



Developing an adaptable labour market

A CONVERSATION ON TRAINING, RECRUITMENT AND EMPLOYEE RETENTION

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A Strategic approach

- ▶ Labour Market Framework
 - ▶ Collaborative Approach
 - ▶ Working with Stakeholders
 - ▶ Strategies include:
 - ▶ Comprehensive Skills and Trades Training Strategy
 - ▶ Immigration Strategy
 - ▶ Labour Market Information Strategy
 - ▶ Recruitment Strategy
 - ▶ Retention Strategy

Training strategy

- ▶ **Ensure training opportunities are available for all Yukon people to adapt effectively and efficiently to changing skills, knowledge, and abilities.**
 - ▶ Improve both the provision and delivery methods of training programs in the communities.
- ▶ **Facilitate and improve learning and employment transitions.**
 - ▶ Use integrated teaching approaches that meet diverse cultural and learning needs.
 - ▶ Build awareness of employment and training opportunities.

Training strategy

- ▶ Example of projects for 2015-2016
 - ▶ Foundational Skills Plan
 - ▶ Implementing Canada-Yukon Job Fund
 - ▶ Community Training Fund
 - ▶ LMI Web Portal

Community Training Funds & Canada Job Grant

- ▶ 2015-2016
 - ▶ \$1.5M Annually (Regional, Sector and Projects)
 - ▶ \$460K Heritage Sector: Yukon Heritage Training Fund (Since 2005)
- ▶ Canada Job Grant
 - ▶ 15/16 \$250K
 - ▶ 16/17 \$450K

Discussion



Recruitment and Employee Retention Strategy

- ▶ **Facilitate Yukon employers' ability to recruit suitable employees.**
 - ▶ Increase the awareness of the Yukon as a desirable location to work and live.
 - ▶ Improve Yukon employers' access to information/tools to support their ability to recruit employees.
- ▶ **Enhance Yukon employers' ability to retain skilled employees.**
 - ▶ Increase awareness of the importance of employee retention.
 - ▶ Improve Yukon employers' access to information/tools to support their ability to retain employees.
 - ▶ Increase employers' awareness of the barriers to employee retention.

Recruitment and Employee Retention Strategy

- ▶ Example of projects for 2015-2016
 - ▶ Organize information sessions for employers to improve their knowledge on recruitment and retention
 - ▶ Share onboarding processes and practices used among stakeholders
 - ▶ Interconnect websites promoting the benefits of living/working in Yukon
 - ▶ LMI Web Portal
 - ▶ Establish working relations with organizations/committees working on R&R programs and/or policies

Implementation

- ▶ Stakeholders Committee of each Strategy meet quarterly;
- ▶ Open to any organization with an interest to participate;
- ▶ Consensus-based;
- ▶ Topics to discuss can be proposed by members of the committee;
- ▶ LMF Committees are chaired by 2 individuals: 1 from YG and one from a non-YG organization;

Next steps

- ▶ Do you want to know more or be involved?
- ▶ Contact
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