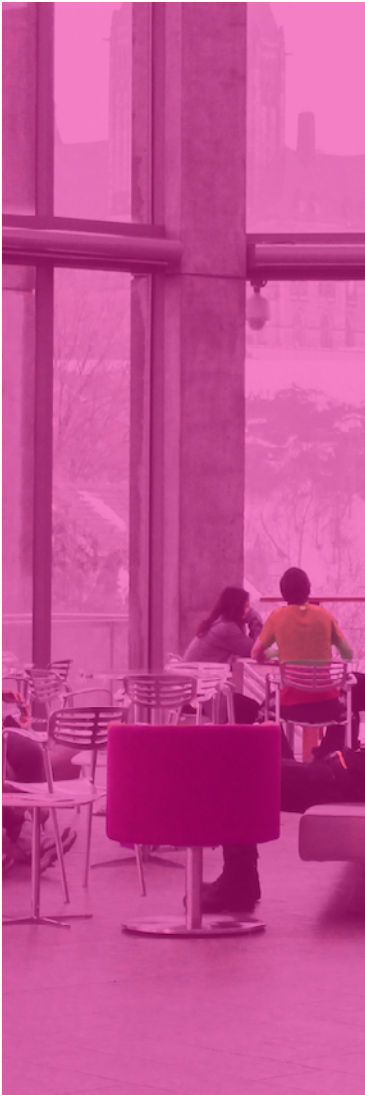




# Learning From One Another

Labour Markets in Yukon





The Future Skills Centre – Centre des Compétences futures (FSC-CCF) is a forward-thinking centre for research and collaboration dedicated to preparing Canadians for employment success. We believe Canadians should feel confident about the skills they have to succeed in a changing workforce. As a pan-Canadian community, we are collaborating to rigorously identify, test, measure, and share innovative approaches to assessing and developing the skills Canadians need to thrive in the days and years ahead.

The Future Skills Centre was founded by a consortium whose members are Toronto Metropolitan University, Blueprint, and The Conference Board of Canada.

If you would like to learn more about this report and other skills research from FSC, visit us at [fsc-ccf.ca](http://fsc-ccf.ca) or contact [info@fsc-ccf.ca](mailto:info@fsc-ccf.ca).

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## Key findings

- The economy in Yukon is expected to grow by 41 per cent between 2024 and 2045. Employment in the territory is expected to increase by 10 per cent, mainly driven by increases in employment in public administration and defence, and commercial and non-commercial services.
- However, the existing labour supply cannot meet the demand for labour in the territory. In 2023, Yukon had the highest rate of vacant jobs in the labour market in the country.
- The aging population, low unemployment rates, and growing demand for employment in the public sector are contributing to the demand for labour and competition across sectors.
- Over the last 10 years, immigration and interprovincial migration have supported the attraction of skilled labour to the territory. However, the housing crisis is a major barrier to attracting skilled labour to the territory—especially for private sector employers.
- Continuing to attract skilled labour to the territory will be key to meeting labour market needs in the short term while the education system in the territory continues to adapt to support training in skills that are in demand.
- Yukon University is the sole post-secondary institution in Yukon. The recent transition of the institution from a college to a university will help build capacity in the North and increase the pipeline of skilled labour located within the territory.
- Continuing to invest in programs that support the growth of entrepreneurship in the territory will help diversify the economy. Entrepreneurship can provide employment opportunities for people living in rural communities in the territory, where opportunities are limited.
- Closing disparities in education and labour force participation among First Nations people in the territory remains a priority.



## Building labour capacity

The economy in Yukon has remained strong despite the COVID-19 pandemic. The growing public service, mining, and tourism sectors along with investments in infrastructure projects will support the territory's economic growth.

However, competition for labour is high and the existing supply cannot meet demand. Several factors will continue to limit the labour force's capacity to meet the demand for labour in the territory. These include the aging population, access to post-secondary education, and disparities in labour market outcomes for Indigenous people, youth, and foreign workers. Yukon will need to continue to attract skilled labour from outside the territory to keep up with employment demand.

This primer provides an overview of Yukon's labour market conditions, including labour recruitment and retention challenges. It is part of a multi-year collaborative research project that explores labour markets in Nunavut, Northern Ontario, and Yukon. (See "Learning from one another project.")

Our labour market analysis highlights which economic sectors are growing or changing and provides insight into the availability and readiness of the resident workforce to take on employment opportunities in the territory. It also helps inform which supports and education are needed to maximize employment for the population living in Yukon and what supports are needed to attract skilled labour to the territory.



### Learning from one another project

Learning From One Another: A Comparative Analysis of Labour Market Needs and Corresponding Skills in Northern Ontario, Yukon, and Nunavut is a multi-year collaborative research project led by The Conference Board of Canada. This project, undertaken for Canada's Future Skills Centre, drew in various Indigenous, government, and post-secondary partners from Northern Ontario, Yukon, and Nunavut. It features a labour market analysis and economic forecast for each region from 2024 to 2045, as well as descriptions of the in-demand skills and key challenges to workforce and skills development in these Northern regions. This is complemented by an analysis and showcase of training and skills development initiatives across the regions.

See our other [Learning From One Another](#) publications for our in-depth analysis.

# A brief overview of the population and economy in Yukon

Of the three territories in Canada, Yukon has the largest population.<sup>1</sup> However, the majority of the population in the territory lives in the Whitehorse area.<sup>2</sup> In the second quarter of 2023, Yukon's population was 45,169 and 79 per cent of the population was living in the Whitehorse area.<sup>3</sup> Whitehorse is the urban centre and economic hub of the territory.

The remaining population lives in small rural communities. In 2023, more than three-quarters of the communities in Yukon outside of Whitehorse had a population of fewer than 500 people.<sup>4</sup> Many of these communities have only one roadway to access them, which means they are susceptible to natural disasters such as fires and flooding that affect citizens' ability to access food and water. There are also limited employment opportunities in many of these small and rural communities.

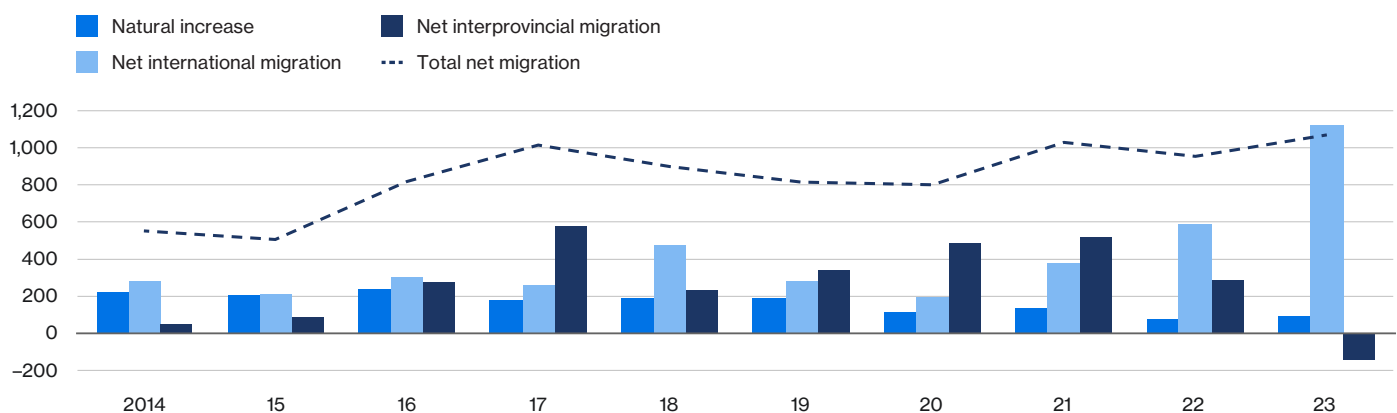
## The population in the territory is growing

Yukon is the fastest-growing population in Canada.<sup>5</sup> Between 2011 and 2021, the population grew by 18.7 per cent, with much of this growth occurring between 2016 and 2021. According to projections from the territorial government done in 2023, the population in the territory is expected to increase by 34.3 per cent between 2021 and 2040.<sup>6</sup>

Both international immigration and interprovincial migration are driving the growth of the population in the territory. (See Chart 1.) Most years between 2014 and 2023, Yukon attracted more residents from other provinces and from other countries than it lost to them. And while every year there were more births than deaths in the territory, the impact of the natural increase on the growth of the population is declining.

### Chart 1

Interprovincial migration and international immigration to Yukon are playing a key role in growing the population (net number of persons)



Note: Estimates are based on year as of July 1.

Sources: The Conference Board of Canada; Statistics Canada.

1 Statistics Canada, "Table 17-10-0009-01."

2 Yukon Bureau of Statistics, "Community statistics."

3 Yukon Bureau of Statistics, *Population Report Second Quarter, 2023*.

4 Yukon Bureau of Statistics.

5 See Table 2 in the [data download](#).

6 Yukon Bureau of Statistics, "Population projections, 2021–2040."

However, the population in the Whitehorse area is growing faster than the population in the rural communities in the territory. Between 2011 and 2021, the population in Whitehorse grew at almost four times the rate compared with the remaining communities in the territory.<sup>7</sup> While there has been some positive migration to rural communities from international immigrants and interprovincial migration, more people are leaving the rural communities in Yukon and relocating to Whitehorse than the reverse.<sup>8</sup>

Improving access to high-speed internet throughout the territory may further increase migration for remote workers to rural communities in the territory.<sup>9</sup> Currently, households have limited access to fibre internet in more rural communities.<sup>10</sup>

## Immigration to the territory is growing

Yukon has the largest representation of immigrants in its population when comparing the three territories. In 2021, 16 per cent of the population in Yukon were either immigrants or non-permanent residents compared with 11 per cent in the Northwest Territories, and 3 per cent in Nunavut. And similar to Canada, the immigrant population in Yukon is growing. Between 2011 and 2021, Yukon's immigrant population increased by 43 per cent while the non-permanent population increased by 178 per cent.<sup>11</sup> Over this 10-year period, 26 per cent of the growth in the population in the territory was from immigrants while 10 per cent was from non-permanent residents.<sup>12</sup>

The majority of immigrants to Yukon are moving to Whitehorse. In 2021, 86 per cent of immigrants in the territory were living in Whitehorse. Similarly, between 2016 and 2021, 92 per cent of immigrants coming to Yukon settled in Whitehorse.<sup>13</sup>

## Yukon is home to several First Nations

Yukon is a territory consisting of 14 First Nations, 11 of which have signed Final and Self-Government Agreements.<sup>14</sup> Nations with a self-government agreement in the territory have a unique constitution and the power to enact laws and to manage their own lands and resources in a manner congruent with their traditional values.

In 2021, 8,810 people making up 22 per cent of the territory's population identified as Indigenous, with almost 80 per cent of the Indigenous population in Yukon identifying as First Nations.<sup>15</sup> While several communities in the territory have a large representation of Indigenous people, 58 per cent of Indigenous people in the territory were living in Whitehorse in 2021.<sup>16</sup> In addition, the Indigenous population in Yukon is growing. Between 2016 and 2021, Yukon's Indigenous population increased by 7.5 per cent.<sup>17</sup> However, while the Indigenous population is growing, knowledge of an Indigenous language is decreasing in the territory. In 2016, 14 per cent of the Indigenous population in Yukon had knowledge of an Indigenous language compared with 8 per cent in 2021.<sup>18</sup>

## The population is aging faster than the Canadian population

The population in Yukon is the oldest of the three territories but is younger than the Canadian population. In 2021, the average age of the population in Yukon was 39.9 years compared with 36.4 in the Northwest Territories, 28.3 in Nunavut, and 41.9 in Canada.<sup>19</sup> However, the population in Yukon is aging faster than the Canadian population and

7 See Table 2 in the [data download](#).

8 See Table 3 in the [data download](#).

9 Government of Yukon, "Xplore Extends Satellite Service to Yukoners into 2023."

10 NorthwesTel, "Every Community project."

11 Yukon Bureau of Statistics, "Immigration, Place of Birth, Citizenship, and Ethnocultural and Religious Diversity."

12 Yukon Bureau of Statistics.

13 Statistics Canada, "Focus on Geography Series, 2021 Census of Population."

14 Council of Yukon First Nations, "Self Government Agreements."

15 Statistics Canada, "Census Profile, 2021 Census of Population."

16 Statistics Canada.

17 Statistics Canada, "Census Profile, 2016 Census"; and Statistics Canada, "Census Profile, 2021 Census of Population."

18 Statistics Canada, "Aboriginal Population Profile, 2016 Census"; and Statistics Canada, "Indigenous Population Profile, 2021 Census of Population."

19 See Table 4 in the [data download](#).

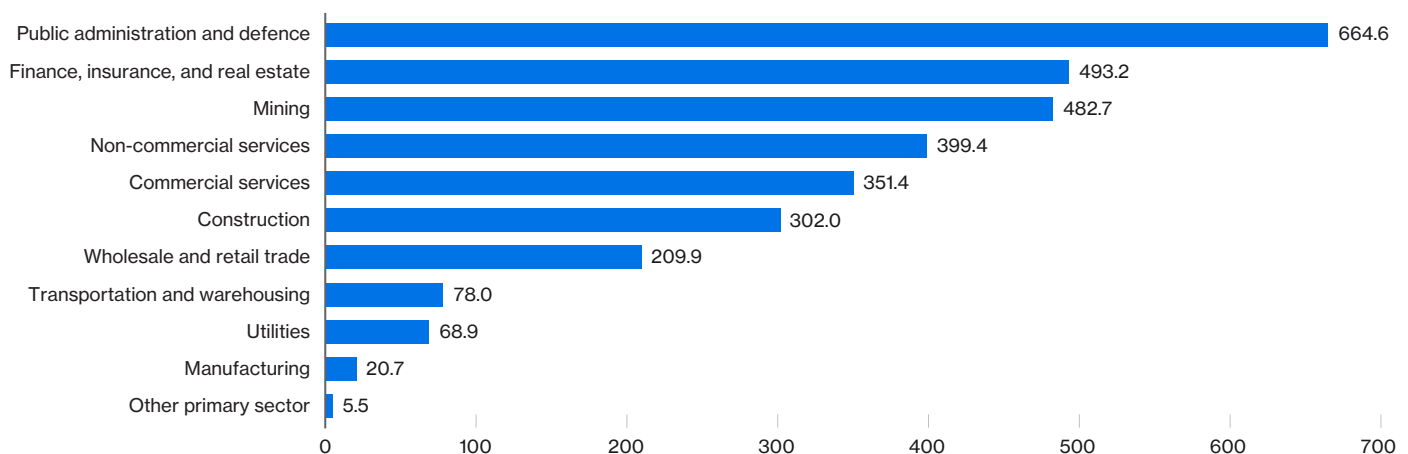
the population in the other territories. Between 2016 and 2021, the share of the population 65 years of age or older grew more in Yukon than in Canada and the other two territories. And retirements in the territory have increased at a rate that is higher than the national rate. Between 2014 and 2022, the number of tax filers reporting Canadian Pension Plan income on their annual tax forms increased by 45 per cent in the territory, which is higher than the national increase of 24 per cent.<sup>20</sup> In addition, population projections for the territory show that the population aged 65 and over is expected to increase by over 100 per cent between 2020 and 2040, while the population aged 0 to 14 is projected to increase by 32.5 per cent and the population of working-age adults between the ages of 15 and 64 will increase by only 21.2 per cent.<sup>21</sup> Retirements in the older population will most likely create many employment opportunities in Yukon.

## Growth in the economy in the territory is strong

GDP growth has been strong in Yukon, with an average growth of 2.3 per cent per year between 2012 and 2022.<sup>22</sup> Yukon was one of the only two provinces or territories to experience GDP growth in 2020 at the peak of the COVID-19 pandemic, with Nunavut being the other. Yukon's resiliency through the pandemic can be attributed to increased mining activity and a smaller impact on employment in the territory caused by economic shutdowns compared with other provinces or territories.<sup>23</sup> In 2022, the largest contributors to Yukon's real GDP were public administration and defence; finance, insurance, and real estate; and mining. (See Chart 2.)

### Chart 2

Public administration; finance, insurance, and real estate; and mining were major contributors to real GDP in Yukon, 2022 (real GDP by industry, 2012 \$ millions)



Notes: Commercial services include scientific and technical services; business, building, and other support services; information and cultural services; arts, entertainment, and recreation; accommodation and food services; other services. Non-commercial services include healthcare, social assistance, and hospitals; educational services. Other primary sector includes agriculture, forestry, fishing and hunting.

Source: The Conference Board of Canada.

<sup>20</sup> Statistics Canada, "Table 11-10-0007."

<sup>21</sup> Yukon Bureau of Statistics, "Population projections, 2021–2040."

<sup>22</sup> Statistics Canada, "Gross domestic product (GDP) by industry, provinces and territories."

<sup>23</sup> Statistics Canada, *Economic impacts of COVID-19 in the provinces and territories*.



According to Conference Board of Canada projections, over the period from 2024 to 2045, real GDP in Yukon is expected to increase by 41 per cent and anticipated to reach nearly \$4.7 billion by 2045.<sup>24</sup> Year-over-year average growth over this period is anticipated to be 1.7 per cent. The mining sector, the public administration sector, and the finance, insurance, and real estate sector will drive real GDP growth in the territory between 2024 and 2045 and will account for over 50 per cent of total real GDP growth. At the same time, the construction sector is projected to experience significant growth in real GDP until the early 2030s before tapering off and eventually declining by 2045.

At the same time, according to these projections, total employment in Yukon is expected to increase by 10 per cent between 2024 and 2045; 13,500 job openings will need to be filled in the territory over this period. The growth in employment over this period will be driven mainly by increases in public administration and defence, and commercial and non-commercial services.

## Public administration is the largest employer in the territory

Public administration is the largest employer in the territory. (See Chart 3.) In fact, in 2023, almost a third of employees in the territory were working in public administration, which was higher than the rate in Canada at 7.1 per cent. Other top industries for employment in the territory include trade, accommodation and food services, and construction. While mining is a large contributor to GDP in Yukon, it is not a major employer of residents living in the territory.<sup>25</sup> Instead, the mining sector relies on out-of-territory labour to meet roughly half of its employment demands.

In terms of job creation, between 2019 and 2023, the construction sector and the healthcare sector had the largest rates of growth in employment in the territory.<sup>26</sup> This trend is expected to continue as the population ages and the territorial and First Nations' governments continue to invest in infrastructure and housing in the territory.

## The large public administration sector creates competition for the private sector

Employment in the public sector in the territory creates competition with the private sector as average wages and benefits in the public service are higher than in the private sector. This limits market supply for other industries.<sup>27</sup> And as the public service continues to grow in the territory, there will be increased competition for employment between the public and private sector. Apart from employment in the federal, territorial, and municipal governments, public administration in the 11 self-governing First Nation communities in the territory contribute to this sector. This creates further competition for employment between the levels of government.



<sup>24</sup> The Learning From One Another project includes an economic forecast with occupational demand scenarios for Yukon. The forecast was completed in September 2023. The findings of the forecast can be found [here](#).

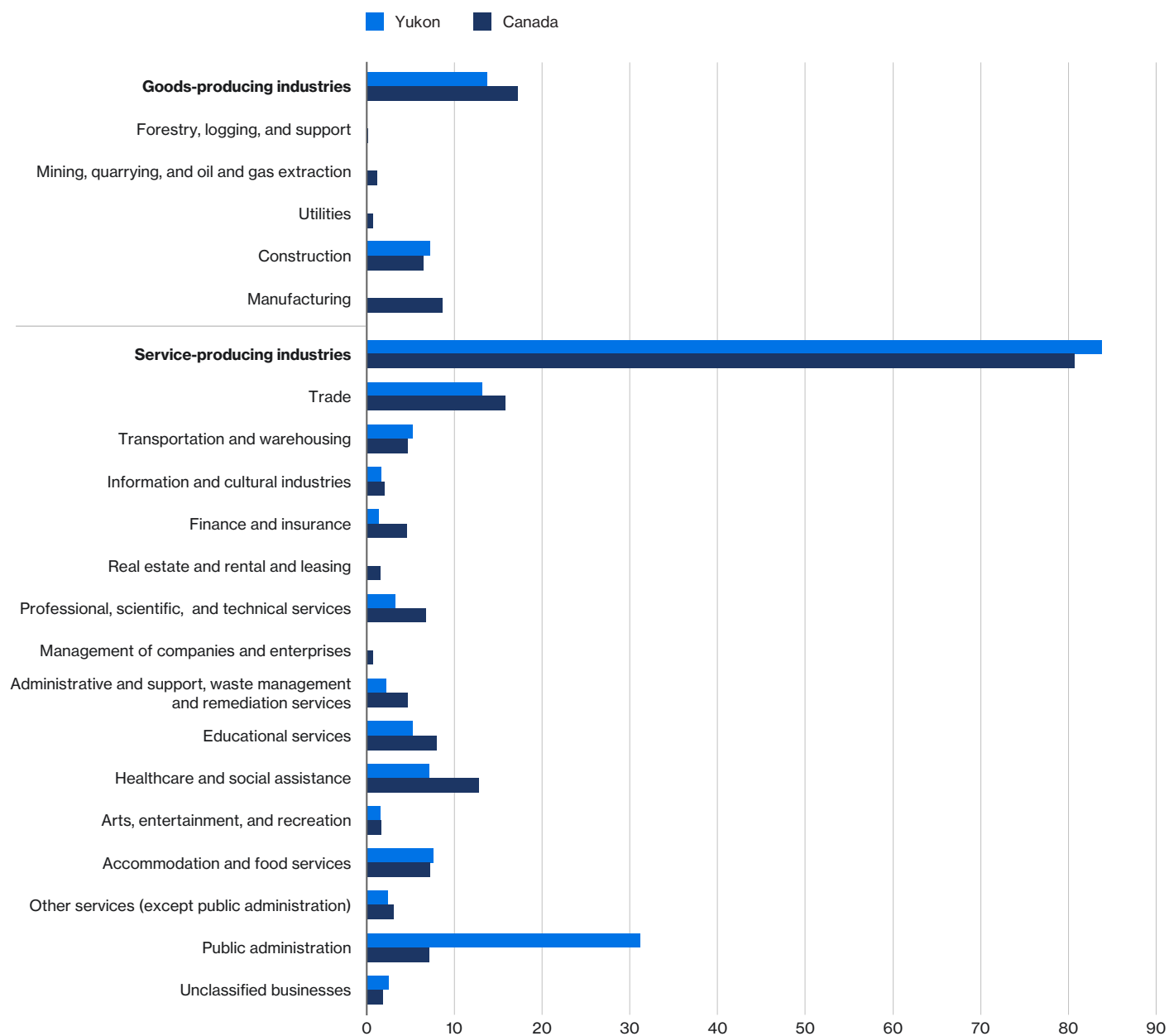
<sup>25</sup> Statistics Canada, "Table 14-10-0450-01."

<sup>26</sup> See Table 5 in the [data download](#).

<sup>27</sup> Yukon Bureau of Statistics, "Survey of Employment, Payrolls and Hours, 2021."

**Chart 3**

Employment in public administration is greater in the territory than in Canada, 2023  
(percentage of total employment)



Note: Some data for Yukon has been suppressed to meet the confidentiality requirements of the Statistics Act.  
Sources: The Conference Board of Canada; Statistics Canada.

### The tourism sector supports employment in rural communities

The tourism sector is also a large employer in the territory and can provide economic and employment opportunities for people living in its rural areas.<sup>28</sup> Many sectors in Yukon contribute either directly or indirectly to the tourism sector. These include the retail trade, accommodation and food services, transportation, and the arts, entertainment, and recreation sectors. In 2020, there were around 400 businesses in Yukon that are directly related to tourism.<sup>29</sup> In terms of employment, estimates suggest that in 2022 about 14 per cent of all jobs in Yukon are in the tourism sector.<sup>30</sup> The industry is poised to recover and grow beyond pre-COVID levels, which will increase the demand for employment in the sectors tied to tourism.<sup>31</sup>

### Yukon also has a strong land-based economy

Yukon also continues to lead the North in terms of farming, agriculture, and land-based economic activities (e.g., raising livestock, growing fruits and vegetables, and poultry and egg farming).<sup>32</sup> In 2021, there were 96 farms across the three territories; of these, 88 were in Yukon. Despite difficult growing conditions and a challenging climate, Yukon farms continue to develop and contribute to a strong local, land-based economy.<sup>33</sup>

## Challenges in the labour market

The demand for employment in Yukon is projected to continue to grow. However, Yukon is already dealing with a shortage of labour, and several challenges will need to be addressed to keep employment opportunities in the territory.

### Labour force participation is declining

Workforce participation in the territory is still strong. In 2023, Yukon had the second-highest labour force participation rate and the lowest unemployment rate in Canada. (See charts 4 and 5.) However, participation in the labour force in the territory is declining. In 2019, the participation rate in Yukon was 76.3 per cent; it dropped to 73.2 per cent in 2023. Yukon experienced the largest drop in labour force participation over the last five years among all of the provinces and territories in Canada.<sup>34</sup>

The growing aging population in the territory is contributing to the declining participation rate. In 2016, adults 65 years of age and older made up 40 per cent of the population not in the labour force in the territory; this number rose to 45 per cent in 2021.<sup>35</sup>

At the same time, there is a higher proportion of working-age adults among the population not participating in the labour market in the territory compared with Canada. In 2021, 55 per cent of the population not in the labour force in Yukon were aged 15 to 64 compared with 50 per cent in Canada.<sup>36</sup>

28 Government of Yukon, "Creative and Cultural Industries Strategy."

29 Howells, "Yukon announces COVID-19 aid for tourism operators, restaurants, non-profits."

30 CBC News, "Tourism rebounded in Yukon last year, but not to pre-pandemic levels."

31 Hatherly, "Yukon's tourism sector sees 'strong return' in 2022."

32 St. Pierre, McComb, and Mhlanga, "Small-scale diversified farming prominent in Yukon and the Northwest Territories."

33 Government of Yukon, "Yukon Agriculture State of the Industry Report 2013 to 2017."

34 See Table 6 in the [data download](#).

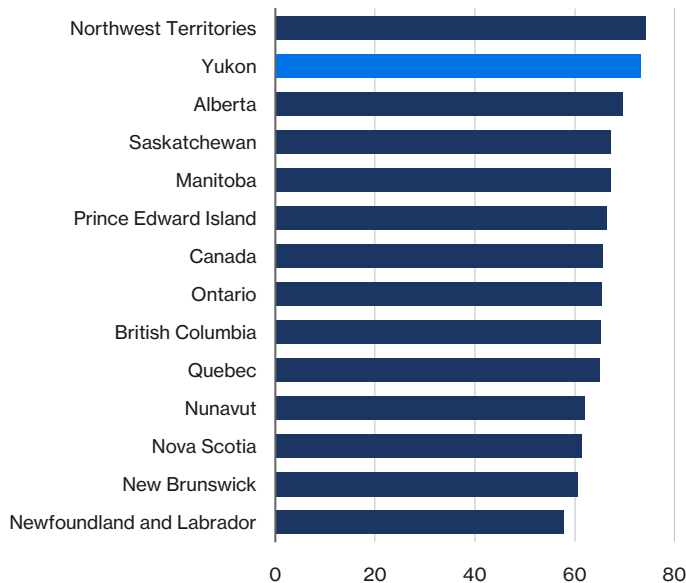
35 Statistics Canada, "Data Tables, 2016 Census"; and Statistics Canada, "Table 98-10-0485-01."

36 Statistics Canada, "Table 98-10-0485-01."



**Chart 4**

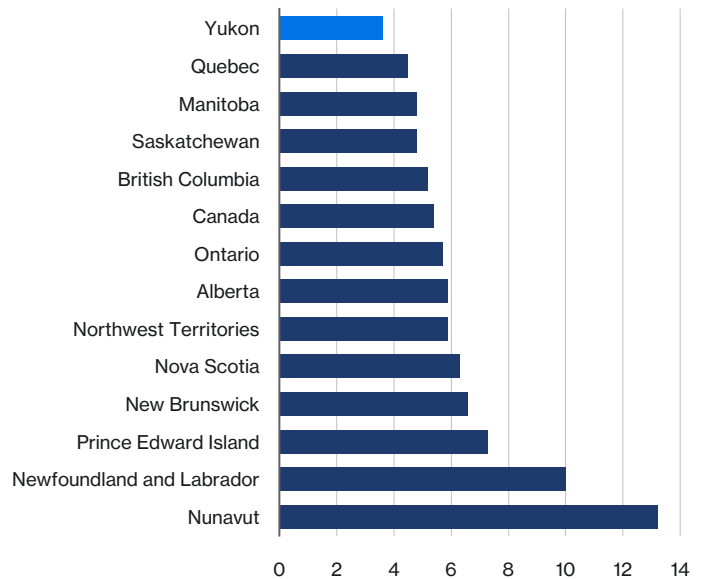
Yukon had the second-highest labour force participation rate in the country, 2023  
(per cent)



Sources: The Conference Board of Canada; Statistics Canada.

**Chart 5**

Yukon had the lowest unemployment rate in the country, 2023  
(per cent)



Sources: The Conference Board of Canada; Statistics Canada.

The majority of working-age adults not participating in the labour force in the territory were able to work. In fact, in 2023, 67 per cent of adults aged 18 to 65 not in the labour force identified as being able to work.<sup>37</sup> That year, among the population in the territory who were currently looking for work, a shortage of jobs matching one's skill set and lack of personal supports such as transportation, daycare, or stable housing were the top-reported difficulties to finding work.<sup>38</sup>

There are also differences in labour market outcomes between Whitehorse and the rural communities in the territory. Rural communities in Yukon have worse labour force outcomes compared with Whitehorse. In 2023, the participation rate in the rural communities outside of Whitehorse was 66 per cent compared with 74.4 per cent in Whitehorse. Also, the unemployment rate in the rural communities outside of Whitehorse was 6.5 per cent compared with 3.2 per cent in Whitehorse.<sup>39</sup>

## A large demand for labour

The supply of labour is a major challenge in the labour market for Yukon. Every year over the past five years, Yukon has had the highest vacancy rates in the country, indicating that the current workforce in the territory cannot meet the existing demand for labour. (See Table 1.) But according to the Yukon Employment and Skills Survey and Labour Demand Survey, the number of working-age adults in Yukon not currently engaged in the labour force is greater than the number of vacant jobs in Yukon.<sup>40</sup>

Looking at the vacancy rates in the territory in 2023, occupations in sales and service and those in the trades, transport, and equipment operators sectors were most in demand.<sup>41</sup> There is also significant demand in the territory to fill vacant positions that require no post-secondary education.

37 Yukon Bureau of Statistics, *Yukon Employment and Skills Survey 2023*.

38 Yukon Bureau of Statistics.

39 Yukon Bureau of Statistics, *Yukon Employment Annual Review 2023*.

40 Government of Yukon, "Government of Yukon begins engagement on Yukon Labour Market Development Strategy."

41 Statistics Canada, "Table 14-10-0444-01."

**Table 1**

Yukon has the highest job vacancy rates in the country  
(annual job vacancy rate, per cent)

| Region                    | 2018 | 2019 | 2021 | 2022 | 2023 |
|---------------------------|------|------|------|------|------|
| Canada                    | 3.2  | 3.2  | 4.7  | 5.4  | 4.2  |
| Newfoundland and Labrador | 2.0  | 2.2  | 3.2  | 3.7  | 3.4  |
| Prince Edward Island      | 3.4  | 3.1  | 4.3  | 5.3  | 4.3  |
| Nova Scotia               | 2.7  | 2.9  | 4.1  | 5.0  | 4.2  |
| New Brunswick             | 3.0  | 3.0  | 4.2  | 4.6  | 3.8  |
| Quebec                    | 3.1  | 3.5  | 5.4  | 5.8  | 4.5  |
| Ontario                   | 3.2  | 3.1  | 4.5  | 5.2  | 3.8  |
| Manitoba                  | 2.5  | 2.6  | 3.8  | 4.6  | 4.1  |
| Saskatchewan              | 2.2  | 2.2  | 3.7  | 4.8  | 4.7  |
| Alberta                   | 2.8  | 2.6  | 3.8  | 4.8  | 4.1  |
| British Columbia          | 4.5  | 4.4  | 5.7  | 6.1  | 4.7  |
| Yukon                     | 4.5  | 5.3  | 6.4  | 7.4  | 5.7  |
| Northwest Territories     | 3.3  | 3.2  | 5.6  | 6.5  | 5.4  |
| Nunavut                   | 3.2  | 3.4  | 3.5  | 3.1  | 3.7  |

Notes: The annual job vacancy rate was calculated by taking the average across the four quarterly job vacancy rates in each year.

The job vacancy rate is adjusted for seasonality.

Sources: The Conference Board of Canada; Statistics Canada.

According to the Yukon Labour Demand Survey in 2022, 48 per cent of the vacant jobs in the territory required no minimum level of education and 19 per cent of vacant jobs required a high school diploma or equivalent. (See Chart 6.) The demand to fill positions that require no post-secondary education is also greater in Yukon compared with Canada.<sup>42</sup> National and regional trends in Canada show that the demand for labour in jobs requiring no post-secondary education exceeds the number of people looking for jobs that require no post-secondary education—a trend that started in Canada in the third quarter of 2021.<sup>43</sup> This finding, along with the large number of working-age adults in the territory who are not working but are able to work, suggests that there is a need to develop policies and programs to support labour market participation and reduce barriers to employment in the territory.

While demand also exists in jobs that require post-secondary credentials in the territory, the demand for workers with apprenticeship or trades certificates is largest. In 2022, 17 per cent of vacant jobs required an apprenticeship or trades certificates. (See Chart 6.)

#### Immigration is helping to fill the demand for labour

With a large portion of growth in Yukon's population due to international migration, immigrants and non-permanent residents are helping to fill the demand for labour in the territory. Programs such as the Yukon Nominee Program provide opportunities for skilled foreign workers to enter the territory and speed up the process of obtaining permanent residency.<sup>44</sup> Due to the program's success, and continued labour shortages in the territory, the Yukon government increased the number of applicants accepted in 2023.<sup>45</sup>

42 Statistics Canada, "Table 14-10-0328-01."

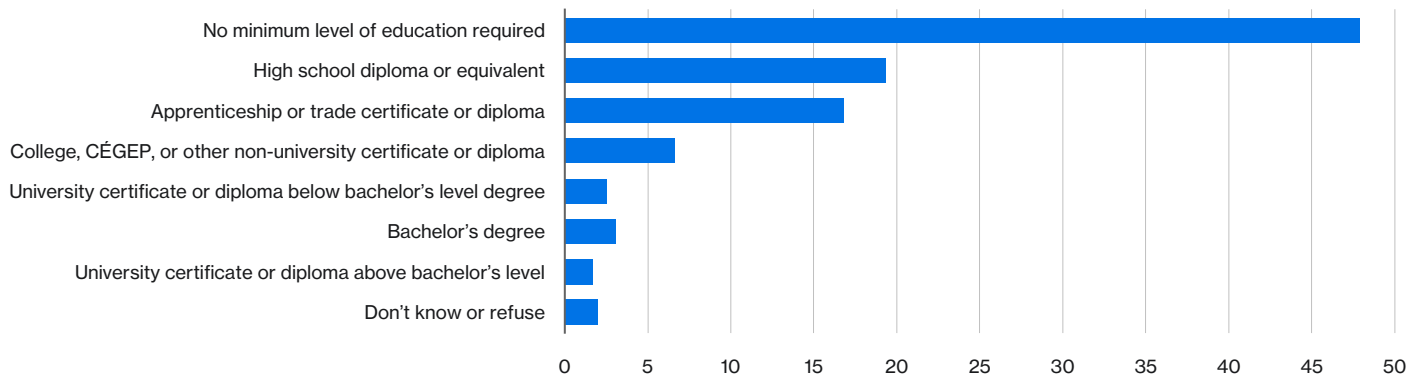
43 Morissette, "Unemployment and job vacancies by education, 2016 to 2022."

44 Government of Yukon, "Learn about the Yukon Nominee Program process."

45 Yukon News, "Yukon Nominee Program Increases Immigration Allocation."

**Chart 6**

Over two-thirds of vacant jobs require no post-secondary education, Yukon 2022  
(percentage of vacant jobs that require the education level)



CÉGEP = collège d'enseignement général et professionnel  
Sources: The Conference Board of Canada; Yukon Bureau of Statistics.

In 2021, immigrants and non-permanent residents made up 20 per cent of the labour force in the territory.<sup>46</sup> Yukon has the highest representation of immigrants and non-permanent residents in the labour market of the three territories, but it is lower than the national rate at 29 per cent.<sup>47</sup> However, in 2021, Yukon had a higher proportion of immigrants admitted on economic grounds—69 per cent compared with Canada at 54 per cent.<sup>48</sup> Among immigrants employed in the territory, almost a third in 2021 were working in sales and service occupations. (See Chart 7.) Other top occupation categories for immigrants in Yukon were business, finance, and administration and those in education, law, social, and community government services.

### The territory relies on out-of-territory workers to fill labour demands

In addition to international migration, Yukon depends on employees from outside of the territory to help fill its demand for skills and labour. The reliance on out-of-territory workers has remained relatively stable over the last decade. In 2010, out-of-territory employees represented 13 per cent of the territory's workforce, which fell to 12 per cent in 2019.<sup>49</sup>

However, the reliance on out-of-territory workers means that less income earned in the territory flows through Yukon's economy. In 2019, out-of-territory employees earned 8 per cent of the total employment earnings in the territory.<sup>50</sup>

Out-of-territory workers can be found across most sectors in Yukon. However, some sectors are more reliant on these workers. (See Chart 8.) In Yukon, the mining and quarrying and oil and gas extraction sector has been the most reliant on out-of-territory workers. In fact, in 2019 half of all workers in the sector were out-of-territory employees. Following the trend in mining in 2019, 28 per cent of the employees in the manufacturing sector, 21 per cent of employees in the construction sector, and 19 per cent of employees in the accommodation services sector were out-of-territory workers.

46 Statistics Canada, "Table 98-10-0442-01."

47 Statistics Canada.

48 Statistics Canada, "Census Profile, 2021 Census of Population."

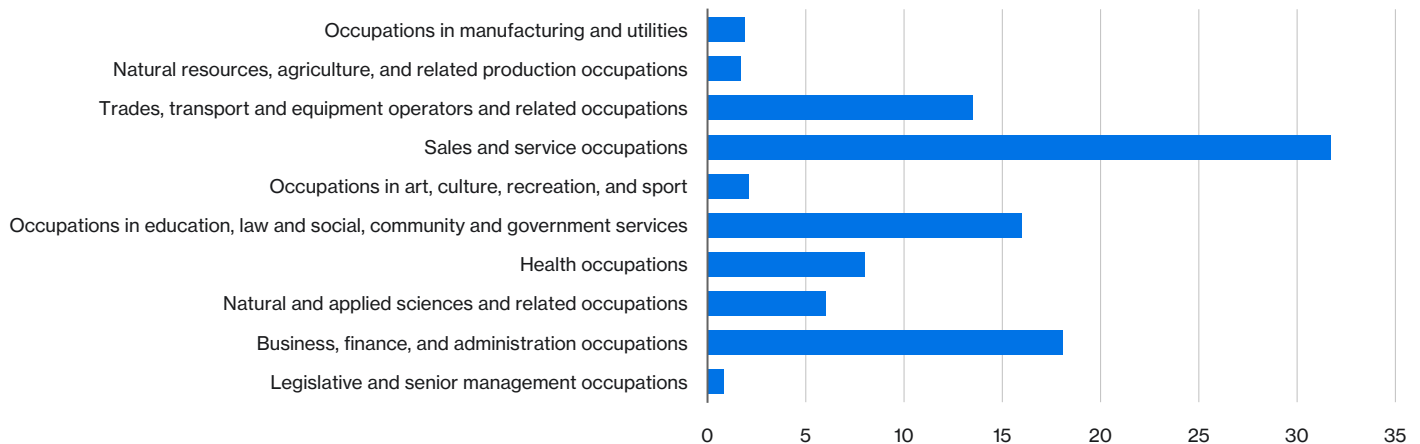
49 Data on interjurisdictional labour is currently available from Statistics Canada up to 2020, but 2019 estimates are presented as the estimates in 2020 may be impacted by COVID-19 and the lockdowns in the territory; and Statistics Canada, "Table 14-10-0448-01."

50 Statistics Canada, "Table 14-10-0449-01."



**Chart 7**

Almost a third of immigrants employed in Yukon are working in sales and service occupations, Yukon 2021  
(percentage of immigrants working in the occupation category)

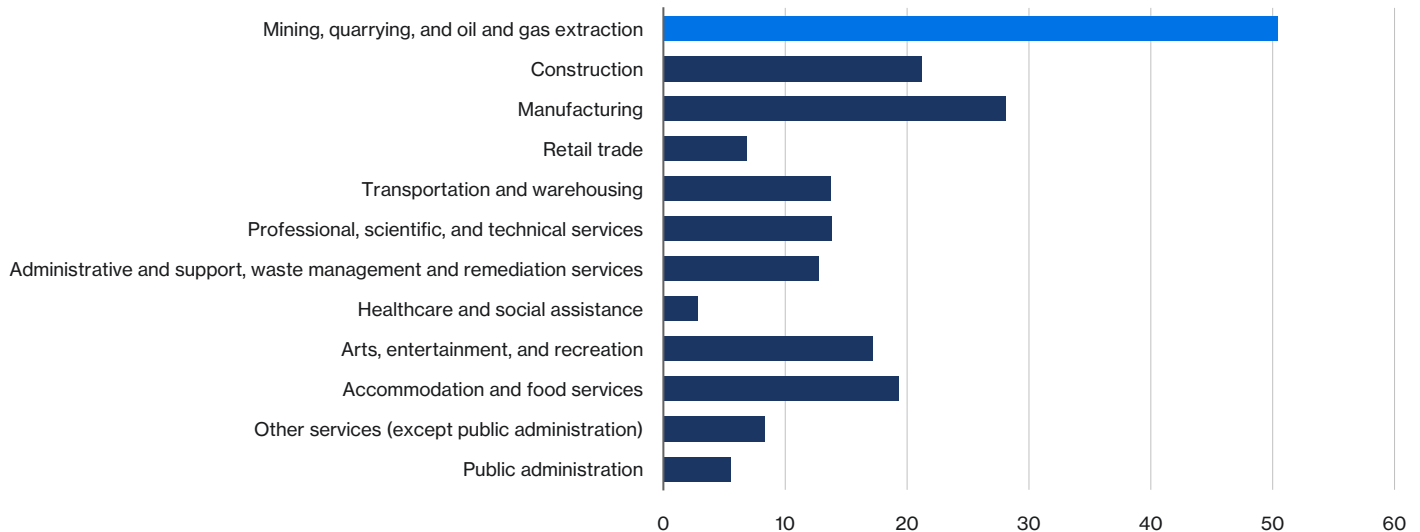


Note: Data includes the immigrant population employed in the labour force aged 15 and older.

Sources: The Conference Board of Canada; Statistics Canada.

**Chart 8**

Mining, quarrying, and oil and gas extraction was the sector most reliant on out-of-territory workers, Yukon, 2019  
(percentage of the workforce in the territory that is an out-of-territory worker)



Notes: Industry sectors were categorized based on the 2017 North American Industry Classification System Version 3.0. Data was not available for the following sectors: utilities, wholesale trade, information and cultural industries, finance and insurance, real estate and rental and leasing, management of companies and enterprises, educational services, and industry unknown.

The proportion of the workforce in a given sector that is an out-of-territory worker is calculated by dividing the number of incoming out-of-territory workers in Yukon by the total Yukon workforce in a given sector.

The total Yukon force in a given industry is a composite of the incoming workforce, the outgoing workforce, and the resident workforce. The outgoing workforce reported T4 earnings both inside and outside the Yukon and were included in the total Yukon workforce.

Only employees aged 18 years and older reporting more than \$1,000 of T4 earnings are included.

Data on interjurisdictional labour are currently available from Statistics Canada up to 2020, but the estimates in 2020 would be impacted by COVID-19 and the lockdowns in the territory.

Sources: The Conference Board of Canada; Statistics Canada.

## Meeting the employment demands in the territory

Retirements in the growing aging population in the territory will most likely create many employment opportunities in Yukon. But with the existing high vacancy rates and declining participation rates, it may be a challenge to fill these roles. To fill the demand for labour in the territory, it will be important to continue attracting skilled labour and at the same time engage all working-age adults in the labour market by closing gaps in labour market participation for Indigenous people, women, youth, and people with disabilities. In addition, the education system in Yukon will need to continue to adapt to support the training of the resident population with the skills that are in demand in the labour market.

### The housing crisis is a barrier to attracting skilled labour to Yukon

Attracting skilled labour to relocate to the territory either through immigration or interprovincial migration helps keep employment opportunities and earnings in the territory. However, the housing crisis in Yukon is a major barrier for employers who cannot secure employees from outside of the territory because of the availability and affordability of housing. The cost of housing in Whitehorse has increased by 75 per cent over the last decade.<sup>51</sup> In 2023, rental prices in Whitehorse were at an all-time high and the vacancy rate for buildings with three or more rental units was 1.3 per cent.<sup>52</sup>

The construction of housing in the territory has not kept up with the growth of the population over the last 10 years.<sup>53</sup> The growth in the public service sector in the territory is also contributing to the housing crisis for employers in the private sector, given the wage gap between people employed in the public versus the private sector.<sup>54</sup> Employers in the private sector struggle to attract employees to the territory as prospective employees cannot afford the cost of housing.

As a result of the housing crisis in the territory, homelessness in Whitehorse increased by 30 per cent between 2021 and 2023, with Indigenous people disproportionately impacted.<sup>55</sup> The top barriers to housing in 2023 for the homeless population in Whitehorse were unaffordable rent, low income, discrimination, and addictions.<sup>56</sup>

### Closing disparities in labour market participation can help fill the demand for labour

Engaging working-age adults living in the territory in the labour market will be necessary to support a healthy worker-to-dependant ratio and meet labour market demands in the territory. This will require reducing disparities in labour market outcomes for Indigenous people, immigrants, women, youth, and people with disabilities.

### Indigenous people have lower labour market outcomes than non-Indigenous people

Gaps exist within Yukon in the labour market outcomes between Indigenous people and non-Indigenous people. In fact, the gap between the participation rate and unemployment rate between the Indigenous and non-Indigenous populations in Yukon is larger than in the provinces but smaller than in the Northwest Territories and Nunavut. (See Chart 9.) In 2023, the labour force participation rate of the Indigenous population in the territory was 63.3 per cent, while 75.0 per cent of the non-Indigenous population were participating in the labour market. And the unemployment rate in the Indigenous population in the territory was 10.5 per cent, which is more than four times greater than the unemployment rate in the non-Indigenous population at 2.4 per cent.

51 Proulx, "No Vacancy."

52 Yukon Bureau of Statistics, *Yukon Statistical Review 2023*.

53 Proulx, "No Vacancy."

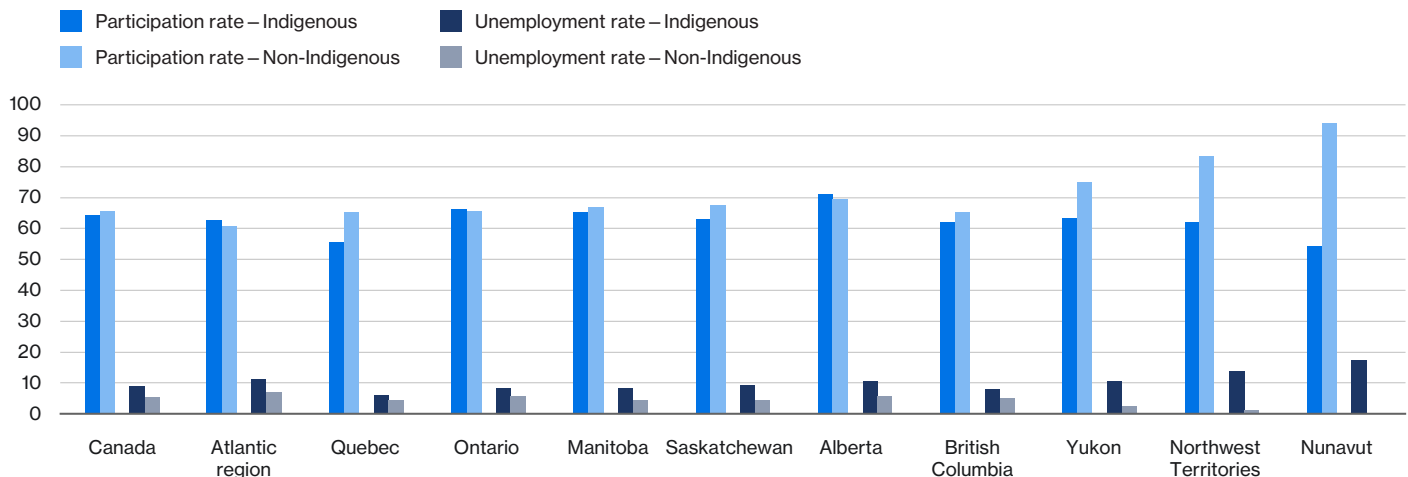
54 Lach-Aidelbaum, "How Yukon's booming economy and rapid population growth has led to a housing crisis."

55 Safe at Home, *Whitehorse 2023: Point-In-Time Report*.

56 Safe at Home.

### Chart 9

Gaps in labour force participation and unemployment between Indigenous and non-Indigenous populations in Yukon are some of the greatest in the country, 2023  
(per cent)



Notes: Data includes population age 15 and over. The unemployment rate in Nunavut has been suppressed to meet the confidentiality requirements of the Statistics Act. Sources: The Conference Board of Canada; Statistics Canada.

The public service is a major employer for the Indigenous population in the territory. In 2023, 51 per cent of Indigenous workers were employed in the public sector while only 42 per cent of non-Indigenous workers were employed in the public sector.<sup>57</sup> However, Indigenous people are under-represented in the territorial government, which is actively trying to increase Indigenous employment.<sup>58</sup>

On the other hand, Indigenous workers employed in goods-producing sectors in the territory are primarily employed in the construction and mining sector.<sup>59</sup> Many mining and resource extraction companies in the territory have preferential hiring policies to attract labour from regional First Nation communities.

Finally, many Indigenous people in Yukon's labour force also participate in the traditional economy. In 2017, nearly 60 per cent of First Nations people in Yukon participated in hunting, fishing, or trapping, while 47 per cent gathered wild plants.<sup>60</sup>

However, managing the demands of employment in the wage economy with land-based activities can be a challenge for Indigenous people. For example, the traditional work schedules for jobs in the wage economy may prevent Indigenous people from being able to take time off of work to participate in cultural and land-based activities. The inability to participate in land-based activities as a result of work schedules has been shown to be an important contributor to employee turnover for Indigenous people.<sup>61</sup>

#### More supports are needed to take advantage of the post-secondary skills of immigrants

Immigration is playing an important role in supporting the labour market in Yukon. Programs such as the Yukon Nomination Program help attract skilled workers to the territory. However, public engagement in the Yukon Nomination Program revealed that only about a third of respondents indicated that the program is meeting labour market needs in the territory.<sup>62</sup>

57 Yukon Bureau of Statistics, *Yukon Employment Annual Review 2023*.

58 Connors, "Yukon public service struggling to increase number of Indigenous workers."

59 Statistics Canada, "Indigenous Population Profile, 2021 Census of Population."

60 Statistics Canada, "Labour Market Experiences of First Nations people living off reserve."

61 Fiser, MacLaine, and Lalonde, *Working Together*.

62 Government of Yukon, *What We Heard*.



The results of the public engagement also suggested that there is a need to focus on attracting more highly skilled immigrants to the territory.

While there is a need to attract immigrants with high levels of skills to the territory, data from Statistics Canada suggests that, similar to Canada, the skills of immigrants already in the territory are being underutilized.<sup>63</sup> In the territory, many immigrants are working in jobs with educational requirements below their existing post-secondary skills—with the problem being greater in Yukon compared with Canada. In 2021, in Yukon 28 per cent of immigrants aged 15 and over with a post-secondary education were working in an occupation that required no post-secondary education compared with 23 per cent in Canada. (See Chart 10.) The data also shows that the over-qualification of immigrants in the territory is greatest among immigrants who received their post-secondary education from outside of the country. Public engagement in the territory revealed that foreign credential recognition is an obstacle for highly skilled immigrants in the territory.<sup>64</sup>

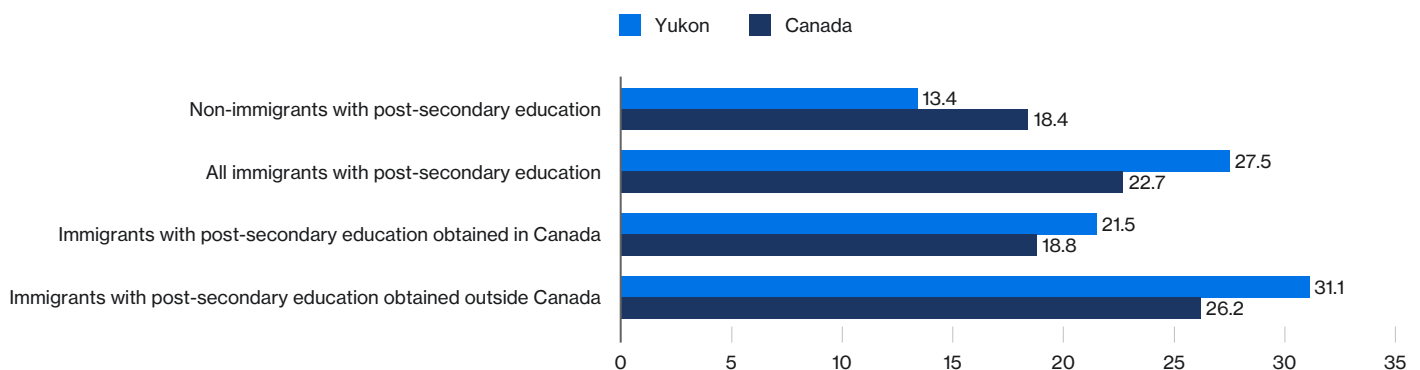
In Yukon there are a limited number of organizations that can verify international credentials. Instead, immigrants with foreign credentials often need to obtain a licence in another provincial jurisdiction before practising in Yukon. This results in increased costs and time delays in getting foreign credentials recognized.

There is also a need to support the integration and retention of immigrants in the territory. Retention rates among immigrants between 2010 and 2019 in the Northwest Territories and Yukon were some of the lowest in the country.<sup>65</sup> However, the retention rates for the Yukon Provincial Nominee Program are higher than for the federal immigration programs. Supports identified to improve the retention of immigrants in the territory include access to affordable and suitable housing, improved processes for credential recognition, more education on the culture and landscape of Yukon pre-admission, and better access to settlement services for immigrants settling outside of Whitehorse.<sup>66</sup>

#### Chart 10

A higher proportion of immigrants with a post-secondary education are over-qualified for their current position in Yukon compared with Canada

(percentage of workers with a post-secondary education working in an occupation that does not require a post-secondary degree, 2021)



Note: Data includes the employed immigrant and non-immigrant populations age 15 and over with a post-secondary degree.

Sources: The Conference Board of Canada; Statistics Canada.

63 Statistics Canada, "Table 98-10-0443-01."

64 Government of Yukon, *What We Heard*.

65 See Table 7 in the [data download](#).

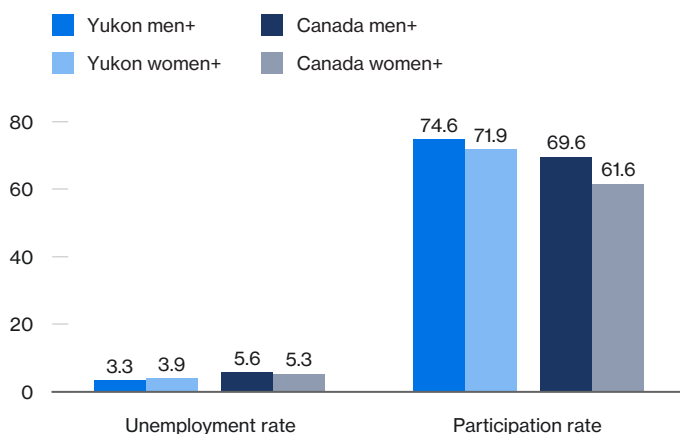
66 Government of Yukon, *What We Heard*.

## Women are an overlooked source of labour in the trades

Similar to Canada there are differences in labour market outcomes among men and women in Yukon. However, in 2023 the gaps in labour market participation between men and women were smaller in the territory compared with Canada. (See Chart 11.) There is also a wage gap between men and women. The 2021 Census shows that across all age groups women make less than men—the average wage in Yukon was \$62,150 for men while only \$54,100 for women.<sup>67</sup>

### Chart 11

The gender gap in labour force participation is smaller in Yukon compared with Canada, 2023 (per cent)



Notes: Data includes the population aged 15 and over. Gender refers to an individual's personal and social identity as a man, woman, or non-binary person (a person who is not exclusively a man or a woman). Men+ includes men (and/or boys) as well as some non-binary persons while women+ includes women (and/or girls) as well as some non-binary persons.

Sources: The Conference Board of Canada; Statistics Canada.

There are also differences in the type of occupations in which women and men are employed in Yukon. In 2021, women were more likely than men to be working in occupations in health; business, finance, and administration; education, law and social, community and government services while men were more likely to be working in trades, transport, and equipment operator and related occupations.<sup>68</sup> Women in the territory were also more likely to be employed in the public service sector than men.<sup>69</sup>

While Yukon is facing a labour shortage in occupations in the trades as evidenced by the vacancy rates in the territory, women are an underutilized source of labour in this field. More funding and training incentives are needed to support their inclusion in the trades. In the territory, mentorship, child care, support with entry into the workforce, workforce anti-harassment policies, and women-only education programs have been identified as important supports needed to encourage more women to enter the trades.<sup>70</sup> Programs such as Yukon University's Women in the Trades provide training opportunities in select trades that are open only to women and non-binary people and address important supports including financial assistance and wrap-around supports, job placement, and career networking opportunities.<sup>71</sup>

## Physical and mental health supports are needed to improve labour market participation

The health of the population in the territory also impacts individual participation in the labour market. Canadian data shows that people with a disability are less likely to be employed than people without.<sup>72</sup> Mental and physical illnesses can also contribute to unemployment while on the job they can lead to underemployment, absenteeism, and lower productivity.<sup>73</sup>

67 Statistics Canada, "Income Explorer, 2021 Census"; and Statistics Canada, "Census Profile, 2021 Census of Population."

68 See Chart 16 in the [data download](#).

69 Yukon Bureau of Statistics, *Yukon Employment December 2023*.

70 Madsen, *Making It Work*.

71 Yukon University, "Applications open for free welding program aimed at women and non-binary persons."

72 Hébert and others, "A demographic, employment and income profile of persons with disabilities aged 15 years and over in Canada, 2022."

73 OECD, "Sick on the Job?"

In 2022, Yukon had the highest proportion of people living with disabilities among the Canadian territories. That year, the disability rate in Yukon was 31.4 per cent, which is higher than the national rate at 27.0 per cent.<sup>74</sup> At the same time, in 2023 Yukon had the highest per capita death rate from illicit drugs in the country. First Nations in the territory are disproportionately impacted by the opioid crisis.<sup>75</sup> The territory is investing in programs that support the inclusion of people with disabilities in the labour market and improving access to substance use treatment in the territory.<sup>76</sup> However, more work is needed as data shows that the population in the territory with a disability has grown in recent years along with the opioid crisis.<sup>77</sup>

### **Youth are an important source of labour**

The territory recognizes the role that youth play in the development of a pipeline of skilled labour in the territory and are making investments in programming to support and prepare youth for the labour market. In 2023, the government funded 12 community programs to support youth and provide them with opportunities to try extracurriculars in arts, music, theatre, or sports.<sup>78</sup> Yukon University also has initiatives like after-school clubs to help youth and children learn about careers and skills in science, technology, engineering, and math.<sup>79</sup> Organizations like BYTE – Empowering Youth Society host workshops and conferences to help young people develop leadership skills, learn about equity and allyship, get help with job preparation, and hear about other topics that are relevant to youth.<sup>80</sup>

### **The education system in the territory is adapting to meet labour market demands**

The education system in the territory is changing to support the development of skills among the resident population in the territory. However, Yukon will likely need to continue to turn to labour from outside of the territory in the short term to meet the existing demand in the labour market.

### **High school graduation rates are lowest among Indigenous and rural students**

Graduation rates in Yukon have remained relatively stable except for a drop that occurred in 2020-21, which is likely related to the COVID-19 pandemic. (See Chart 12.) However, the rates of high school attainment in the territory are lower among Indigenous students and students attending rural schools. In 2021-22, the graduation rate across the territory was 81 per cent, while the graduation rate for rural students was 76 per cent and 71 per cent for Yukon First Nations students. However, the Yukon First Nation Education Directorate has criticized the Yukon government's reported high school graduation rates, claiming they are inflated by excluding students who dropped out before Grade 12.<sup>81</sup> The Yukon First Nation Education Directorate's data shows significantly lower graduation rates for Indigenous students, highlighting broader issues within the education system and calling for greater transparency and accountability from the government.

74 Statistics Canada, "New data on disability in Canada, 2022."

75 Joannou, "It's going to take the community."

76 Government of Yukon, "Find services if you have a disability"; and Health Canada, "Government of Canada signs agreement with Yukon delivering nearly \$86 million to improve health care."

77 Statistics Canada, "New data on disability in Canada, 2022"; and CBC News, "Yukon's substance use emergency strategy has lots of recommendations, no timelines."

78 Government of Yukon, "Twelve community groups receive funding to support Yukon youth."

79 Yukon University, "YukonU Youth Moving Mountains."

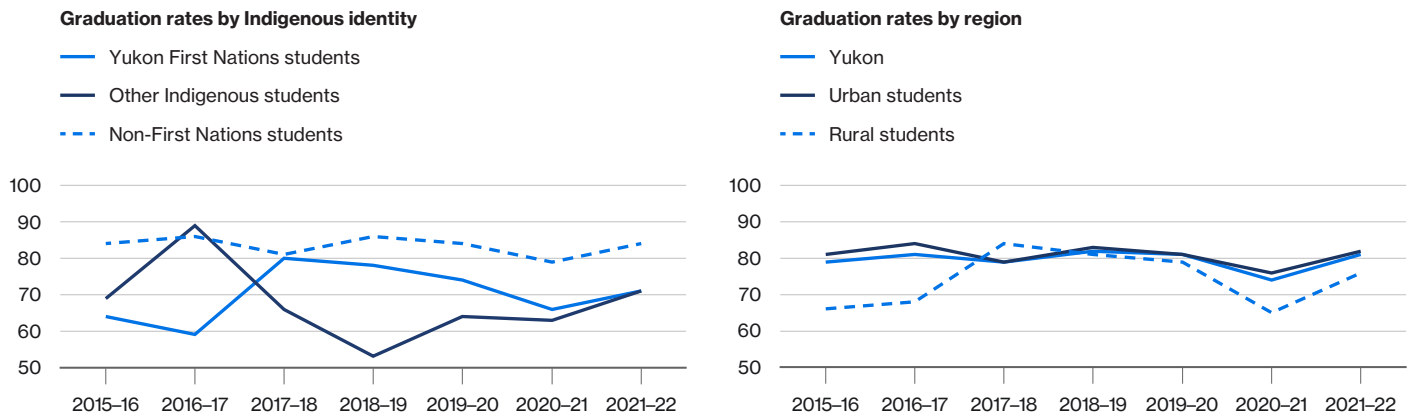
80 BYTE Empowering Youth, "BYTE."

81 Elliot, "First Nations Education directorate challenges Yukon government's graduation rate claim."



**Chart 12**

High school graduation rates are lower among Indigenous and rural students in the territory  
(high school graduation rate)



Sources: The Conference Board of Canada; Government of Yukon.

School attendance is one issue that may contribute to the gap in high school graduation rates in the territory. A report by The Yukon Child and Youth Advocate Office showed that 55 per cent of First Nations students and 29 per cent of non-Indigenous students experienced chronic absenteeism at Yukon schools.<sup>82</sup> Several barriers to school attendance were identified, including limited access to educational and behavioural supports, safety at school, belongingness and culture, mental health and trauma, and personal factors including food security and housing. The Yukon government is taking steps to develop and implement a student outcome strategy that will improve primary and secondary education outcomes in the territory, especially for rural and Yukon First Nations students, which includes greater oversight of education in the territory by Yukon First Nations.<sup>83</sup>

The Yukon First Nation Education Directorate was established in 2019, followed by the establishment of the First Nation School Board in 2022. The Yukon First Nation Education Directorate provides a range of wraparound services for Indigenous students and the First Nation School Board currently operates 11 public schools in Yukon.<sup>84</sup> Moving forward, both

the First Nation School Board and Yukon government will require more educators and support staff to work in an expanding network of new and existing schools in the territory.

### The transition of Yukon College to a university supports training in the territory

Post-secondary education rates in Yukon are nearly on par with the Canadian rates, and typically higher than the other territories. (See Chart 13.) However, the majority of people in Yukon with a post-secondary education received their education from outside the territory. According to the 2021 Census, only 19 per cent of people living in Yukon with a post-secondary education received their education from within the territory.<sup>85</sup> And in 2023, only 5 per cent of the population aged 18 to 65 in the territory had completed their highest level of post-secondary education at Yukon University.<sup>86</sup>

82 The Yukon Child & Youth Advocate Office, *Review on School Attendance in the Yukon*.

83 Hatherly, "Long-standing gaps in student outcomes persist as Yukon government works to close them."

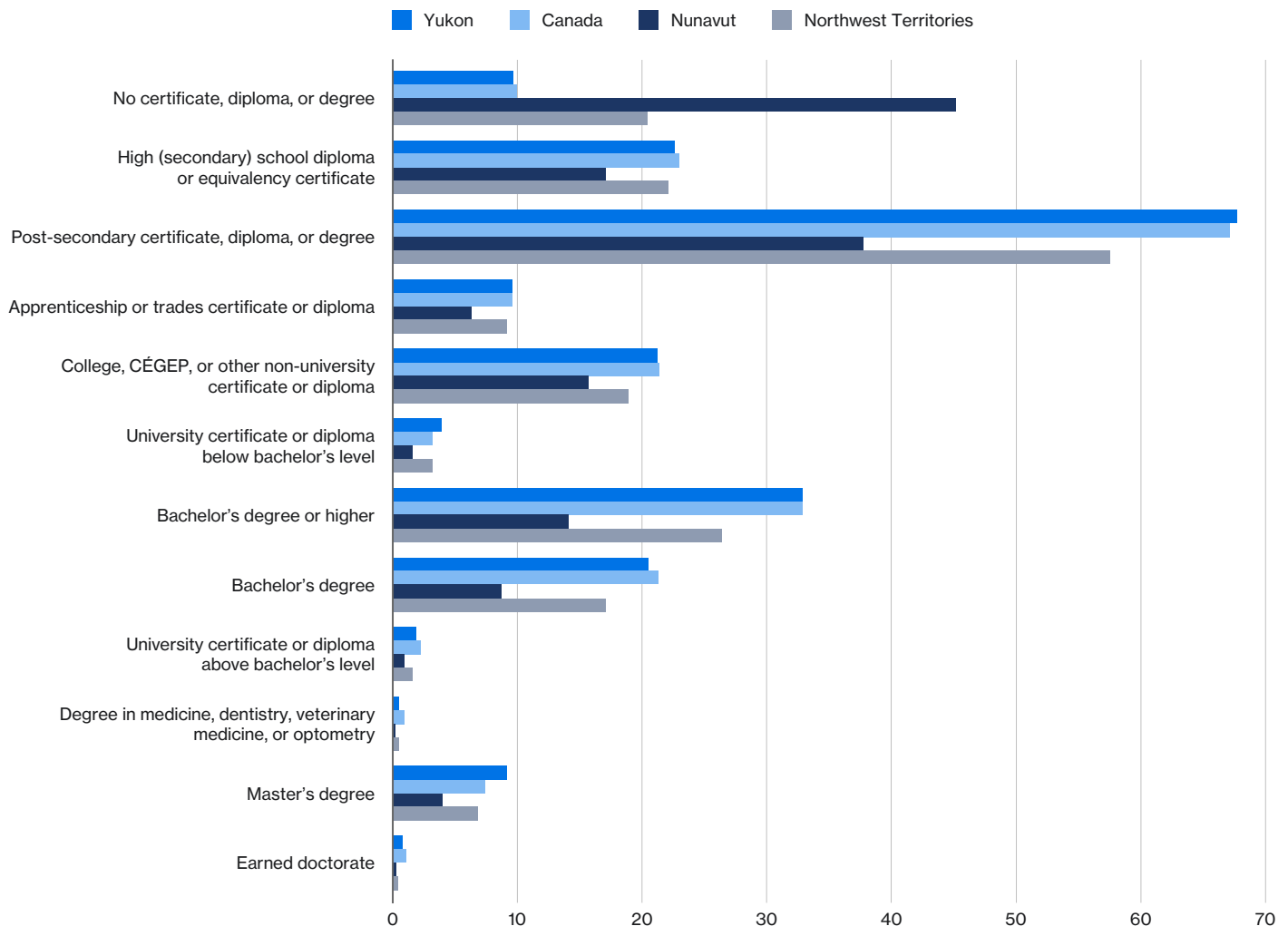
84 First Nation School Board, "Home."

85 Statistics Canada, "Census Profile, 2021 Census of Population."

86 Yukon Bureau of Statistics, *Yukon Employment and Skills Survey 2023*.

**Chart 13**

Post-secondary education rates in Yukon are on par with Canada, 2021  
(per cent, highest level of education)



Note: Data includes population aged 25 to 64.

Sources: The Conference Board of Canada; Statistics Canada.

Yukon University is the sole post-secondary institution in Yukon. In 2020, the institution transitioned from a college to a university; it is the first and only university in the territories.<sup>87</sup> The transition from a college to a university is helping to build capacity and increase the pipeline of skilled labour located within the territory. It provides greater access to education for Yukon residents closer to home and helps to attract students from outside the territory.

Today, the university offers over 50 degree, diploma, certification, trades, and university preparation programs.<sup>88</sup> The university is centralized in Whitehorse but has 13 campuses across the territory. Yukon University covers fields of study such as trades, business, earth sciences, liberal arts, education, and social work. The university prioritizes program offerings that meet industry- and community-specific training needs with a focus on Northern and Indigenous research and culture.<sup>89</sup>

<sup>87</sup> Yukon University, "Yukon College is now Yukon University."

<sup>88</sup> Yukon University.

<sup>89</sup> CBC News, "It's official—Yukon College is now Yukon University."

However, there are still gaps in the types of post-secondary education available in Yukon. For example, there are no medical schools,<sup>90</sup> law schools,<sup>91</sup> or engineering programs available at the university. In its academic plan for 2023–28, the university aims to increase course offerings and programs to meet the labour market needs of the territory and ensure that programming reflects Northern realities and challenges.<sup>92</sup> This includes expanding university degree program offerings and partnering with other institutions to deliver professional and advanced training programs in Yukon; developing continuing education programs for professionals working in the North; and expanding the delivery of program offerings in Yukon communities. Increasing the diversity of course offerings and expanding access to education across the territory will be key in building capacity in the North and meeting emerging labour market demands over the long term.

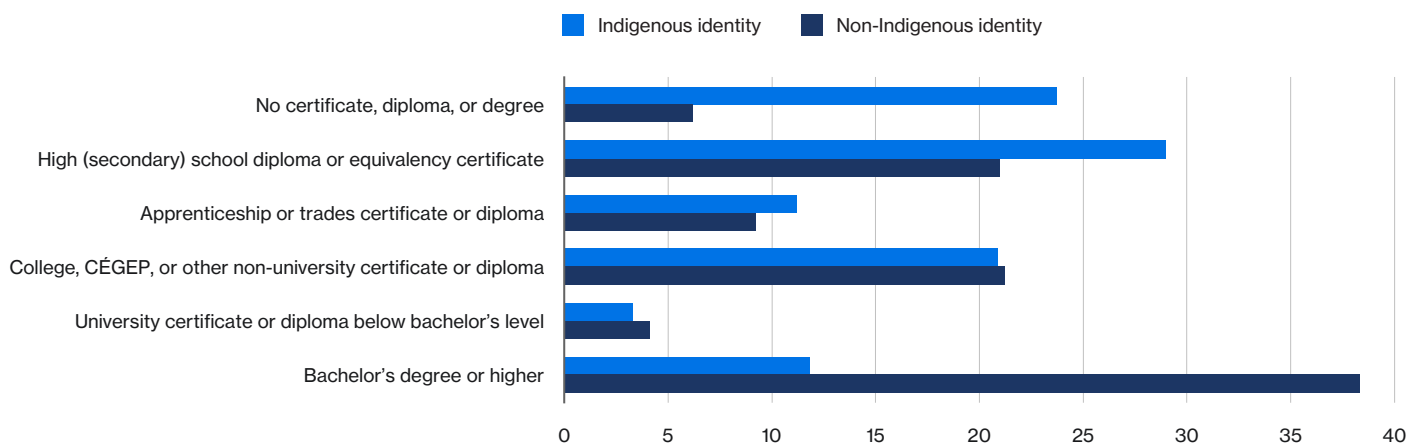
### Indigenous people in the territory are less likely to have a post-secondary education

Similar to high school graduation rates, there are disparities in post-secondary attainment between Indigenous and non-Indigenous people living in the territory. However, the gaps are greatest in the attainment of a university bachelor's degree or higher. (See Chart 14.) In 2021, only 12 per cent of the Indigenous population in the territory aged 25 to 64 held a bachelor's degree or higher compared with 38 per cent of the non-Indigenous population.

In 2021–22, 27 per cent of the student population at Yukon University was Indigenous.<sup>93</sup> The university is continuing to work toward increasing inclusion for Indigenous students.<sup>94</sup> This includes initiatives that focus on incorporating Indigenous ways of knowing, being, and doing in program development, learning, and assessment; developing programs to support the transition from high school to post-secondary education for Yukon First Nations students and providing wraparound supports; and increasing knowledge and understanding of Yukon First Nations histories and culture among the entire student population.

**Chart 14**

Indigenous people in the territory are less likely to have a bachelor's degree or higher level of education, 2021  
(per cent, highest level of education)



Note: Data includes population aged 25 to 64.

Sources: The Conference Board of Canada; Statistics Canada.

90 Royal College of Physicians and Surgeons of Canada, "Canadian Medical Schools."

91 Law School Admission Council, "Canadian Law Schools."

92 Yukon University, *Yukon Academic Plan: 2023–2028*.

93 Yukon University, *2022/23: Year-in-Review*.

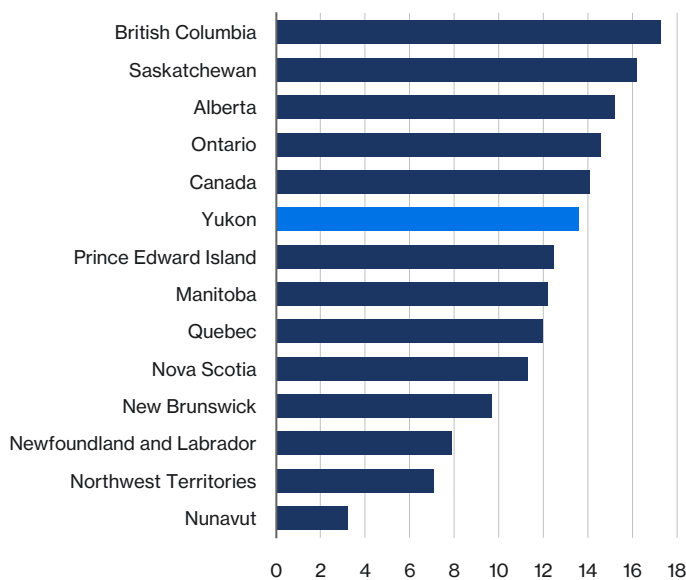
94 Yukon University, *Yukon University Academic Plan: 2023–2028*.

## Entrepreneurship supports employment in rural communities in the territory

Entrepreneurship is strong in Yukon. In 2021, almost 14 per cent of the employed population in the territory was self-employed, which is the fifth highest in the country and higher than the other territories. (See Chart 15.) In 2023, the sectors in the territory with the greatest number of businesses were professional, scientific, and technical services as well as construction.<sup>95</sup>

### Chart 15

Entrepreneurship is high in the territory, 2021  
(percentage of labour force that is self-employed)



Note: Data includes population aged 15 and over in the labour market.  
Sources: The Conference Board of Canada; Statistics Canada.

Not only does entrepreneurship support diversification in the territorial economy but it can provide income for people living in rural communities where employment opportunities are limited. Approximately one in four businesses in the territory in 2023 was located outside of Whitehorse in the rural communities. And for the First Nations in the territory, entrepreneurship can provide the opportunity for self-determination, to fulfill a need in the community or share First Nation culture through business.<sup>96</sup> In 2023, Yukon First Nations residents were the owners of 7.6 per cent of sole proprietor and partnership businesses in the territory.<sup>97</sup> First Nation economic development corporations also play an important role in growing the economy in the territory by investing in businesses that fit their interests and community-based needs.

An important challenge for many businesses in the territory is the supply of labour. In 2023, almost a fourth of businesses in the territory had vacancies in the previous year and 80 per cent of those businesses reported challenges with finding staff to work.<sup>98</sup> The most common challenges were the lack of educated and qualified workers and difficulty competing with current wages in the territory. Apart from the supply of labour, other factors that businesses in the territory reported could limit their growth included economic downturn, increasing costs, government regulation or spending, increased competition, and lack of housing in the territory.<sup>99</sup>

Businesses in the territory would also benefit from increased access to the digital economy to support revenue and exportation. Improvements to digital infrastructure and access to training in digital skills for businesses are needed to support the digital economy in the territory. In 2022, only 10 per cent of businesses in the territory reported revenues from online sales and in 2023 only one in three businesses had a website.<sup>100</sup>

95 Yukon Bureau of Statistics, *Yukon Business Survey 2023*.

96 Gresch and Shaw, *Indigenous Entrepreneurship in Northern and Remote Canada*.

97 Yukon Bureau of Statistics, *Yukon Business Survey 2023*.

98 Yukon Bureau of Statistics.

99 Yukon Bureau of Statistics.

100 Yukon Bureau of Statistics.



There is also a need to grow and attract a new generation of entrepreneurs to the territory as, similar to Canada, many business owners in the territory are approaching retirement.<sup>101</sup> The Yukon Business Nominee Program aims to attract new business owners from outside Canada to the territory through immigration. Feedback on the program indicated that more focus should be placed on attracting owners to operate businesses in rural communities in Yukon and on attracting business owners looking to create new sectors in the territory.<sup>102</sup> The federal, territorial, and First Nation governments have also invested in programs to support entrepreneurship in Indigenous peoples and youth from within the territory, which includes Inspire Yukon and Dāna Nāye Ventures.<sup>103</sup> Finally, as business owners retire, there will be a need to invest in programming that supports succession planning in the territory. National data from 2022 suggests that only about one in 10 business owners in Canada has a formal succession plan, which is necessary to transition ownership to the next generation of small business owners.<sup>104</sup>

## Conclusion

The existing labour market in Yukon is not currently meeting the demand for labour in the territory. The low unemployment rates and aging population in the territory—combined with the growing demand for employment in the public service—is creating competition across sectors for labour. Projections show that the economy in the territory will grow over the next 20 years and along with it the demand for labour.

The territory will need to continue to attract skilled labour in the short term while the post-secondary education system improves access to training for in-demand skills within the territory. Efforts to attract skilled labour to the territory—either internationally or from within Canada—have increased in recent years and will remain important.

However, the existing shortage of affordable housing remains a major barrier for employers looking to attract skilled labour to the territory. At the same time, improvements will need to be made to foreign credential recognition to ensure that foreign workers with skills are able to use their skills in the labour market. Moving forward, communities, governments, and industry will have to work together to develop innovative strategies that attract and retain skilled labour for the territory.

In the long term, the transition of Yukon University from a college to a university will help build capacity in the North and increase the pipeline of skilled labour located within the territory. The institution is focused on developing programming that builds skills relevant to Northern economies, realities, and challenges. The university also continues to support inclusion by incorporating Indigenous ways of knowing and doing in program curriculum. To encourage youth to pursue employment in emerging industries, education providers and employers may need to develop creative recruitment strategies and applicable training opportunities, such as co-op programs, partnership programs, or other work-integrated learning experiences.

While efforts to improve education and labour force participation for rural residents and First Nations in the territory are ongoing, important barriers still need to be addressed. These include improving access to education and services in community to prepare people to take on employment opportunities. Continued investments are also needed in programming to increase entrepreneurship in rural communities outside of Whitehorse. Increasing entrepreneurship supports the growth and diversification of the economy in rural communities and increases employment opportunities for people living in these communities.

101 Bomal, Cruz, and Pohlmann, *Succession Tsunami*; and Immigration, Refugees and Citizenship Canada, *Economic Profile Series: Whitehorse, Yukon*.

102 Government of Yukon, *What We Heard*.

103 Inspire Yukon, "The Inspire Program"; and Dāna Nāye Ventures, "Supporting Yukon and Northern British Columbia."

104 Bomal, Cruz, and Pohlmann, *Succession Tsunami*.

## Appendix A

# Methodology

In the project Learning From One Another: A Comparative Analysis of Labour Market Needs and Corresponding Skill in Northern Ontario, Yukon, and Nunavut, The Conference Board of Canada in partnership with the Future Skills Centre takes a comparative look at the labour markets in Northern Ontario, Yukon, and Nunavut.

Our analysis of factors shaping the labour market in Yukon applied a mixed-methods approach that includes qualitative analysis, cross-sectional data analysis, and historical time series analysis. Specific research activities included:

- a review of academic and grey literature (public policy, industry, etc.) on key labour market issues in Yukon and Northern economies. The review included documents from academic, public (federal, territorial, and Indigenous governments), and private sector sources.
- a review of data sources, including databases maintained by Statistics Canada and relevant federal and territorial government departments. This includes but is not limited to the following databases:
  - The Census, Statistics Canada
  - Annual Demographic Estimates, Statistics Canada
  - Labour Force Survey, Statistics Canada
  - Longitudinal Immigration Database, Statistics Canada
  - Job Vacancy and Wage Survey, Statistics Canada
  - Canadian Employer-Employee Dynamics Database, Statistics Canada
  - Yukon Bureau of Statistics, Yukon Labour Demand Survey
  - Yukon Bureau of Statistics, Yukon Employment and Skills Survey

## Impact of COVID-19 pandemic on employment and education estimates in Canada

It is worth noting the impact that the COVID-19 pandemic may have had on estimates of education and employment in the 2021 Census and annual iterations of the Labour Force Survey between 2020 and 2023. This includes the impact of the pandemic on data collection as well as the impact of the lockdowns on employment and education pursuit and attainment.<sup>1</sup> The pandemic also had an impact on the data collection for the 2021 Census for Indigenous and Northern communities in Canada. The response rate for the 2021 Census for Indigenous and Northern communities was 85.6 per cent, down from 92 per cent in 2016.<sup>2</sup>

1 Statistics Canada, "Guide to the Census of Population, 2021."

2 Indigenous Services Canada, "An update on the socio-economic gaps between Indigenous Peoples and the non-Indigenous population in Canada."

## Appendix B

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## Acknowledgements

This research was prepared with financial support provided through the Future Skills Centre. The Conference Board of Canada is proud to serve as a research partner in the Future Skills Centre consortium. For further information about the Centre, visit the website at [fsc-ccf.ca/](http://fsc-ccf.ca/).

This research was a collaborative effort between The Conference Board of Canada and Yukon University. At the Conference Board, Stefan Fournier, Executive Director, MA, and Adam Fiser, Principal Research Associate, PhD, conceived of this initiative and provided oversight throughout the research process. Amanda Thompson, Lead Research Associate, PhD, The Conference Board of Canada; Rodney Hulstein, Instructor, PhD, Yukon University; Ninad Dhawle, Instructor, PhD, Yukon University; and Christie Huey, Researcher, Yukon University, executed the research. This primer was designed by the Conference Board's Design Services team.

We also wish to thank our project partners and the members of the Research Advisory Board who supported this research.

- Jackie Price, Vice-President, Nunavut Arctic College
- Government of Nunavut
- Jason Brown, Director, Inuit Employment, Office of the Chief Administrative Officer, Nunavut Tunngavik Incorporated
- George Marchewa, Principal Economist, Finance, Government of Yukon
- Anton Solomon, Director, Labour Market Development Branch, Department of Economic Development, Government of Yukon
- Malcolm Taggart, Senior Economic Research Analyst, Government of Yukon
- Christy Huey, Researcher, Yukon University
- Rodney Hulstein, Instructor, School of Business and Leadership, Applied Science and Management Division, Yukon University
- Ninad Dhawle, Senior Instructor, Yukon University
- Chris Stacey, Education Analyst, Yukon First Nation Education Directorate
- Peter M. Turner, Economic Development Analyst, Council of Yukon First Nations
- Lorrie Deschamps, President, Oshki-Pimache-O-Win: The Wenjack Education Institute
- Kim Falcigno, Vice President, Oshki-Pimache-O-Win: The Wenjack Education Institute
- Alura Wynn, Project Assistant Intern, Oshki-Pimache-O-Win: The Wenjack Education Institute
- Gordon Kakegamic, Innovation and Trades Coordinator, Oshki-Pimache-O-Win: The Wenjack Education Institute
- Vivek Krishnan, Trades Program Coordinator, Oshki-Pimache-O-Win: The Wenjack Education Institute
- Michelle Kolla, Secretary Treasurer, Yukon First Nations Chamber of Commerce
- Delmar Washington, Vice-President, Yukon First Nations Chamber of Commerce
- Mellisa Murray, Executive Director, Yukon First Nations Chamber of Commerce
- Albert Drapeau, Former Executive Director, Yukon First Nations Chamber of Commerce
- Dan Paradis, Manager, Community Development, Nishnawbe Aski Development Fund
- Janet Knight, CCP Program Lead, Senior Planner, Nishnawbe Aski Development Fund
- Carol Cline, Dean, Workforce Development, Confederation College of Applied Arts and Technology
- Alicia Brink, Program Manager, Embark, Confederation College of Applied Arts and Technology
- Stephen Maynard, Manager Results and Economic Intelligence, Federal Economic Agency for Northern Ontario
- Clarice Dale, Policy Advisor, Strategic Planning and Economic Policy Branch, Strategic Policy and Planning Division, Ontario Ministry of Indigenous Affairs and First Nations Economic Reconciliation

## **Learning From One Another: Labour Markets in Yukon**

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and Christy Huey

To cite this research: Thompson, Amanda, Rodney Hulstein, Ninad Dhawle,  
and Christy Huey. *Learning From One Another: Labour Markets in Yukon*.  
Ottawa: The Conference Board of Canada, 2025.

Forecasts and research often involve numerous assumptions and data sources, and are subject to inherent risks and uncertainties. This information is not intended as specific investment, accounting, legal, or tax advice. The responsibility for the findings and conclusions of this research rests entirely with The Conference Board of Canada.

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