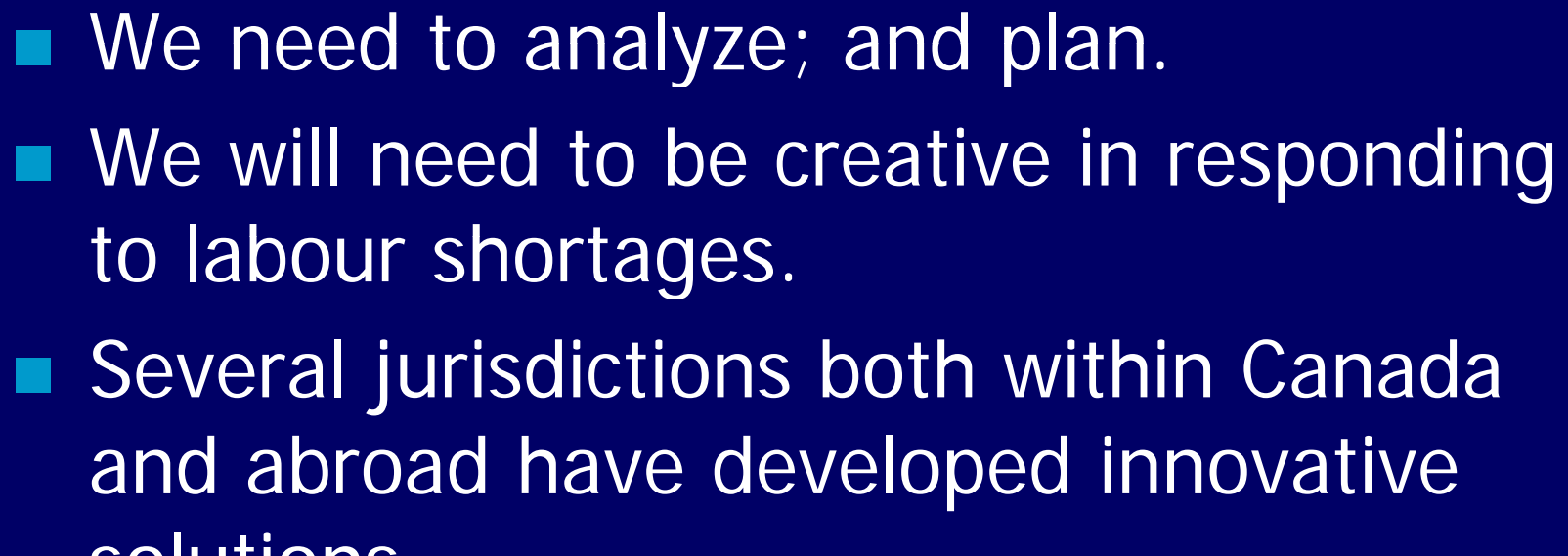



## Where should we be focusing - Where Will the Pressures Be?

- Job Growth:
  - Is this sector's growth of jobs higher than the economy-wide average annual job growth rate?
- Retirement Pressure:
  - Based on the current rates of retirement within each sector, will 50 percent or more vacancies in this sector be due to retirements?
- Economic Impact:
  - Does this sector have significant wealth-creating importance to the Yukon, or is it a key to growth in Yukon's changing economy?





## And so what can we do?

- We need to analyze; and plan.
  - We will need to be creative in responding to labour shortages.
  - Several jurisdictions both within Canada and abroad have developed innovative solutions.
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# What key Questions do we need to Address?

- Are there enough workers?
  - Can they get the skills and training they need?
  - Can everyone participate? (barriers to participation, including mobility; childcare, etc)
  - Is the Yukon a good place to work?
  - Do we have sufficient labour market information?
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## What Areas Need Addressing? (Core Outcomes)

- **More Workers** (an improved *supply* of workers in the Territory)
- **Appropriately Trained People** (*skilled* workers)
- **Innovative environments** (high performance *work environments* that can attract and retain workers)





## Who Needs to Be Involved?

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- Government
  - Industry
  - Industry Associations
  - Other Labour Market Partners (Education & Training Providers & Employment Service Providers)
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