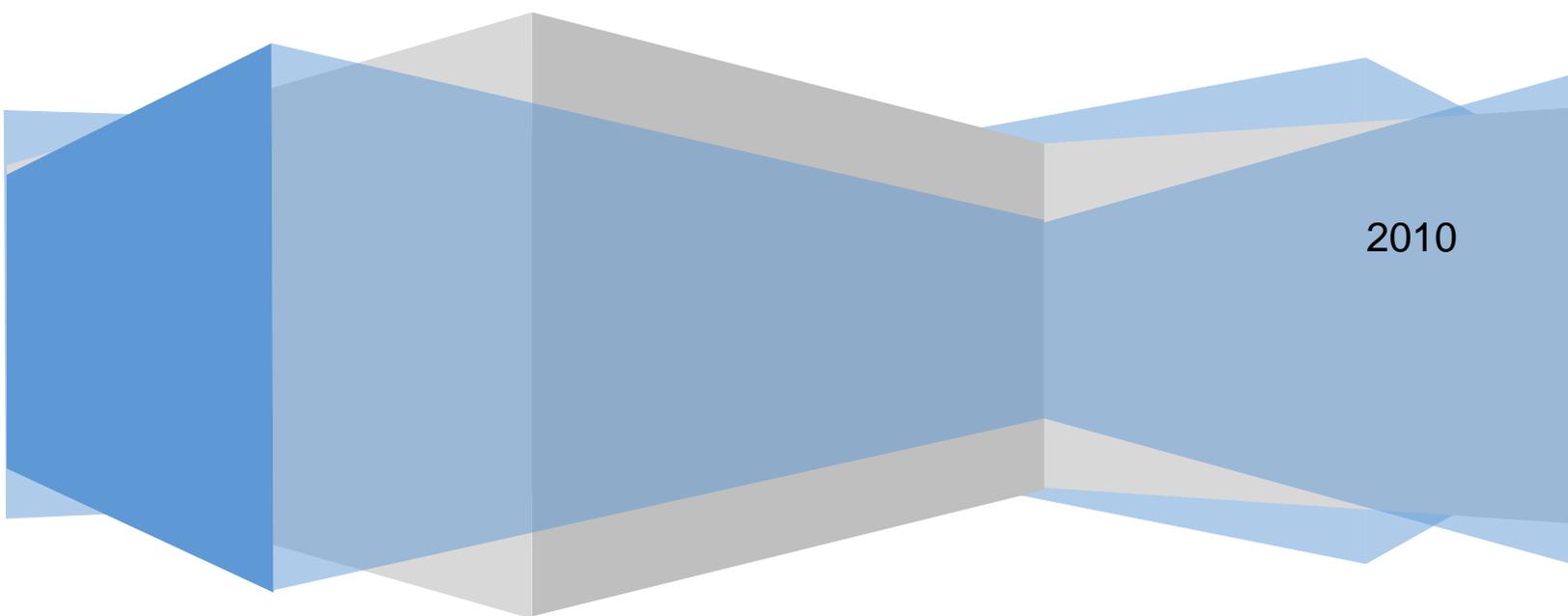


# Labour Market Framework Strategies

Immigration Strategy Action Plan



# Immigration Strategy Action Plan

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## Immigration Strategy Action Plan

### Immigration Strategy Working Group

The Immigration Strategy Working Group formed in early 2009 after an open invitation was announced to participate on the working group at the 2008 Labour Market Symposium. The working group consisted of representatives from business, non-government organizations, cultural groups, educational providers, federal and territorial governments, and Council of Yukon First Nations staff.

For various reasons some representatives were not able to maintain their participation in the working group throughout the development of the strategy and action plan, but their contribution to the development of the strategy and action plan was essential.

The following organizations have agreed to the Immigration Strategy:

<b>Stakeholder Signatories</b>	
Association franco-yukonnaise	Tim Hortons
Association Hispanic Yukonesa	Whitehorse Chamber of Commerce
Canadian Federation of Independent Business	Yukon College
Canadian Northern Economic Development Agency (CanNor)	Yukon Filipino Association
Canadian Tire	Yukon government
Japanese Canadian Association of Yukon	Yukon Tourism Education Council-(YTEC) Multicultural Centre of the Yukon
Teachers of English as a Second Language in Yukon	

# Immigration Strategy Action Plan

## Introduction

Strategic direction needs strategic action. The Immigration Strategy Action Plan is a road map to ensure the effective implementation of the Immigration Strategy.

The implementation of the Immigration Strategy will ensure Yukon has an inclusive and adaptable labour market that meets the demand of a strong, diversified economy and provides opportunity for a better quality of life for Yukoners. The goal of the Immigration Strategy is:

- To support a responsive and sustainable approach to immigration.

While the Immigration Strategy will serve as a 10 year guide for immigration initiatives in the territory, the Immigration Strategy Action Plan will be implemented over the next one to three years and revised as needed. The Action Plan is a living document that is also subject to short-term changes based on labour market needs. Such timelines for the Immigration Strategy and Action Plan are designed to ensure Yukon's long term vision is supported by an adaptable and meaningful method of implementation.

The strategic actions identified in this document provide an outline for how the Immigration Strategy will be implemented. Implementation of strategic actions will be immediate and ongoing. Monitoring and evaluation will take place during the Immigration Strategy implementation with the intent to make adjustments according to changes in the labour market and measure success.

## Action Plan Overview

Section 1 of the Immigration Strategy Action Plan explains the process by which the plan was developed.

To provide a context for the new initiatives, section 2 provides a brief overview of current immigration programs and services, and explains how the new initiatives proposed under the Immigration Strategy Action Plan will respond to current and emerging labour market needs and challenges.

Section 3 describes how performance will be measured, including a short explanation of the logic model as well as monitoring and evaluation processes.

The remaining part of the Immigration Strategy Action Plan, and what constitutes the considerable body of the document, details the Immigration Strategy goal and objectives and includes tables detailing new actions, monitoring methods and evaluation parameters. A list of commonly used acronyms that appear in the Immigration Strategy Action Plan is attached as [Appendix 1](#).

## 1. Development of the Action Plan

The Immigration Strategy Action Plan was developed by key immigration stakeholders representative of the local business community, Yukon and federal governments, immigrant-serving organizations, cultural groups, education providers and Council of Yukon First Nations staff. This group of stakeholders worked together as the Immigration

## Immigration Strategy Action Plan

Strategy Working Group to develop both the Immigration Strategy Action Plan and the Immigration Strategy. In the course of developing both documents, all decisions made during the strategic planning stage were made by consensus. As the Immigration Strategy Action Plan was being finalized, all participating stakeholders were invited to submit specific projects and activities that would support implementation of the Immigration Strategy from 2010-2013.

Some of the projects and activities submitted by participating immigration stakeholders were already financially supported, while some were proposed with potential funding sources identified. The mandate of the Advanced Education Branch and the availability of financial resources were taken into consideration in the final decision concerning which activities would receive funding from the Yukon government.

The Immigration Strategy Action Plan list of new priority projects and activities are both short and long-term, and represent a multi-faceted, cross discipline approach to meeting Yukon's immigration needs. The Action Plan is for all participating stakeholders of immigration in Yukon: different stakeholders will take responsibility for implementing different projects and activities within the Action Plan.

### 2. Action: The Way Forward

There are many immigration programs and services available to newcomers and their employers in Yukon. The Yukon Nominee Program plays a central role in meeting critical skilled and semi-skilled labour shortages and there are a number of different organizations that assist with the settlement of immigrants to Yukon. An extensive list of current immigration and settlement programs and services is available in [Appendix 2](#).

Streamlining immigration and settlement efforts is critical to ensuring the efficient and meaningful labour force integration of newcomers. The new initiatives proposed under the Immigration Strategy Action Plan will respond to current and emerging labour market needs and challenges by working in concert with programs and services currently in place. The way forward is to harness the existing momentum of immigration programs and services while taking new, innovative directions to enhance existing initiatives.

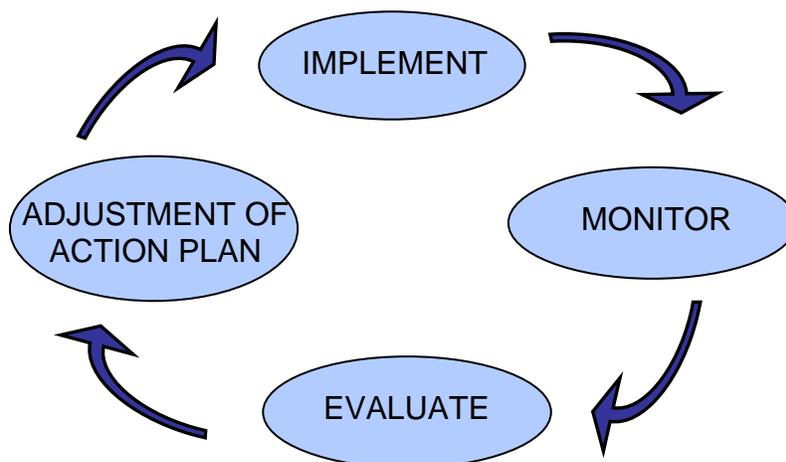
And while the focus of the Immigration Strategy Action Plan is to move forward meeting labour market needs, the document also serves another equally important function. In order to monitor and evaluate new programs and services properly, Yukon must establish a baseline of labour market information. Creating this baseline will allow the Yukon government to measure the success of implementation, and adjust the Immigration Strategy Action Plan as needed to serve current labour market needs best. As such, projections are included for 2013, based on the best information available at the time of print.

### 3. Performance Measurement

Measuring performance will assess the effectiveness and efficiency of the implementation of the Immigration Strategy Action Plan and provide direction to adjust implementation mechanisms as needed. The principal function of the performance measurement process is to provide ongoing, accurate data on indicators for the purpose of assessing results. Performance measurement will take into account the cyclical

## Immigration Strategy Action Plan

process of implementation, monitoring and evaluation, constantly contributing to the improvement of immigration programs and services.



A new committee, the Immigration Stakeholder Committee (ISC), will assist with the monitoring and evaluation of the Immigration Strategy Action Plan implementation. This new committee will include (but not be limited to) members from the Immigration Strategy Working Group which developed the Immigration Strategy and Action Plan. As part of the performance measurement process, the Immigration Strategy Action Plan will be regularly reviewed by the Immigration Stakeholder Committee, as guided by the committee's Terms of Reference.

### ***A Logic Model Approach***

The use of a logic model supported the development of the Immigration Strategy Action Plan and will serve as a guiding tool for implementation and evaluation. It is an effective instrument geared to facilitate a comprehensive examination of all factors concerning the implementation of the Immigration Strategy.

The Immigration Strategy logic model is a framework outlining the causal links between the goal, objectives, resources, actions and results. The logic model articulates indicators for success, methods of data collection, means of verification for the indicators and the key assumptions for the success of the Immigration Strategy. This information is all captured in a condensed, one page summary. The Immigration Strategy logic model will be finalized upon completion of the evaluation plan.

### ***Monitoring and Measuring Outputs and Outcomes***

Monitoring will keep the Immigration Stakeholder Committee informed of the progress and achievement of strategic action implementation. Monitoring will entail collecting information and data based on the requirements of the logic model and this will be done by Yukon government staff in partnership with the Immigration Stakeholder Committee.

Monitoring will take place on an ongoing basis and will provide the information required to measure logic model outputs and outcomes of the Immigration Strategy process. The outputs are the products and services that result from the implementation of the actions as outlined in the Immigration Strategy Action Plan. The outcomes are changes resulting

## Immigration Strategy Action Plan

from the implementation of an action outlined in the Immigration Strategy Action Plan. Achieving the desired outputs and outcomes will indicate the successful implementation of the Immigration Strategy.

In order to measure the outputs and outcomes of the Immigration Strategy Action Plan, indicators have been identified. Indicators are quantitative or qualitative factors or variables that provide a simple and reliable means to measure achievement or changes generated by the implementation of the actions.

### ***Evaluation***

Evaluation is the final step in the Immigration Strategy Action Plan cycle, and represents the methodical assessment of results after a period of implementation (i.e. between 3-10 years). The evaluation component will aim to determine the level of fulfillment of the goal, objectives, efficiency, effectiveness, impact and sustainability over course of the implementation of the Immigration Strategy.

### Guiding Implementation

In the pages to come, the Immigration Strategy Action Plan is organized as follows: first, the strategic goal is articulated in relation to its rationale and supporting objectives. Second, supporting objectives are presented with their related actions steps, existing programs and services, resources required, new actions to be implemented and a methodology for monitoring and evaluation. Worth noting is the fact that some new actions outlined under each objective serve more than one objective. As of the printing of this Action Plan, some actions have already been implemented; this is the result of not wanting to delay the implementation of important actions while this Action Plan was being finalized.

### **Strategic Goal 1.0**

*Support a responsive and sustainable approach to Yukon immigration*

The goal of the Immigration Strategy is to create immigration-related policies and supports that allow for a responsive and sustainable approach to bringing foreign workers into Yukon's labour force.

The needs of the labour market constantly evolve. An adaptable and solutions-oriented approach to immigration will ensure that current and future labour market needs are met while not creating surplus labour.

#### **The following objectives support the implementation of the strategic 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 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 to increase their capacity, their profile and the services they offer their membership.
- 1.6 Increase immigrant retention rates by promoting the benefits of immigration and celebrating multiculturalism.

## Immigration Strategy Action Plan

### Objective 1.1

*Be responsive to industry and business labour force needs through the improvement and monitoring of the Yukon Nominee Program*

The Yukon Nominee Program has assisted local employers in remedying critical skilled and semi-skilled labour shortages. The continued support and refinement of this immigration program will not only help local business navigate through skills shortages when they occur, it will also have a positive impact on the economy and the quality of life of all Yukoners.

#### Action Steps

- 1.1.1 Recommend to the Yukon government that the Critical Impact Worker Category be ongoing.
- 1.1.2 Research and implement new Yukon Nominee Program streams such as Family Support, and Industry Support, Youth Business Entrepreneur.
- 1.1.3 Perform annual reviews of the Yukon Nominee Program to assess program needs and to ensure sustainability of immigration to Yukon.

#### Supporting Existing Programs and Services

The Yukon Nominee Program, operated by the Government of Yukon under an agreement with Citizenship and Immigration Canada, has played a significant role in increasing immigration to the territory. This regional immigration program, much like other Nominee Programs across Canada, nominates in-demand business entrepreneurs, as well as skilled and semi-skilled workers for expedited permanent residency. Information and services related to immigration in place for 2009-2010 are detailed in [Appendix 2](#).

#### Resources

##### RESPONSIBLE STAKEHOLDERS

- Citizenship and Immigration Canada
- Department of Education/ Advanced Education Branch
- Immigration Stakeholders Committee (ISC)

##### FUNDING

- Advanced Education

#### New Actions

<b>Action 1.1.1 Recommend to the Yukon government that the Critical Impact Worker Category be ongoing.</b>		
Recommend that the Critical Impact Worker category of the Yukon Nominee Program be ongoing		
Stakeholders	Resources	Timeline
Department of Education/ Advanced Education Branch	Yukon Nominee Program staff	Immediately upon completion of Immigration Strategy

## Immigration Strategy Action Plan

<b>Action 1.1.2 Implement new Yukon Nominee Program streams such as Seasonal Temporary Worker, Family Support, and Industry Support.</b>		
Implement a Seasonal Temporary Worker Stream, and research the feasibility of other new Yukon Nominee Program streams and implement as required		
Stakeholders	Resources	Timeline
Department of Education/ Advanced Education Branch	Yukon Nominee Program staff	Immediately and upon completion of Immigration Strategy

<b>Action 1.1.3 Develop implementation guidelines for the Temporary Foreign Worker stream of the Yukon Nominee Program</b>		
Draft a Temporary Foreign Worker Annex to guide the implementation and operation of the Temporary Foreign Worker program of the Yukon Nominee Program		
Stakeholders	Resources	Timeline
Department of Education/ Advanced Education Branch	Yukon Nominee Program staff	Immediately and upon completion of Immigration Strategy

<b>Action 1.1.4 Perform reviews of the Yukon Nominee Program to assess program needs and to ensure sustainability of immigration to Yukon.</b>		
Perform reviews of the Yukon Nominee Program to assess program needs and to ensure sustainability of immigration to Yukon		
Stakeholders	Resources	Timeline
Department of Education/ Advanced Education Branch	Yukon Nominee Program staff	Ongoing

## Immigration Strategy Action Plan

### Monitoring Actions

Strategic Action	Outputs	Indicators	Current Situation	2013 Projection
1.1.1. Recommend to the Yukon government that the Critical Impact Worker Category be ongoing	Continuation and enhanced delivery of Yukon Nominee Program	Letter of support written for CIW	N/A	Critical Impact Worker Category is ongoing
1.1.2 Research and implement new Yukon Nominee Program streams such as Family Support, and Industry Support, Youth Business Entrepreneur	Continuation and enhanced delivery of Yukon Nominee Program	Research on Yukon Nominee Program alternative streams completed	N/A	New streams researched and implemented
1.1.3 Develop implementation guidelines for the Temporary Foreign Worker stream of the Yukon Nominee Program	Enhanced delivery of Yukon Nominee Program	Temporary Foreign Worker Annex completed	N/A	New Temporary Foreign Worker stream ready for applications
1.1.4 Perform reviews of the Yukon Nominee Program to assess program needs and to ensure sustainability of immigration to Yukon	Assessment of Yukon Nominee Program completed	# of Yukon Nominee Program reviews performed and % of satisfied respondents	N/A	Assessment completed

## Immigration Strategy Action Plan

### Evaluation

Objective	Outcomes	Indicators	Current Situation	2013 Projection
1.1 Be responsive to industry and business labour force needs through the improvement and monitoring of the Yukon Nominee Program	Continuation and enhancement of Yukon Nominee Program	# of Yukon Nominee Program applicants processed % of satisfied Yukon Nominee Program employers/applicants Decreased number of T4 slips issued by Yukon Nominee Program employers Temporary Foreign Worker Annex completed	# of Yukon Nominee Program applications processed: 460 (Feb 2010)	Sufficient number of Yukon Nominee Program applications processed to meet labour market needs Increase in Yukon Nominee Program employer/applicant satisfaction Decreased number of T4 slips issued by Yukon Nominee Program employers

### Objective 1.2

*Assist more immigrants to engage in Yukon's labour market opportunities by providing better information and services*

Information and services that assist would-be immigrants to relocate to Yukon will benefit the territory. Immigrants bring skills and business expertise that enrich Yukon's economy. Better access to information on investment and existing skills shortages will make the transition easier for immigrants, thereby enhancing immigration's role in supporting Yukon's economy. Support for diversity and cross-cultural training within the community of Yukon employers will help ensure attraction, integration and retention of immigrant workers.

#### Action Steps

- 1.2.1 Promote Yukon as a destination for immigrants by coordinating immigration promotion with business and tourism marketing.
- 1.2.2 Maintain and expand the immigration web portal at [www.immigration.gov.yk.ca](http://www.immigration.gov.yk.ca) and related print publications
- 1.2.3 Streamline Yukon Business Nominee Program application process and introduce a simpler online application process.
- 1.2.4 Make improvements to Foreign Credential Recognition (FCR) accessibility and consistency based on completing a needs assessment.
- 1.2.5 Support diversity and cross cultural training for local businesses and organizations who hire international workers.
- 1.2.6 Make recommendations to Citizenship and Immigration Canada to improve their services in Yukon.

#### Supporting Existing Programs and Services

Through one-on-one contact, print publications and the internet, various stakeholders have already made in roads to promote Yukon as a destination. Phase I of Yukon government's Foreign Credential Recognition Needs Assessment is currently underway. Information and services related to immigration in place for 2009-2010 are detailed in [Appendix 2](#).

#### Resources

##### RESPONSIBLE STAKEHOLDERS

- Department of Economic Development
- Department of Education/ Advanced Education Branch
- Immigration Stakeholders Committee (ISC)
- Yukon College

##### FUNDING

- Foreign Credential Recognition Office (HRSDC)
- Advanced Education
- Citizenship and Immigration Canada
- City of Whitehorse
- Yukon College

## Immigration Strategy Action Plan

### New Actions

<b>Action 1.2.1 Promote Yukon as a destination for immigrants by coordinating immigration promotion with business and tourism marketing</b>		
Coordinate in partnership with stakeholders and relevant government departments		
Stakeholders	Resources	Timeline
Department of Education/ Advanced Education Branch	Yukon Nominee Program staff	Ongoing immediately upon completion of Immigration Strategy

<b>Action 1.2.2 Maintain and expand the immigration web portal at <a href="http://www.immigration.gov.yk.ca">www.immigration.gov.yk.ca</a> and related print publications</b>		
Continue participation on the Federal Provincial Territorial Immigration Portal Working Group and, with resources from the Immigration Portal contribution agreement, update and enhance the Yukon government immigration website		
Print publications, including a brochure for Yukon Nominee Program applicants, a brochure for Yukon Nominee Program employers and a wallet-sized key contacts card will be produced to compliment the website content		
Stakeholders	Resources	Timeline
Department of Education/ Advanced Education Branch	Yukon Nominee Program staff Citizenship and Immigration Canada	Ongoing (website) Related print publications (develop and release upon completion of Immigration Strategy)

<b>Action 1.2.3 Streamline Yukon Business Nominee Program application process and introduce a simpler online application process.</b>		
Coordinate a new Yukon Business Nominee Program online application process		
Stakeholders	Resources	Timeline
Department of Economic Development	Economic Development staff	Ongoing immediately upon completion of Immigration Strategy

## Immigration Strategy Action Plan

<b>Action 1.2.4 Make improvements to Foreign Credential Recognition (FCR) accessibility and consistency based on completing a needs assessment</b>		
Coordinate Foreign Credential Recognition improvements following a comprehensive Foreign Credential Recognition Needs Assessment		
Stakeholders	Resources	Timeline
Department of Education/ Advanced Education Branch (principal) Immigration Strategy Working Group members will play a supportive role in providing information regarding their Foreign Credential Recognition for the Needs Assessment	Yukon Nominee Program staff Potentially Human Resources and Skills Development (HRSDC)	Begin funding application to support improvements to Foreign Credential Recognition after March 31, 2010 once Foreign Credential Recognition Needs Assessment completed

<b>Action 1.2.5 Support diversity and cross cultural training for local businesses and organizations who hire international workers.</b>		
A) Yukon College Diversity Project - Promote anti-racism and cross-cultural awareness by inviting members of cultural groups, local employers, the City of Whitehorse, and other cultural associations in Yukon to participate in community mapping projects, community-based art projects, and service learning opportunities		
Stakeholders	Resources	Timeline
Yukon College, City of Whitehorse, local employers, local cultural associations, Citizenship and Immigration Canada, Department of Education	Yukon College staff and Board of Governors, Yukon College space, in-kind contributions from the City of Whitehorse Citizenship and Immigration Canada	Fall 2010-Spring 2013, dependent on funding.

B) Work with the Foreign Credentials Recognition Office to distribute the Employer's Roadmap to Yukon employers and to investigate a regional version of the Employer's Roadmap specific to Yukon's needs		
Stakeholders	Resources	Timeline
Department of Education	Advanced Education, Foreign Credential Recognition Office staff and resources	Immediately upon completion of Immigration Strategy

## Immigration Strategy Action Plan

<b>Action 1.2.6    Make recommendations to Citizenship and Immigration Canada to improve their services in Yukon.</b>		
Consult with the Immigration Strategy Working Group to determine their needs in terms of Citizenship and Immigration Canada services in Yukon. Once the group's specific needs have been determined, draft a letter of recommendation regarding Citizenship and Immigration Canada services		
Stakeholders	Resources	Timeline
Department of Education/ Advanced Education Branch (principal) with cooperation from Immigration Stakeholders Committee members	Yukon Nominee Program staff	Immediately upon completion of Immigration Strategy

## Immigration Strategy Action Plan

### Monitoring Actions

Strategic Action	Outputs	Indicators	Current Situation	2013 Projection
1.2.1 Promote Yukon as a destination for immigrants by coordinating immigration promotion with business and tourism marketing	Sustainable number of immigrants arriving and applying for Yukon Nominee Program and Yukon Business Nominee Program	% of immigrants per capita choosing Yukon over other jurisdictions	N/A	Yukon promoted as destination for immigrants
1.2.2 Maintain and expand the immigration web portal at <a href="http://www.immigration.gov.yk.ca">www.immigration.gov.yk.ca</a> and related print publications	Increased number of hits on portal and #'s of publications distributed.	# of forms and brochures downloaded from web or distributed	N/A	Immigration web portal maintained and expanded
1.2.3 Streamline Yukon Business Nominee Program application process and introduce a simpler online application process	Increased foreign investment in Yukon	Number of business licences applied for by immigrants participating in Yukon Business Nominee Program	N/A	Increased foreign investment in Yukon  Online application process introduced
1.2.4 Make improvements to Foreign Credential Recognition (FCR) accessibility and consistency based on completing a needs assessment	Completion of Foreign Credential Recognition Needs Assessment and recommendations Complete research on formal agreement with International Qualification Assessment Service (IQAS) and benefits to Yukon Implement National Foreign Qualifications Recognition Framework	Needs assessment report completed	Currently Foreign Credential Recognition assessment is not available in Yukon	Needs assessment completed  Increased accessibility to Foreign Credential Recognition and consistency of services
1.2.5 Support diversity and cross cultural training for local businesses and organizations who hire international workers	Creation of initiatives that support cross cultural training	# of new initiatives created that support diversity and cross cultural training  # of businesses with diversity and cross-cultural training programs	N/A	Diversity and cross cultural training supported

## Immigration Strategy Action Plan

<b>Strategic Action</b>	<b>Outputs</b>	<b>Indicators</b>	<b>Current Situation</b>	<b>2013 Projection</b>
1.2.6 Make recommendations to Citizenship and Immigration Canada to improve their services in Yukon	Recommendation made to Citizenship and Immigration Canada	Letter to Citizenship and Immigration Canada	N/A	Improvement to Citizenship and Immigration Canada services

## Immigration Strategy Action Plan

### Evaluation

Objective	Outcomes	Indicators	Current Situation	2013 Projection
<p>1.2 Assist more immigrants to engage in Yukon's labour market opportunities by providing better information and services</p>	<p>Increased uptake and awareness of Yukon immigration programs</p>	<p>% of immigrants choosing Yukon on a per capita basis</p> <p># of hits on immigration portal</p> <p># of businesses with cross-cultural training programs</p> <p>considerations/ implementation of Foreign Credential Recognition Needs Assessment recommendations</p>	<p>Yukon Nominee Program nominees to date: 460 (Feb 2010)</p> <p>Hits to immigration website: 1366 (Feb 2010)</p>	<p>Increase number of Yukon Nominee Program applications</p> <p>Increase hits to immigration portal</p> <p>Increase in # of businesses with cross-cultural training programs</p>

### Objective 1.3

*Ensure the provision of settlement services is inclusive for all newcomers, including temporary foreign workers and Yukon Nominee Program participants*

Providing better access to language training and other settlement services for all immigrants is central to accessing the skills and expertise of the immigrant workforce. Both immigrant youth and adults need assistance in settling into life in Canada to realize their full potential in the Yukon workforce. Cooperation between different governments and stakeholder groups will be instrumental in realizing this objective.

#### Action Steps

- 1.3.1 Make recommendations to the federal government that Yukon Nominee Program participants and refugee claimants have free access to available training (including ELT, LINC, HOST and ISAP) in order to assist with settlement.
- 1.3.2 Work with business and municipal governments to improve immigrant and refugee access to settlement services through the development and implementation of an awareness campaign.
- 1.3.3 Develop and implement a diversity-based analysis approach when developing programs, policies, and funding related to immigrants.
- 1.3.4 Improve availability of English language courses for immigrants through increased, long term, government funding and increased employer contributions to Workplace Language Training and Enhanced Language Training and more flexible course delivery.
- 1.3.5 Create in-school supports for immigrant students attending Yukon public schools such as cultural training for educators.
- 1.3.6 Work with Public Schools Branch to review and enhance existing English as a Second Language programming.
- 1.3.7 Liaise with Community Airport Newcomers Network to provide Yukon-specific information to new Yukon-bound immigrants arriving at airports.
- 1.3.8 Coordinate a multi-stakeholder committee on immigration issues (such as settlement service, and retention) to share best practices and opportunities.
- 1.3.9 Reinforce the Yukon Francophone community's capacity to improve the success of Francophone immigrants' retention and integration

#### Supporting Existing Programs and Services

Currently, YTEC - Multicultural Centre of the Yukon provides settlement services and language instruction to permanent residents and protected persons through an agreement with Citizenship and Immigration Canada. Yukon College provides a spectrum of English Second Language programs available to all immigrants. Public Schools Branch has a part-time English Second Language Coordinator based at the Department of Education. Information and services related to immigration in place for 2009-2010 are detailed in [Appendix 2](#).

#### Resources

##### RESPONSIBLE STAKEHOLDERS

- Association franco-yukonnaise – RDÉE Yukon
- Department of Education
- Immigration Stakeholders Committee (ISC).
- Yukon College

##### FUNDING

- Advanced Education
- Association franco-yukonnaise – RDÉE Yukon
- Citizenship and Immigration Canada
- City of Whitehorse
- Yukon College

## Immigration Strategy Action Plan

### New Actions

<b>Action 1.3.1    Make recommendations to the federal government that Yukon Nominee Program participants and refugee claimants have free access to available training (including ELT, LINC, HOST and ISAP) in order to assist with settlement</b>		
Draft a letter to the federal government regarding federally funded language classes and recommend that these language classes be made available free of charge to Yukon Nominee Program participants and refugee claimants		
Stakeholders	Resources	Timeline
Department of Education/ Advanced Education Branch (principal) with cooperation from Immigration Stakeholders Committee members	Yukon Nominee Program staff	Immediately upon completion of Immigration Strategy

<b>Action 1.3.2    Work with business and municipal governments to improve immigrant and refugee access to settlement services through the development and implementation of an awareness campaign</b>		
By using the community-based art projects created by participants in the Yukon College Diversity Project to promote anti-racism and cross-cultural awareness across Yukon, Yukon College will employ an awareness campaign that is characterized by real municipal and employer participation		
Stakeholders	Resources	Timeline
Yukon College, City of Whitehorse, local employers, local cultural associations, Citizenship and Immigration Canada, Department of Education	Yukon College staff and Board of Governors, Yukon College space, in-kind contributions from the City of Whitehorse  Citizenship and Immigration Canada	Fall 2010-Spring 2013, dependent on funding

<b>Action 1.3.3    Develop and implement a diversity-based analysis approach when developing programs, policies, and funding related to immigrants.</b>		
A) Implement diversity analysis in the course of developing programs, policies and funding related to immigrants		
Stakeholders	Resources	Timeline
Department of Education/ Advanced Education Branch	Yukon Nominee Program staff, staff at other organizations implementing similar diversity- based analysis approach	Ongoing

## Immigration Strategy Action Plan

<b>Action 1.3.3    Develop and implement a diversity-based analysis approach when developing programs, policies, and funding related to immigrants.</b>		
<p>B) By using the lessons learned from the Yukon College Diversity Project to inform the College's Board of Governors of issues relevant to newcomers, Yukon College will facilitate a community-based approach to policy development that will lead to new strategic directions created with the lessons learned from the Yukon College Diversity Project in mind</p> <p>Recommendations to the Board of Governors will also serve to encourage other partners in the Project (i.e. the City of Whitehorse, local employers) to implement a diversity-based approach to developing programs, policies, and funding related to immigrants</p>		
Stakeholders	Resources	Timeline
Yukon College, City of Whitehorse, local employers, local cultural associations, Citizenship and Immigration Canada, Department of Education	Yukon College staff and Board of Governors, Yukon College space, in-kind contributions from the City of Whitehorse	Fall 2010-Spring 2013

C) Investigate community partnerships to provide programming for immigrant women		
Stakeholders	Resources	Timeline
Department of Education/ Advanced Education Branch	Yukon Nominee Program staff	Immediately upon completion of Immigration Strategy

<b>Action 1.3.4    Improve availability of English language courses for immigrants through increased, long term, government funding and increased employer contributions to Workplace Language Training and Enhanced Language Training as well as more flexible course delivery</b>		
A) Support Workplace Language Training		
Stakeholders	Resources	Timeline
Department of Education/ Advanced Education Branch Employers	Employers	Ongoing, new initiatives as proposed and approved

B) Support Enhanced Language Training		
Stakeholders	Resources	Timeline
Yukon College Advanced Education Branch	Advanced Education	2010-2011

## Immigration Strategy Action Plan

<b>Action 1.3.4 Improve availability of English language courses for immigrants through increased, long term, government funding and increased employer contributions to Workplace Language Training and Enhanced Language Training as well as more flexible course delivery</b>		
C) Investigate providing immigrants or soon-to-be immigrants to Yukon with free online language instruction that they could access any time and anywhere		
Stakeholders	Resources	Timeline
Department of Education/ Advanced Education Branch	Yukon Nominee Program staff	Immediately upon completion of Immigration Strategy

<b>Action 1.3.5 Create in-school supports for immigrant students attending Yukon public schools such as cultural training for educators</b>		
A) Provide access to schools and demographic data		
Stakeholders	Resources	Timeline
Department of Education/ Public Schools Branch	Public Schools Branch staff	Ongoing

<b>Actions 1.3.6 Work with Public Schools Branch to review and enhance existing English as a Second Language programming</b>		
Support full-time positions for English Language Learning teacher and English Language Learning Education Assistant		
Stakeholders	Resources	Timeline
Department of Education	Department of Education	Ongoing, new initiatives as proposed and approved

<b>Actions 1.3.7 Liaise with Community Airport Newcomers Network to provide Yukon-specific information to new Yukon-bound immigrants arriving at airports</b>		
A) Provide print publications for newcomers to Yukon including: brochures on Yukon Nominee Program, wallet-sized key contacts cards and information on Foreign Credential Recognition.		
Stakeholders	Resources	Timeline
Department of Education/ Advanced Education Branch	Advanced Education staff	Ongoing, new initiatives as proposed and approved

## Immigration Strategy Action Plan

<b>Actions 1.3.7 Liaise with Community Airport Newcomers Network to provide Yukon-specific information to new Yukon-bound immigrants arriving at airports</b>		
B) Provide print publications for newcomers to Yukon including: brochures on Workplace Language Training and Enhanced Language Training, wallet-sized key contacts cards, and information on other College programs		
Stakeholders	Resources	Timeline
Yukon College	Yukon College staff	Ongoing, new initiatives as proposed and approved

<b>Actions 1.3.8 Coordinate a multi-stakeholder committee on immigration issues (such as settlement service, and retention) to share best practices and opportunities.</b>		
Create and chair the Immigration Stakeholders Committee (ISC).		
Stakeholders	Resources	Timeline
Department of Education (principal) Immigration Strategy Working Group members	Advanced Education staff staff of participating stakeholder groups	Upon completion of the Immigration Strategy and Action Plan

<b>Actions 1.3.9 Reinforce the Yukon Francophone community's capacity to improve the success of Francophone immigrants' retention and integration</b>		
RDÉE - the economic development branch of l'AFY will work to reinforce the Yukon Francophone community's capacity to improve the retention and integration of Francophone immigrants, based on the direction provided by the national Strategic Framework to foster immigration to Francophone minority communities. A regional committee will be formed to develop an action plan for Francophone immigration to Yukon.		
Stakeholders	Resources	Timeline
Association franco-yukonnaise – RDÉE Yukon (principal) Department of Education	Association franco-yukonnaise – RDÉE Yukon Citizenship and Immigration Canada Funding	2010-2011

## Immigration Strategy Action Plan

### Monitoring Actions

Strategic Action	Outputs	Indicators	Current Situation	2013 Projection
<p>1.3.1 Make recommendations to the federal government that Yukon Nominee Program participants and refugee claimants have free access to available training (including Enhanced Language Training (ELT), Language Instruction for Newcomers to Canada (LINC), the Host Program and the Immigrant Settlement and Adaptation Program (ISAP) in order to assist with settlement</p>	<p>Recommendation made to Citizenship and Immigration Canada</p>	<p>Letter of recommendation sent to Citizenship and Immigration Canada</p>	<p>N/A</p>	<p>Recommendation made</p>
<p>1.3.2 Work with business and municipal governments to improve immigrant and refugee access to settlement services through the development and implementation of an awareness campaign</p>	<p>Increased awareness among employers and immigrants about settlement services</p>	<p>Number of Yukon Nominee Program employers/immigrants aware of settlement services</p>	<p>N/A</p>	<p>Awareness campaign developed and implemented</p>

## Immigration Strategy Action Plan

Strategic Action	Outputs	Indicators	Current Situation	2013 Projection
1.3.3 Develop and implement a diversity-based analysis approach when developing programs, policies, and funding related to immigrants	Increased awareness of diversity issues and how they relate to programs, policies and funding	Diversity-based analysis approach with implementation of Immigration Strategy	N/A	Diversity-based analysis approach developed and implemented
1.3.4 Improve availability of English language courses for immigrants through increased, long term, government funding and increased employer contributions to Workplace Language Training and Enhanced Language Training and more flexible course delivery	Increased English language capacity for immigrants  Sustained funding for language training programs	# of English language program providers  Number of language programs offered  % of Yukon Nominee Program nominees participating in language training programs  Increased enrolment in English Second Language programs	# of English language program providers: 2  Number of language programs offered: 4  Enrolment in English Second Language programs at Yukon College: 104 students (ELT, WLT, Intermediate/Advanced English Second Language for the 2009/2010 year) and Carrefour d'immigration Crossroad Yukon: 37 (April 2009 – March 2010)	Increase in language programs and program accessibility  Maintain or increase # of language program providers
1.3.5 Create in-school supports for immigrant students attending Yukon public schools such as cultural training for educators	In-school supports improved  Improved learning outcomes for students	# of immigrant youth enrolled in in-school support programs	N/A	Increased number of in-school supports

## Immigration Strategy Action Plan

Strategic Action	Outputs	Indicators	Current Situation	2013 Projection
1.3.6 Work with Public Schools Branch to review and enhance existing English as a Second Language programming	Meetings with Public Schools Branch  Review of existing English Second Language programming	# of English Second Language initiatives underway in Yukon schools  # of dedicated English Second Language staff in Yukon schools	Currently one part time English Second Language Coordinator based at Department of Education to support all schools, one full-time teacher at one high schools  English Second Language services available at one high school	Review of existing English Second Language programming  Recommendations made to enhance programming
1.3.7 Liaise with Community Airport Newcomers Network to provide Yukon-specific information to new Yukon-bound immigrants arriving at airports.	Contact with Community Airport Newcomers Network  Information needs assessed and addressed	# of pamphlets on # of topics available to immigrants through this service	N/A	Provision of Yukon specific information

## Immigration Strategy Action Plan

Strategic Action	Outputs	Indicators	Current Situation	2013 Projection
<p>1.3.8 Coordinate a multi-stakeholder committee on immigration issues (i.e. settlement service, and retention) to share best practices and opportunities.</p>	<p>Creation of Immigration Stakeholder Committee</p> <p>Support for the implementation of the Immigration Strategy, including problem-solving implementation issues as they may arise</p> <p>Monitoring and evaluation of the progress Immigration Strategy Action Plan implementation</p> <p>Recommendations for new strategic actions for the Immigration Strategy Action Plan to the Advanced Education Branch/ Yukon government</p>	<p># of participants</p> <p># of recommendations</p> <p>Revised Action Plan(s)</p>	<p>N/A</p>	<p>Committee created</p> <p>Coordination of the implementation, monitoring and evaluation of the Immigration Strategy</p>

## Immigration Strategy Action Plan

### Evaluation

Objective	Outcomes	Indicators	Current Situation	2013 Projection
<p>1.3 Ensure the provision of settlement services is inclusive for all newcomers, including temporary foreign workers and Yukon Nominee Program participants</p>	<p>All newcomers have access to settlement services</p>	<p># of students participating in language programs</p> <p>% of immigrants accessing settlement services and related info</p> <p># of in-school supports for immigrant youth</p>	<p># of students participating in LINC language classes or receiving settlement services who are Yukon Nominee Program nominees: 0</p> <p># of in-school supports for immigrant youth: N/A</p> <p>Provision of childcare for English Second Language students: N/A</p>	<p>Increased inclusivity of settlement services</p>

### Objective 1.4

*Provide immigrants with the resources and training to seek further education to work in their chosen field or to access better employment opportunities*

Whether through bridging programs, workshops on worker rights and responsibilities, cross-cultural employment skills or foreign credential services, providing immigrants with the resources and training they need to engage effectively in the labour force benefits everyone—immigrants and native-born Canadians alike. Workers fully engaged in the labour force improve the economy’s capacity for diversification, do not burden social systems and contribute to the territory’s tax base.

#### Action Steps

- 1.4.1 Provide career and education counselling services in bridging programs for immigrants
- 1.4.2 Implement a mandatory workshop on workers’ rights and responsibilities, employment standards and workplace safety for Yukon Nominees as part of the Yukon Nominee Program requirements.
- 1.4.3 Make cross-cultural employment skills training accessible to all immigrants, including an orientation to Canadian and First Nation cultures.
- 1.4.4 Investigate a formal agreement with the International Qualification Assessment Service (IQAS) in Alberta.
- 1.4.5 Provide support for immigrants seeking Foreign Credential Recognition services.

#### Supporting Existing Programs and Services

Yukon College provides a number of workplace skills training programs. Yukon Tourism Education Council provides a Ready to Work program for newcomers to Canada. The Yukon government is currently undertaking a needs assessment of Foreign Credential Recognition services in the territory.

#### Resources

##### RESPONSIBLE STAKEHOLDERS

- Department of Education/ Advanced Education Branch
- Employment Central
- Immigration Stakeholders Committee (ISC).
- Yukon College
- Yukon Tourism Education Council (YTEC)

##### FUNDING

- Advanced Education
- Citizenship and Immigration Canada
- City of Whitehorse
- Employment Central
- Yukon College

#### New Actions

Action 1.4.1 Provide career and education counselling services in bridging programs for immigrants		
A) Request Yukon College to demonstrate the need for bridging programs and the client numbers such programs would potentially serve. Once a need is established, a recommendation will be made for consideration by Yukon government		
Stakeholders	Resources	Timeline
Department of Education/ Advanced Education Branch	Advanced Education staff	Immediately upon receipt of required information from Yukon College

## Immigration Strategy Action Plan

<b>Action 1.4.2 Implement a mandatory workshop on workers' rights and responsibilities, employment standards and workplace safety for Yukon Nominees as part of the Yukon Nominee Program requirements</b>		
Make mandatory training a requirement of Yukon Nominee Program		
Stakeholders	Resources	Timeline
Department of Education/ Advanced Education Branch	Advanced Education staff	Immediately upon completion of Immigration Strategy

<b>Action 1.4.3 Make cross-cultural employment skills training accessible to all immigrants, including an orientation to Canadian and First Nation cultures</b>		
A) Facilitate the development of cultural competencies which will serve participants both at their current and future workplaces by inviting members of cultural groups (including Yukon First Nations) to participate in workshops focused on anti-racism, community-based art initiatives, and service learning.		
Stakeholders	Resources	Timeline
Yukon College, City of Whitehorse, local employers, local cultural associations, Citizenship and Immigration Canada, Department of Education	Yukon College staff and Board of Governors, Yukon College space, in-kind contributions from the City of Whitehorse  Citizenship and Immigration Canada	Fall 2010-Spring 2013, dependent on funding.

B) Job Search Skills for Immigrants - Employment Central does not provide English Second Language but currently delivers services to many immigrants who attend their offices  Employment Central is keen to partner with other agencies and Citizenship and Immigration Canada to ensure that people new to Canada and the Yukon can prepare to fully participate in the workforce  This could include various employment readiness workshops, career exploration, resume/interview assistance and preparation both on an individual and group delivery basis		
Stakeholders	Resources	Timeline
Employment Central Citizenship and Immigration Canada	Employment Central staff	April 2010

C) Ready to Work – Yukon Tourism Education Council administers Ready to Work in Yukon  The mandate of this program is to foster industry led development of a professional workforce through education and training. Ready to Work is 12 weeks of classroom training, has a class size of approx 15 persons and a recruitment and selection process  Skills and knowledge acquired are cross-occupational in the tourism sector. All classroom materials are based on National Occupational Standards		
Stakeholders	Resources	Timeline
Yukon Tourism Education Council (YTEC)	Advanced Education	2009-2013

## Immigration Strategy Action Plan

<b>Action 1.4.3    Make cross-cultural employment skills training accessible to all immigrants, including an orientation to Canadian and First Nation cultures</b>		
D) Investigate community partnerships to provide programming for immigrant women		
Stakeholders	Resources	Timeline
Department of Education/ Advanced Education Branch	Yukon Nominee Program staff	Immediately upon completion of Immigration Strategy

<b>Action 1.4.4    Investigate a formal agreement with the International Qualification Assessment Service (IQAS) in Alberta</b>		
Complete research and make recommendations as part of the Foreign Credential Recognition Needs Assessment Project		
Stakeholders	Resources	Timeline
Department of Education/ Advanced Education Branch	Advanced Education staff	Immediately upon completion of Immigration Strategy

<b>Action 1.4.5    Provide support for immigrants seeking Foreign Credential Recognition services.</b>		
A) Coordinate based on findings from the Foreign Credential Recognition Needs Assessment		
Stakeholders	Resources	Timeline
Department of Education/ Advanced Education Branch	Advanced Education staff	Immediately upon completion of Immigration Strategy

B) Investigate a micro loan or grant program for internationally trained immigrants to cover the cost of foreign credential assessment and recognition and training toward credentialing		
Stakeholders	Resources	Timeline
Department of Education/ Advanced Education Branch	Yukon Nominee Program staff	Immediately upon completion of Immigration Strategy

## Immigration Strategy Action Plan

### Monitoring Actions

Strategic Action	Outputs	Indicators	Current Situation	2013 Projection
1.4.1 Provide career and education counselling services in bridging programs for immigrants	Bridging program implemented	#s enrolled in bridging programs  Resources allocated to support bridging program	N/A	Support for Yukon College secured
1.4.2 Implement a mandatory workshop on workers' rights and responsibilities, employment standards and workplace safety for Yukon Nominees as part of the Yukon Nominee Program requirements	Policy changed and enforced to ensure Yukon Nominee Program workers receive mandatory workers' rights and responsibilities, employment standards and workplace safety training.	% of Yukon Nominee Program workers enrolled in mandatory workshops  Monitoring practice reviewed and in place	N/A	Mandatory workshop participation implemented and monitored
1.4.3 Make cross-cultural employment skills training accessible to all immigrants, including an orientation to Canadian and First Nation cultures	Training developed and made available	Cross-cultural training courses delivered  # enrolled in cross-cultural training	N/A	Training developed and made available
1.4.4 Investigate a formal agreement with the International Qualification Assessment Service (IQAS) in Alberta	Research conducted as part of Foreign Credential Recognition Needs Assessment project	Information sharing between jurisdictions  Recommendations and decision made	N/A	Completion of research and recommendations, decision made
1.4.5 Provide support for immigrants seeking Foreign Credential Recognition services	Development and implementation of ways to support immigrants seeking Foreign Credential Recognition services	# of immigrants receiving support  # of satisfied clients	# of immigrants receiving support: 0	Provision of support for Foreign Credential Recognition services

## Immigration Strategy Action Plan

### Evaluation

Objective	Outcomes	Indicators	Current Situation	2013 Projection
1.4 Provide immigrants with the resources and training to seek further education to work in their chosen field or to access better employment opportunities	Immigrants working in chosen occupation	# of new training opportunities for newcomers  % of Yukon Nominee Program immigrants satisfied with support for Foreign Credential Recognition  % of immigrants working in field of training	N/A	Resources created and distributed  Training opportunities increased

## Immigration Strategy Action Plan

### Objective 1.5

*Support immigrant communities within Yukon by helping them to increase their capacity, their profile and the services they offer their membership*

Yukon's immigrant communities have an important role to play in settlement and retention of immigrants. Immigrants who adapt to life in Yukon and integrate in the labour force are more likely to be retained.

#### Action Steps

- 1.5.1 Support the capacity of immigrant serving groups and cultural groups representing immigrants.

#### Supporting Existing Programs and Services

N/A

#### Resources

##### RESPONSIBLE STAKEHOLDERS

- Immigration Stakeholders Committee (ISC)
- Yukon College

##### FUNDING

- Citizenship and Immigration Canada
- City of Whitehorse
- Yukon College

#### New Action

Action 1.5.1 Support the capacity of immigrant serving groups and cultural groups representing immigrants		
Stakeholders	Resources	Timeline
Yukon College, City of Whitehorse, local employers, local cultural associations, Citizenship and Immigration Canada, Department of Education	Yukon College staff and Board of Governors, Yukon College space, in-kind contributions from the City of Whitehorse	Fall 2010-Spring 2013

## Immigration Strategy Action Plan

### Monitoring Actions

Strategic Action	Outputs	Indicators	Current Situation	2013 Projection
1.5.1 Support the capacity of immigrant serving groups and cultural groups representing immigrants	Capacity of immigrant serving groups and cultural groups supported	#'s for membership and staffing levels for immigrant serving and cultural groups  Increase in # of multiculturalism events	N/A	Increased activity by immigrant serving and cultural groups

### Evaluation

Objective	Outcomes	Indicators	Current Situation	2013 Projection
1.5 Support immigrant communities within Yukon by helping them to increase their capacity, their profile and the services they offer their membership	Increased support and capacity for immigrant communities	# of immigrant serving organizations and cultural groups supported  # of new services provided to newcomers	Currently supported immigrant and cultural groups: 0	Increase number of supported immigrant serving organizations and cultural groups

## Immigration Strategy Action Plan

### Objective 1.6

*Increase immigrant retention rates by promoting the benefits of immigration and celebrating multiculturalism*

Yukon currently experiences high immigrant retention rates and the maintenance of this trend is desirable. Retaining immigrants represents a significant positive outcome. Retention ensures the effective utilization of settlement resources and immigrant skills.

#### Action Steps

- 1.6.1 Develop and deliver a promotional campaign to educate Yukoners about the need and benefits of immigration.
- 1.6.2 Determine the reason for Yukon's high immigrant retention rates through a survey
- 1.6.3 Work to further support retention rates based on the retention survey findings.

#### Supporting Existing Programs and Services

The Yukon government is currently undertaking a program evaluation of the Yukon Nominee Program in order to determine, among other things, why retention rates are so high in Yukon and what we can do to support this high retention.

#### Resources

##### RESPONSIBLE STAKEHOLDERS

- Department of Education/ Advanced Education Branch
- Immigration Stakeholders Committee (ISC)
- Yukon College

##### FUNDING

- Advanced Education
- Citizenship and Immigration Canada
- City of Whitehorse
- Yukon College

#### New Actions

Action 1.6.1 - Develop and deliver a promotional campaign to educate Yukoners about the need and benefits of immigration		
Develop and deliver community-based art projects through the Yukon College Diversity Project to promote the need and benefits of immigration		
Stakeholders	Resources	Timeline
Yukon College, City of Whitehorse, local employers, local cultural associations, Citizenship and Immigration Canada, Department of Education	Yukon College staff and Board of Governors, Yukon College space, in-kind contributions from the City of Whitehorse	Fall 2010-Spring 2013

## Immigration Strategy Action Plan

<b>Action 1.6.2 - Determine the reason for Yukon's high immigrant retention rates through a survey and work to further support retention rates based on the survey findings</b>		
Coordinate survey and based on outcomes of survey will make recommendations for supporting retention		
Stakeholders	Resources	Timeline
Department of Education/ Advanced Education Branch	Yukon Nominee Program staff	Survey to begin immediately upon completion of Immigration Strategy

<b>Action 1.6.3 Work to further support retention rates based on the retention survey findings</b>		
Participate in Immigration Stakeholders Committee		
Stakeholders	Resources	Timeline
All Immigration Strategy Working Group Members	Staffing costs	Starting with the first meeting on the Immigration Stakeholder Committee, upon implementation on the Immigration Strategy

## Immigration Strategy Action Plan

### Monitoring Actions

Strategic Action	Outputs	Indicators	Current Situation	2013 Projection
1.6.1 Develop and deliver a promotional campaign to educate Yukoners about the need and benefits of immigration	Campaign delivered re: benefit of immigrants	# of Yukoners reached through multiculturalism campaign	N/A	Campaign delivered
1.6.2 Determine the reason for Yukon's high immigrant retention rates through a survey	Survey immigrant population re: retention	Information received through analysis of survey responses	N/A	A better understanding of immigrant retention in Yukon
1.6.3 Work to further support retention rates based on the retention survey findings	Retention supported	#s as provided by Citizenship and Immigration Canada on immigrant retention  # of new initiatives to support retention	N/A	Retention rates maintained or increased

### Evaluation

Objective	Outcomes	Indicators	Current Situation	2013 Projection
1.6 Increase immigrant retention rates by promoting the benefits of immigration and celebrating multiculturalism	Retention increased	Immigrant retention rate as provided by Citizenship and Immigration Canada	Immigrant retention rate: 85%	Increase retention rate

## Immigration Strategy Action Plan

### Appendix 1 - List of acronyms and definition of commonly used terms

The Immigration Strategy Working Group will endeavour to use acronym-free documents, unless space restrictions require otherwise. Here is a list of commonly used acronyms that have appeared in Immigration Strategy Working Group documents:

AEB	Advanced Education Branch
AFY	Association franco-yukonnaise
CFIB	Canadian Federation of Independent Business
CIC	Citizenship and Immigration Canada
CYFN	Council of Yukon First Nations
ELT	Enhanced Language Training
ESL	English Second Language
FCR	Foreign Credential Recognition
FCRO	Foreign Credential Referral Office (CIC)
FCRP	Foreign Credential Recognition Program (HRSDC)
FLS	French Language Services
FQR	Foreign Qualification Recognition
INAC	Indian and Northern Affairs Canada
IQAS	International Qualification Assessment Service
ISAP	Immigrant Settlement and Adaptation Program
ISWG	Immigration Strategy Working Group
LINC	Language Instruction for Newcomers to Canada
Non-PR	Non Permanent Resident
PR	Permanent Residency
TESLY	Teachers of English as a Second Language Yukon
TFW	Temporary Foreign Worker
WLT	Workplace Language Training
YBNP	Yukon Business Nominee Program
YBNP	Yukon Business Nominee Program
YFA	Yukon Filipino Association
YG	Yukon Government
YNP	Yukon Nominee Program
YTEC	Yukon Tourism Education Council
YWCHSB	Yukon Workers' Compensation Health and Safety Board

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Diversity analysis	Diversity analysis is a process of examining ideas, policies, programs and research to assess their potentially different impact on specific groups of men and women, boys and girls. Neither women nor men comprise homogeneous groups. Class or socio-economic status, age, sexual orientation, gender identity, race, ethnicity, geographic location, education, physical and mental ability--among other things--may distinctly affect a specific group's needs, interests and concerns
Foreign Credential Recognition	Based on a formal assessment process, the act of recognizing credentials obtained in a country outside of Canada.

### Appendix 2 - Examples of existing immigration and settlement programs and services

Organization/ Stakeholders	Immigration programs and services
<p><b>Association franco-yukonnaise (l'AFY)</b> Includes:</p> <ul style="list-style-type: none"> <li>• <b>Service d'Orientation et de Formation des Adultes (SOFA)</b></li> <li>• <b>RDÉE</b></li> </ul>	<ul style="list-style-type: none"> <li>• Créer et coordonner un comité yukonnais pour l'immigration francophone.</li> <li>• Mettre en œuvre une politique de développement de l'immigration francophone au Yukon.</li> <li>• Travailler à améliorer les capacités d'accueil des communautés francophones en situation minoritaire et renforcer les structures d'accueil et d'établissement pour les nouveaux arrivants d'expression française au Yukon.</li> <li>• Assurer l'intégration économique des immigrants d'expression française au sein de la société yukonnaise.</li> <li>• Assurer l'intégration sociale et culturelle des immigrants d'expression française au sein de la société yukonnaise et de la communauté franco-yukonnaise.</li> <li>• Favoriser la régionalisation de l'immigration francophone à l'extérieur de Toronto et Vancouver, en particulier l'immigration francophone au Yukon.</li> <li>• Identifier des besoins et priorités spécifiques au Yukon.</li> <li>• Solliciter et favoriser l'engagement des acteurs communautaires clés dans différents secteurs (social, économique, culturel, etc.) ayant un rôle à jouer pour l'identification des enjeux et l'avancement du dossier.</li> <li>• Entretenir des espaces de concertation et de collaboration avec les différents paliers gouvernementaux relativement aux besoins et recommandations concertés issus de la communauté et la mise en œuvre conjointe des plans d'action, si les gouvernements ne siègent pas sur le comité.</li> <li>• Développer un plan d'action concerté et pluriannuel pour une mise en œuvre d'initiatives et d'actions répondant aux besoins et priorités identifiés par la communauté, en tenant compte des objectifs.</li> </ul>
<p><b>Association Hispanic Yukonesa</b></p>	<ul style="list-style-type: none"> <li>• To assist Hispanics in Yukon</li> <li>• To promote understanding between Hispanics and Canadians</li> <li>• To provide an interchange conversation program Spanish by English</li> <li>• To organize recreational and cultural activities for members and others</li> <li>• To raise funds for the administration and operation of the Association and for such charitable purposes as are designated by the Association membership from time to time</li> </ul>

## Immigration Strategy Action Plan

Organization/ Stakeholders	Immigration programs and services
<b>Canadian Federation of Independent Business</b>	<ul style="list-style-type: none"> <li>• All members of CFIB has access to a Member Services Counsellor – a free business advisor who can help with a range of business issues including understanding government rules about tax, labour standards, WCHSB, and so on. Counsellors are always available to answer questions on immigration programs and processes.</li> </ul>
<b>Canadian Filipino Association of the Yukon</b>	<ul style="list-style-type: none"> <li>• To assist Filipinos in Canada</li> <li>• To promote understanding between Filipinos and Canadians</li> <li>• To provide education and training opportunities to members of the Association</li> <li>• To organize recreational and cultural activities for members and others</li> <li>• To raise funds for the administration and operation of the Association and for such charitable purposes as are designated by the Association membership from time to time</li> </ul>
<b>Citizenship &amp; Immigration</b>	<ul style="list-style-type: none"> <li>• Local Citizenship and Immigration Canada office considers admissibility of applicants for foreign worker recruitment</li> <li>• Provides information to assist in the temporary foreign worker recruitment process</li> </ul>
<b>Japanese Canadian Association of Yukon</b>	<ul style="list-style-type: none"> <li>• To promote, preserve &amp; increase understanding of Japanese culture and language</li> <li>• To organize social and recreational activities for the Japanese Canadian community and friends</li> <li>• To provide information and support to Japanese Canadians, in particular to Japanese newcomers/visitors in Yukon</li> <li>• To highlight the history and contributions of Japanese in Yukon</li> <li>• To address issues concerning the well being of the Japanese Canadian community</li> <li>• To connect with other Japanese groups across Canada</li> </ul>
<b>Service Canada</b>	<ul style="list-style-type: none"> <li>• Provides the Labour Market Opinion necessary for recruitment of temporary foreign workers</li> </ul>

## Immigration Strategy Action Plan

Organization/ Stakeholders	Immigration programs and services
<b>Yukon College</b>	<ul style="list-style-type: none"> <li>• Workplace Language Training – offers onsite language training that is catered to workers’ specific needs and workplace environments (this program is available to any Yukon resident, including temporary foreign workers)</li> <li>• Enhanced Language Training – offers skilled workers with training outside of Canada an opportunity to improve English skills, gain Canadian work experience, and learn about the foreign credential recognition process (this program is available to Permanent Residents and Refugees only)</li> <li>• Intermediate and Advanced English Second Language – offers general English Second Language training</li> <li>• Literacy, Health, and Safety Project – this project is creating an online literacy curriculum that is rooted in Health and Safety issues (this curriculum will be available to any Yukon resident, but is catered specifically to those workers involved in the Workplace Language Training program)</li> <li>• International Student Recruitment – College Relations and Yukon College International aims to attract more international students</li> </ul>
<b>Yukon WorkinfoNET (YuWIN)</b>	<ul style="list-style-type: none"> <li>• YuWIN provides on-line job board, career planning and learning information</li> </ul>
<b>Yukon Tourism Education Council - (YTEC)-Multicultural Centre of the Yukon</b>	<ul style="list-style-type: none"> <li>• Provides training and education to businesses including health and safety workshops, language benchmarks and foreign credential recognition</li> <li>• Provides training and education to newcomers including occupational standards and certification, the Ready to Work Program and referrals for settlement services</li> <li>• Offers settlement services to immigrants– information sessions, orientation sessions and workshops on life in the Yukon(adaptation)</li> <li>• Offers a Host program to match immigrants and newcomers (retention)</li> <li>• Offers English as a second language program (beginner to intermediate levels).</li> <li>• Offers study groups</li> <li>• Offers women’s group meetings and activities</li> <li>• Assist in the planning of multicultural events to promote a better understanding between immigrants and Yukoners</li> <li>• Distributes Multicultural Guide to Newcomers</li> <li>• Liaise with the different cultural associations</li> <li>• Referral to other service providers if needed</li> </ul>

## Immigration Strategy Action Plan

Yukon government Department	Branch or Office	Immigration Programs and Services	Status
Economic Development	Business & Trade	Yukon Business Nominee Program recommends permanent residency of qualified foreigners as entrepreneurs or self employed professionals.	Ongoing
Education	Advanced Education	<p>Handles all policy related work at the national and territorial levels for immigration</p> <p>Lead for developing the Labour Market Framework using four pillars: training and development, recruitment, retention and LMI that will generate five strategies: training, national recruitment, employee retention, immigration and LMI.</p> <p>Provision of funding for language training</p>	Project
Education	Advanced Education	<p>Yukon Nominee Program</p> <ul style="list-style-type: none"> <li>• Skilled Worker Category</li> <li>• Critical Impact Worker Category</li> </ul>	Ongoing pilot project
Education	Advanced Education	Web based information site designed to assist potential immigrants in accessing opportunities in Yukon.	Ongoing