



Summary: Comprehensive Skills and Trades Training Strategy





The Labour Market Framework

In order for Yukon to take a more strategic approach in addressing labour market needs in the territory, the framework outlines five strategies that needed to be developed:

- Comprehensive Skills and Trades Training Strategy;
- Immigration Strategy;
- Labour Market Information Strategy; and
- Recruitment Strategy and Employee Retention Strategy.

Four summary documents of the five strategies have been produced (the Recruitment Strategy and Employee Retention Strategy were combined into one): this is the summary of the Comprehensive Skills and Trades Training Strategy.

Ce document est également disponible en français.

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Summary

Comprehensive Skills and Trades Training Strategy

Lifelong learning encompasses all learning that aims to improve an individual's knowledge and capabilities over a lifespan. Lifelong learning can be achieved by improving access, quality and equal opportunity to learning; ensuring foundation skills for all; recognising all forms of learning; gathering resources and ensuring that partners work closely together to deliver educational opportunities. The Comprehensive Skills and Trades Training Strategy was developed with these factors in mind.



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The Yukon economy has performed well in the last few years and the future looks promising. To ensure Yukon's future prosperity and wealth, the labour market demand for skilled workers needs to be addressed and Yukoners need to be in a position to take advantage of future opportunities. If Yukon's economy falters, the territory also has to be strategically prepared to address labour supplies.

Why training is important

Skills enhancement plays an important role in improving productivity of the labour force, maintaining the competitive nature of Yukon's economy in the face of globalisation and ensuring that new technologies and advancements are efficiently adopted.

To meet the productivity challenges of the future, many people will need to improve their knowledge and skills. A skilled workforce is needed to maintain labour productivity. For individual workers, skills upgrading may help with self-confidence, may increase productivity and may lead to a better and higher-paying position or a new occupation.

Skills and trades training are also important for groups under-represented in the workforce, such as aboriginal people, youth, older workers, people with disabilities and women in trades. One way to address inequities is to provide these groups with the training opportunities and the tools needed to successfully integrate into the labour market.

The need for a Comprehensive Skills and Trades Training Strategy

In October 2008, the Government of Yukon released the Labour Market Framework. This discussion paper outlined a process to develop strategies that ensure an inclusive and adaptable labour market for the territory. The framework identified the need for a strategic approach to training in Yukon.

The Comprehensive Skills and Trades Training Strategy (CSTTS) aims not only to address Yukon's current and future needs in terms of training, but also to complement and support the work of the other strategies of the Labour Market Framework.

The CSTTS looks into the future and will be a long-term, proactive planning tool for the next ten years. Having a plan to move forward in the face of change is key in coordinating and focusing effective and efficient programs and services.

During the process of developing the CSTTS the need for an action plan that would guide the detailed implementation of the goals and objectives was recognised. The CSTTS Action Plan will be renewed, as needed, every one to three years in order to support new initiatives and to guide monitoring and evaluation. *(A copy of the action plan is available; see the back cover for contact information.)*

Stakeholder participation

The CSTTS is the result of a joint dialogue among key stakeholders. This dialogue supports the creation of sustained and effective investments in the labour force.

The CSTTS is a Yukon-wide initiative that will be delivered by a diverse group of stakeholders. Many businesses, education institutions, governments and non-profit organisations were involved in the creation of the strategy. All stakeholders play an important role in the implementation of the strategy.

Taking a closer look at training

Many questions were brought up during the development of the CSTTS. These questions have informed the strategic approach to supporting training-related activities in the years to come:

- How can the territory improve its approach to training in a way that best meets the needs of Yukoners and the labour market?
- How can access to training programs and services for Yukoners be improved?
- How can transitions between training and employment opportunities be facilitated?

The Comprehensive Skills and Trades Training Strategy is a Yukon-wide initiative that will be delivered by a diverse group of stakeholders.



Challenges and opportunities

During the development of the CSTTS, stakeholders identified and analysed core challenges and opportunities specific to training.

Training program availability and access

The strategy recognises that all Yukoners, including people living in the communities, under-represented groups in the workforce, employers and employees, may face challenges in access to training. A strategy that can limit the challenges Yukoners experience is a step toward ensuring a larger skilled workforce and a vibrant economy.

Learning/employment transitions

Learning and employment transitions have complex challenges. Some examples include: a young adult returning to high school after dropping out or a worker or an employee searching for a different position. The strategy aims to ease and improve transitions to employment and training to enable all Yukoners to achieve their learning and employment goals.

Goals

Goal 1: Ensure training opportunities are available for all Yukon people to adapt effectively and efficiently to changing skills, knowledge and abilities

Rationale: Yukoners of working age, including under-represented groups of the workforce and those living in remote areas, should possess the skills, knowledge and abilities sought by employers to fully participate in the labour market and succeed in the economy.

Goal 2: Facilitate and improve learning and employment transitions

Rationale: Education and employment transitions throughout life are becoming increasingly common. Supporting learning and employment transitions for Yukoners, including under-represented groups, is important for ensuring a strong and diversified workforce.

Objectives, Goal 1

These five objectives support Goal 1:

1.1 Develop an integrated results-based training system

Rationale: The development of an integrated results-based system will ensure efficient monitoring and evaluation of training services and programs. The system will also address the accountability concerns of Yukoners, and provide support for any adjustments to programs and services.

1.2 Improve essential skills and trades training programs

Rationale: Increasing essential skills levels and trades qualifications for all Yukoners, including those who are under-represented in the workforce, will increase Yukon's standard of living.

1.3 Improve both the provision and delivery methods of training programs in the communities

Rationale: Providing Yukoners living in the communities with additional methods of training, such as distance learning and mobile labs, will enable them to pursue adult education in a supportive environment.

1.4 Support employers and self-employed individuals to access training programs

Rationale: Access to training is an important building block for a healthy economy. Supporting employers and self-employed individuals in accessing training will enrich the skill base and increase the diversification of the labour force.

1.5 Foster employer investment in workplace learning

Rationale: Informing employers of the benefits of investing in workplace learning and promoting implementation of training programs for workers will support the development of a skilled workforce.

Objectives, Goal 2

These five objectives support Goal 2:

2.1 Increase awareness of post-secondary education options and student financial assistance

Rationale: Individuals need to make informed decisions about their post-secondary education as it can influence their employment outcomes. Increased awareness of student financial assistance can encourage those with limited income to pursue post-secondary education.

2.2 Build awareness of employment and training opportunities

Rationale: Yukoners will benefit from improved information on available training programs and employment services. Better access to information will increase use of services and programs and should improve employment outcomes.

2.3 Improve and promote access to trades training for high school students

Rationale: Skilled employees in trades sectors are highly sought by employers. Trades as an option for post-secondary education needs to be promoted earlier in the Yukon education system to help reduce projected long-term labour shortages in the trades.

2.4 Use integrated teaching approaches that meet diverse cultural and learning needs.

Rationale: People learn differently. The use of role-modeling, mentoring, coaching or on-the-job training will help improve successful learning outcomes for more Yukoners.

2.5 Establish an effective funding model that ensures continuity of funding programs.

Rationale: The diversity and complexity of funding programs can be a barrier in pursuing and completing post-secondary education. Establish an effective funding model would simplify the system and increase post-secondary opportunities.

Expected results

The way forward

The Comprehensive Skills and Trades Training Strategy will be implemented over a ten-year period and will be guided by a comprehensive action plan. The CSTTS and action plan make several recommendations that will ensure that training opportunities are available and that will help with learning and employment transitions:

- deliver enhanced training programs in partnership with Yukon's stakeholders;
- enhance the Community Training Fund, which supports training initiatives and projects that develop and improve work-related skills of Yukon residents, including those living in the communities;
- support initiatives that encourage employers to contribute to employee training;

- develop and implement career and personal planning projects; and
- review the Student Financial Assistance programs.

Monitoring and evaluating progress

The Comprehensive Skills and Trades Training Stakeholder Committee will play a key role in monitoring and evaluating the progress of the CSTTS and action plan. This group of stakeholders will review and analyse current initiatives, ensure that the goals and objectives are met through the implementation of the action plan, and make changes to the action plan, as needed, based on the needs of the labour market.

Conclusion

Yukon, like other Canadian jurisdictions, has to deal with a shortage of skilled labour, a demographic shift and increased competition. Securing a skilled Yukon workforce is needed to ensure the growth of the territory's economy. Developing essential skills and trades training opportunities that will allow all Yukoners to contribute effectively to their communities is essential. Ongoing work with under-represented groups, such as persons with disabilities, youth, women in trades, aboriginal people, and older workers is critical to ensure social and economic success in Yukon.

If you would like more information about how the Comprehensive Skills and Trades Training Strategy can benefit you or how you can participate in the Comprehensive Skills and Trades Training Stakeholder Committee, please call 867-667-5131 (toll-free 1-800-661-0408, ext. 5131) or go to www.labourmarketframeworkyukon.com. These documents are also available:

- additional copies of this summary;
- a copy of the strategy and action plan; and
- a complete list of the organisations involved in the creation of the strategy and action plan.

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