



Evaluation of the Canada – Yukon Labour Market Development Agreement

Final report

December 22, 2023



Evaluation of the Canada – Yukon Labour Market Development Agreement

Large print, Braille, MP3 [audio], e-text and DAISY formats are available on demand by [ordering online](#) or calling 1 800 O-Canada [1-800-622-6232].

If you use a teletypewriter [TTY], call 1-800-926-9105.

© His Majesty the King in Right of Canada, 2023

For information regarding reproduction rights:

droitdauteur.copyright@HRSDC-RHDCC.gc.ca.

PDF

Cat. No. Em20-98/1-2023E-PDF

ISBN 978-0-660-68740-7




Table of contents

Table of Contents	i
List of tables	ii
List of figures	iii
List of abbreviations	iv
Executive summary	v
Management response	x
1. Introduction	1
2. Canada-Yukon Labour Market Development Agreement	2
2.1 Employment benefits.....	2
2.2 Support measures	3
2.3 Eligible participants covered in this study	3
2.4 Average EBSM share of funding.....	3
3. Methodology	5
3.1 Incremental impacts analysis.....	5
3.2 Medium-term outcome analysis.....	6
3.3 Strengths and limitations of the studies	7
3.4 Overview of the studies summarized in this report	7
4. Evaluation findings	8
4.1 Profile of participants	8
4.2 Incremental impacts for active EI claimants in EAS	9
4.3 Labour market outcomes for active and former EI claimants	10
4.4 Labour market outcomes by subgroups of participants	15
5. Supplemental studies	26
5.1 Research and Innovation	26
5.2 Skills Development Employment Benefit-Apprentices	26
6. Conclusions and recommendations	29
6.1 Summary of findings	29
6.2 Recommendations	29
7. References	31
Appendix A: List of 3 studies included in this national synthesis report	32

List of tables

Table i. Share of LMDA funding for 2010 to 2012, and 2020 to 2021	vi
Table ii. Pre and post-participation change in average annual labour market outcomes for SDEB and EAS participants.....	vii
Table 1. Share of LMDA funding in Yukon'	4
Table 2. Profile of active and former EI claimant participants in 2009 to 2012 in Yukon.....	8
Table 3. Employment and earning levels, and use of SA in the year before participation in EBSMs	9
Table 4. Incremental impacts for active EI claimant participants in EAS (annual average)	9
Table 5. Pre and post-participation change in labour market outcomes for active claimants in SDEB.....	11
Table 6. Pre and post-participation change in labour market outcomes for former claimants in SDEB	12
Table 7. Pre and post-participation change in labour market outcomes for EAS active claimants	13
Table 8. Pre and post-participation change in labour market outcomes for EAS former claimants.....	14
Table 9. Profile of female participants in Yukon in 2009 to 2012	15
Table 10. Pre and post-participation change in labour market outcomes for female participants (annual average)	17
Table 11. Profile of male participants in Yukon in 2009 to 2012	17
Table 12. Pre and post-participation change in labour market outcomes for male participants (annual average) .	19
Table 13. Profile of youth participants in Yukon in 2009 to 2012.....	20
Table 14. Pre and post-participation change in labour market outcomes for youth participants (annual average)	21
Table 15. Profile of older worker EAS active claimant participants in Yukon from 2009 to 2012	22
Table 16. Pre and post-participation change in labour market outcomes for older worker active participants in EAS (annual average)	22
Table 17. Profile of Indigenous active and former EI claimant participants in Yukon in 2009 to 2012	23
Table 18. Pre and post-participation change in labour market outcomes for Indigenous participants (annual average)	25
Table 19. Profile of active EI claimant participants in SDEB-Apprentices programs in Yukon from 2009 to 2012 ...	27
Table 20. Pre and post-participation change in labour market outcomes for SDEB-Apprentices active claimants .	28
Table A 1. Overview of studies included in this synthesis report.	32



List of figures

Figure 1. Example of the incremental impact calculation	5
Figure 2. Average earnings for active claimant participants in SDEB	11
Figure 3. Average earnings for former claimant participants in SDEB.....	12
Figure 4. Average earnings for active claimant participants in EAS.....	13
Figure 5. Average earnings for former claimant participants in EAS	14
Figure 6. Average earnings for active claimant participants in SDEB-Apprentices.....	28



List of abbreviations

EAS	Employment Assistance Services
EBSM	Employment Benefits and Support Measures
EI	Employment Insurance
ESDC	Employment and Social Development Canada
LMDA	Labour Market Development Agreements
SA	Social assistance
SDEB	Skills Development Employment Benefit

Executive summary

The Canada-Yukon Labour Market Development Agreement (LMDA) is a bilateral agreement between Canada and Yukon for the design and delivery of Employment Benefits and Support Measures (EBSMs).

The objective of EBSMs is to assist individuals to obtain or keep employment through various active employment programs, including training or employment assistance services. Successful delivery of EBSMs is expected to result in participants receiving needed services, a quick return to work, and savings to the Employment Insurance (EI) account.

Programs and services delivered by Yukon have to correspond to the EBSM categories defined under the EI Act. The following is a short description of the EBSMs examined in the evaluation of the Canada-Yukon LMDA:

- **Skills Development Employment Benefit (SDEB)** provides direct financial assistance to individuals to select, arrange, and pay for training.
- **Employment Assistance Services (EAS)** support individuals as they prepare to enter or re-enter the workforce or assist them to find a better job. Services can include job search services, career counselling, and résumé writing assistance.
- **Research and Innovation** funds research projects aimed at identifying labour market information or testing new approaches to labour market development.

The labour market outcomes are estimated for 2 types of EI claimants:

- **Active claimants** are participants who started an EBSM intervention while collecting EI benefits.
- **Former claimants** are participants who started an EBSM intervention up to 3 years after the end of their EI benefits.¹

Across Yukon, nearly 950 active and former EI claimants began participating in Canada-Yukon LMDA programs and services between 2009 and 2012.

Evaluation objectives

Building on the success of previous LMDA evaluation cycles, the aim of this evaluation is to fill in knowledge gaps about the effectiveness, as well as design and delivery of EBSMs in Yukon.

The LMDA investment

In fiscal year 2020 to 2021, Canada transferred approximately \$4.7 million (including nearly \$389,000 in administration funds) to Yukon.

Evaluation methodology

The findings in this report are drawn from 3 evaluations studies carried out at the territorial level. These studies examine issues related to program effectiveness, design and delivery. A mix of qualitative and quantitative methods are used, including:

- Incremental impact analysis
- Outcome analysis
- Questionnaire
- Document review

¹ Former claimants can be underemployed and unable to requalify for EI, out of the labour force for various reasons or on social assistance.

Table i provides an overview of the share of funding allocated to EBSMs. From the 2010 to 2012 time period to the 2020 to 2021 fiscal year,² investments in SDEB decreased by 11 percentage points. The largest increase in investments went to EAS, which saw its share of funding increase by 24 percentage points.

Table i. Share of LMDA funding for 2010 to 2012, and 2020 to 2021^{3,4}

Employment Benefits and Support Measures	Share of funding (2010 to 2012)	Share of funding (2020 to 2021)
Skills Development Employment Benefit	56%	45%
Employment Assistance Services	35%	51%
Labour Market Partnerships	4%	n/a
Targeted Wage Subsidy	3%	< 1%
Self-Employment	2%	n/a
Research and Innovation	n/a	4%
Total	100%	100%

Sources: EI Monitoring and Assessment Reports for fiscal years 2010 to 2011, 2011 to 2012, and 2020 to 2021.

Effectiveness and efficiency of EBSMs

Main findings:

- The incremental impacts for active EI claimants who receive EAS services alone are not statistically significant compared to similar non-participants. Based on the results of the incremental impacts, no conclusions can be made regarding the effectiveness of EAS services in assisting participants to return to the labour market.
- Overall, the outcome analysis shows that following program participation active and former EI claimant participants in SDEB and EAS have:
 - Higher average earnings
 - Lower employment levels, mainly due to retirement decisions
 - Lower use of EI benefits, however, they increase their receipt of social assistance (SA) benefits

² A fiscal year runs from April 1 to March 31.

³ The average cost for SDEB includes the cost of delivering SDEB-Regular and SDEB-Apprentices. It is not possible to estimate the cost of delivering SDEB-Regular alone because expenditure information is not available for SDEB-Regular and SDEB-Apprentices separately.

⁴ Labour Market Partnerships and Research and Innovation do not typically have participant specific interventions.

- Subgroup analysis shows that post-participation labour market outcomes for female, male, youth, and Indigenous participants are largely consistent with those found for all participants.

Table ii presents the change in average annual labour market outcomes for active and former claimants in SDEB and EAS, from 5 years pre-participation to 4 years post-participation.

For example, the results reveal that compared to 5 years pre-participation:

- Active claimant participants in SDEB increase their average annual earnings by \$9,629 in the post-participation period. They decrease their incidence of employment by 2 percentage points, which can be mostly explained by retirement decisions.⁵ They also decrease the use of EI by 5 percentage points but increase the use of SA benefits by 3 percentage points.
- Former EI claimant participants in EAS increase their average annual earnings by \$2,994 in the post participation period. They decrease their incidence of employment by 9 percentage points, which can be mostly explained by retirement decisions.⁶ They also decrease the use of EI by 16 percentage points but increase the use of SA by 6 percentage points.

Table ii. Pre and post-participation change in average annual labour market outcomes for SDEB and EAS participants

Indicator	SDEB active claimants	SDEB former claimants	EAS active claimants	EAS former claimants
Incidence of employment (percentage points)	-2	-6	-8	-9
Employment earnings (\$)	9,629	11,246	1,720	2,994
EI benefits (\$)	-5	-20	-5	-16
SA benefits (\$)	3	2	3	6
Dependence on income support (percentage points)	0	-5	2	1
n=	238	168	270	238

A subgroup analysis shows that labour market outcomes for most of subgroups of active and former claimant participants in SDEB and EAS are largely consistent with those for all participants. This

⁵ While the number of employed active claimant participants in SDEB decreases by 2 percentage points, this decrease can be attributed in part to retirement decisions. This conclusion is based on an increase in the number of participants receiving Canada Pension Plan (5 percentage points), Canada Pension Plan-Disability (1 percentage point) and Old Age Security benefits (1 percentage points) in the post-program period.

⁶ While the number of employed former claimant participants in EAS decreases by 6 percentage points, this decrease can be attributed in part to retirement decisions. This conclusion is based on an increase in the number of participants receiving Canada Pension Plan (7 percentage points), Canada Pension Plan-Disability (1 percentage point) and Old Age Security benefits (3 percentage points) in the post-program period.

excludes older worker participants in EAS who experience decreases in earnings due in part to retirement decisions.

Supplemental studies

A supplemental study addresses information gaps previously identified in LMDA evaluations regarding the design and delivery of Research and Innovation. An additional study examines the outcomes for participants in SDEB-Apprentices.

Research and Innovation study⁷

Research and Innovation provides funding for research projects. These projects aim to collect, analyse and disseminate labour market information.

Skills Development Employment Benefits-Apprentices study

The objective of the program is to help apprentices become skilled tradespeople and to increase their labour market attachment. Program participants have generally chosen a career and are already attached to the labour market. The apprenticeship process involves on-the-job learning and technical training in a classroom setting.

The evaluation found that active EI claimant participants increase their earnings from \$19,238 in the fifth year pre-program to \$56,585 in the fourth year after the program start year. After participating in the program, they also decrease their dependence on government income supports.

Recommendations

Since 2012, several qualitative and quantitative studies addressed issues and questions related to EBSM design, delivery and effectiveness at the national level:

- The quantitative studies provided insight into participants' post-participation labour market outcomes.
- The qualitative studies identified specific challenges, lessons learned and best practices associated with the design and delivery of EBSMs. Each study included key considerations for program and policy development or recommendations.

The recently completed evaluation of the Workforce Development Agreements complements the LMDA qualitative studies. This evaluation was also supported by literature reviews and provided unique insights into challenges and lessons learned to assist persons with disabilities, immigrants and those further removed from the labour market.

Most results from this evaluation stem from the conduct of medium-term outcome analysis predicated on having access to high quality administrative records, thereby confirming the importance of the capacity to leverage and integrate relevant administrative data.

⁷ Research and Innovation is not suitable for outcome or incremental impact analysis as it does not collect participant information. As a result, qualitative methods are used to examine these interventions.

From these main findings, 2 key recommendations emerge.

Recommendation #1: Yukon is encouraged to share and discuss lessons learned, best practices and challenges associated with the design and delivery of programs and services. Discussions are encouraged with ESDC, at the bilateral or multilateral levels.

Recommendation #2: Yukon is encouraged to pursue efforts to maintain and strengthen data collection provisions in support of reporting, performance measurement and data-driven evaluations at the national and territorial levels.

Management response

From these main findings, 2 key recommendations emerge:

Recommendation #1: Yukon is encouraged to share and discuss lessons learned, best practices and challenges associated with the design and delivery of programs and services. Discussions are encouraged with ESDC, at the bilateral or multilateral levels.

Yukon has no objections to the findings of this evaluation and is in agreement with the key recommendations. Yukon looks forward to continuing to work with ESDC and our provincial and territorial colleagues to share our practices and understand other jurisdictions' solutions with respect to data collection and dissemination.

Recommendation #2: Yukon is encouraged to pursue efforts to maintain and strengthen data collection provisions in support of reporting, performance measurement and data-driven evaluations at the national and territorial levels.

Yukon has taken the following actions to maintain and strengthen data collection:

- Re-engaging with its service providers responsible for participant case management (the principal source of data for participant activity and outcomes) to ensure that they are capturing the data in a manner that is consistent with Yukon's obligations under the Labour Market Transfer Agreements.
- Working with ESDC to return to monthly uploads through the gateway, including a targeted resumption of regular uploading in Winter 2024.
- Re-developing software to collect and sort the data received from service providers.

1. Introduction

Employment and Social Development Canada (ESDC) worked jointly with Yukon and 11 other provinces and territories to complete the third evaluation cycle (2018 to 2023) of the Labour Market Development Agreement (LMDA).

The first evaluation cycle of the LMDA was carried out from 1998 to 2012. It involved the conduct of separate formative and summative evaluations under the guidance of a bilateral Joint Evaluation Committee.

Building on lessons learned and best practices from the first cycle, the second evaluation cycle of the LMDA was undertaken between 2012 and 2017. The second cycle was designed and implemented under the guidance of a federal-provincial/territorial LMDA Evaluation Steering Committee. The work was supported by bilateral discussions at the Joint Evaluation Committee.

The third LMDA evaluation cycle builds on the success of the second cycle. The aim is to fill in knowledge gaps about the effectiveness, efficiency, and design and delivery of LMDA-funded Employment Benefits and Support Measures (EBSMs). The evaluation cycle was designed and implemented under the guidance of a federal-provincial/territorial LMDA Evaluation Steering Committee composed of ESDC and 12 participating provinces and territories.

For Yukon, this report presents a summary of findings from 3 separate studies.

2. Canada-Yukon Labour Market Development Agreement

The LMDAs are bilateral agreements between Canada and each province and territory for the design and delivery of EBSM programs and services. They were established under Part II of the 1996 Employment Insurance (EI) Act.

In fiscal year 2020 to 2021, Canada transferred approximately \$4.7 million to Yukon.⁸ Under the agreement, Yukon is responsible for the design and delivery of LMDA-funded programs and services aimed at assisting individuals to prepare for, obtain, and maintain employment.

LMDA programs and services are classified under 2 categories:

- **Employment benefits**^{9,10} fall into 5 subcategories: Skills Development Employment Benefit, Targeted Wage Subsidy, Self-Employment, Job Creation Partnerships, and Targeted Earning Supplements.¹¹
- **Support measures** fall into 3 subcategories: Employment Assistance Services,¹² Labour Market Partnerships, and Research and Innovation.

Yukon has the flexibility to adapt EBSMs to its territorial context as long as they are consistent with Part II of the EI Act.¹³

The objective of EBSMs is to assist individuals to obtain or keep employment through various active employment programs, including training or employment assistance services. Successful delivery of EBSMs is expected to result in participants receiving needed services, a quick return to work, and savings to the EI account.

Programs and services examined in this study include Employment benefits and Support measures.

2.1 Employment benefits¹⁴

- **Skills Development Employment Benefit (SDEB)** provides direct financial assistance to individuals to select, arrange, and pay for training. Training is tailored to the needs of participants through

⁸ Employment and Social Development Canada. (2022). 2020 to 2021 EI Monitoring and Assessment Report.

⁹ As of April 1, 2018, eligibility for employment benefits was expanded to include those who have made minimum EI premium contributions above the premium refund threshold (that is \$2,000 in earnings) in at least 5 of the last 10 years.

¹⁰ In July 2016, new provisions were introduced, changing the definition of former claimants to cover those who completed an EI claim in the past 5 years.

¹¹ Targeted Earning Supplements is not examined as part of this evaluation, as it is not currently being used.

¹² EAS are available to all Canadians.

¹³ Employment and Social Development Canada (2012). Labour Market Development Agreements Process for Determination of Similarity (internal document).

¹⁴ Targeted Wage Subsidy is not examined as part of this evaluation, because the number of participants was too small to produce outcome analysis. Self-Employment, Job Creation Partnerships, and Targeted Earnings Supplement are not examined as part of this evaluation as they are not currently being used in Yukon.

counselling and career orientation. It can include adult-based education, literacy and essential skills, language training, short-term training and occupational training leading to certification from an accredited institution.

2.2 Support measures

- **Employment Assistance Services (EAS)** support individuals as they prepare to enter or re-enter the workforce or assist them to find a better job. Examples include job search services, career counselling, and résumé writing assistance. These services are light touch interventions due to their very short duration and can be provided on a one-on-one basis or in a group setting.
 - A typical intervention lasts less than 1 day, but a participant may receive multiple short interventions over a few weeks. These services are generally provided in combination with more intensive interventions.
- **Research and Innovation** funds research projects aimed at identifying labour market information or testing new approaches to labour market development.

2.3 Eligible participants covered in this study

The incremental impacts and labour market outcomes are estimated for active and former EI claimants:

- **Active claimants** are participants who started an EBSM intervention while collecting EI benefits.
- **Former claimants** are participants who started an EBSM intervention up to 3 years after the end of their EI benefits.¹⁵

2.4 Average EBSM share of funding

Table 1 provides an overview of the share of funding allocated to EBSMs. From the 2010 to 2012 time period to the 2020 to 2021 fiscal year, investments in SDEB decreased by 11 percentage points. The largest increase in investments was for EAS, which saw its share of funding increase by 24 percentage points.

¹⁵ Former claimants can be underemployed and unable to requalify for EI, out of the labour force for various reasons or on social assistance.

Table 1. Share of LMDA funding in Yukon^{16, 17}

Employment Benefits and Support Measures	Share of funding (2010 to 2012)	Share of funding (2020 to 2021)
Skills Development Employment Benefit	56%	45%
Employment Assistance Services	35%	51%
Labour Market Partnerships	4%	n/a
Targeted Wage Subsidy	3%	< 1%
Self-Employment	2%	n/a
Research and Innovation	n/a	4%

Sources: EI Monitoring and Assessment Reports for fiscal years 2010 to 2011, 2011 to 2012, and 2020 to 2021.

¹⁶ The average cost for SDEB includes the cost of delivering SDEB-Regular and SDEB-Apprentices. It is not possible to estimate the cost of delivering SDEB-Regular alone because expenditure information is not available for SDEB-Regular and SDEB-Apprentices separately.

¹⁷ Research and Innovation do not typically have participant specific interventions.

3. Methodology

This section presents key aspects of the quantitative analyses carried out as part of the LMDA studies.

All quantitative analyses are based on administrative data from the EI Part I (EI claim data) and Part II (EBSM participation data). The EI Part I and II data are then linked to the T1 and T4 taxation files from the Canada Revenue Agency. Incremental impact analyses are based on up to 100% of participants in Yukon who began their EBSM participation in 2009 to 2012.

The 2009 to 2012 timeframe was selected in order to assess the impacts of EBSMs in the years following participation. Impacts were assessed over a period of at least 4 years after program completion up to the 2017 calendar year (most recent available information at the time of this evaluation).

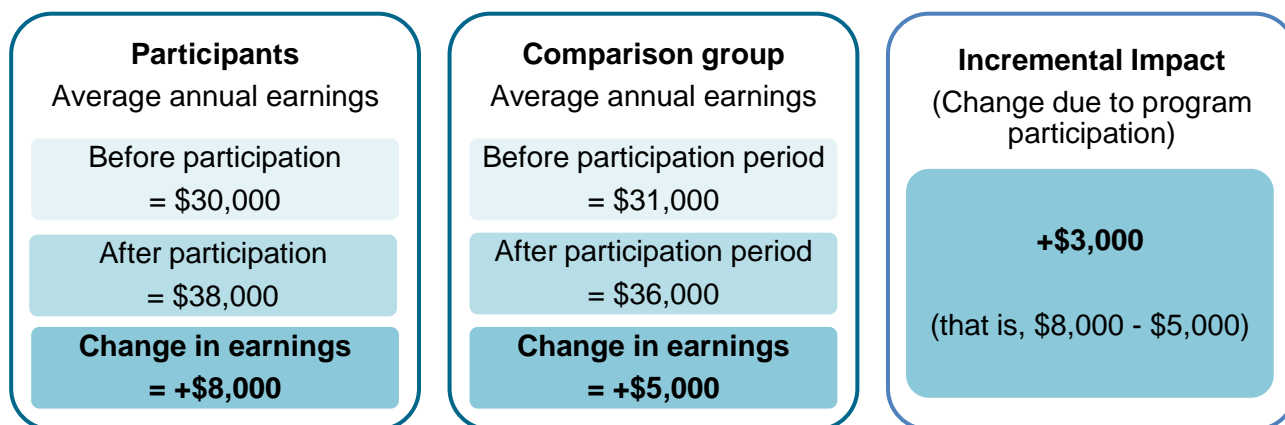
3.1 Incremental impacts analysis¹⁸

Program effectiveness is assessed by estimating the incremental impacts from EBSM participation on participants' labour market experience. That is, earnings from employment and self-employment, incidence of employment, use of EI, use of social assistance (SA), and dependence on government income supports after participation.

In Yukon, incremental impacts were estimated for active EI claimant participants in EAS. Incremental impacts for SDEB and Targeted Wage Subsidies were not produced due to the small samples.

The role of the incremental impact analysis is to isolate the effects of participation from other factors. In order to achieve this, the incremental impact analysis compares the labour market experience of participants before and after their participation with that of similar non-participants. Figure 1 presents an example of incremental impact calculation.

Figure 1. Example of the incremental impact calculation



¹⁸ For more details about the methodology used for the incremental impacts, please refer to: ESDC, Third Cycle for the Horizontal Evaluation of the Labour Market Development Agreements: Quantitative Methodology Report. (ESDC Evaluation Directorate, 2019, internal document).

The main estimator used is propensity score kernel matching technique combined with difference-in-differences estimator. Moreover, 3 different state-of-the-art estimation techniques (Inverse Probability Weighting, Nearest Neighbour and Cross-sectional Matching) were carried out separately for each type of EBSMs and EI claimants in order to validate the impact estimates.

As for previous LMDA evaluation studies, the Action Plan Equivalent is the unit of analysis used. Action Plan Equivalents regroup all EBSMs received by an individual within less than 6 months between the end of one EBSM and the start of the next. Action Plan Equivalents are categorized based on the longest EBSM they contain, except for EAS-only Action Plan Equivalents which include only EAS interventions.

The analysis includes Action Plan Equivalents that consist only of LMDA interventions. Action Plan Equivalents that include a combination of LMDA and other labour market programs funded by ESDC, were excluded from the participant sample.

The matching of participants and comparison group members used up to 75 socio-demographic and labour market variables observed over 5 years before participation. For active claimants in EAS, incremental impacts were measured relative to a comparison group of active EI claimants who were eligible to, but did not, participate in LMDA-funded EBSMs during the reference period.

Impacts are generated for active EI claimant participants in EAS over the 5 years following participation.¹⁹

3.2 Medium-term outcome analysis

The study reports on the labour market outcomes for active and former EI claimants SDEB and EAS. When the number of participants was sufficient, outcomes are examined for active and former EI claimants who are female, male, youth (30 years old and under), older workers (55 years old and older), and Indigenous.

The study includes up to 100% of participants who began their EBSM participation between April 1, 2009, and December 31, 2012. The timeframe was selected in order to assess the outcomes of EBSMs in the years following participation. Overall, the analyses were conducted over a 10 to 11 year period:

- A pre-participation period of 5 years for SDEB and EAS
- A participation period of 2 years for SDEB, and of 1 year for EAS
- A post-participation period of 4 years for SDEB and EAS

The labour market outcomes regarding employment earnings, EI and SA benefits are presented in constant 2010 dollars.

¹⁹ Further details are available in the report entitled Third Cycle for the Horizontal Evaluation of the Labour Market Development Agreements: Quantitative Methodology Report. (ESDC Evaluation Directorate, 2019, internal document). The report is available upon request.

3.3 Strengths and limitations of the studies

One of the key strengths from the studies is that all quantitative analyses are based on administrative data rather than survey responses. Compared to survey data, administrative data are not subject to recall errors or response bias.

The outcome analysis provides an assessment of how the labour market situation of participants evolved over time but does not permit inference regarding the extent to which those changes were due to EBSM participation. For example, increases in employment earnings over the period examined could be partly due to an increase in wages.

The propensity score models used to match participants and non-participants for the incremental impact analyses are judged to be robust. In part this is because they were based on 5 years of pre-participation data. Moreover, these models are based on a vast array of variables including sociodemographic characteristics, location, skill level related to last occupation, and indicators of labour market attachment.

However, the matching process can be further refined for specific subgroups if the following information is available in the future:

- Persons with disabilities: the type and severity of the disability, and the capacity/willingness to work full-time
- Recent immigrants: the country of origin, the proficiency in English or French, and the relevance of credentials and work experience
- Visible minorities: place of birth; individuals who are born outside of Canada face different challenges compared to those born in Canada

Refining the matching process for population subgroups could broaden the scope for greater Gender-based Analysis Plus.

Sensitivity analysis and the use of alternative estimation methods have increased confidence in the incremental impact estimates. However, one limitation with the propensity score matching techniques is that no one can be fully sure the impacts are not influenced by factors not captured in the data.

3.4 Overview of the studies summarized in this report

The findings in this report are drawn from 3 separate studies:

- Estimation of the medium-terms incremental impacts from 2009 to 2017
- Examination of the medium-term outcomes from 2009 to 2017
- Design and delivery of Research and Innovation in Yukon

Using a mix of qualitative and quantitative methods, these studies examine issues related to program effectiveness, design and delivery. Appendix A presents an overview of each study.

4. Evaluation findings

4.1 Profile of participants

Between 2009 and 2012, nearly 950 active and former EI claimants participated in LMDA-funded programs and services in Yukon.

The profile of participants is presented in Table 2 by gender, age, sociodemographic groups, marital status, educational attainment, occupation and industry. Information about their educational attainment, occupation and industry are based on the latest job they held prior to applying for EI benefits. Information about sociodemographic groups is self-reported.

Table 2. Profile of active and former EI claimant participants in 2009 to 2012 in Yukon

Categories	Active claimants	Former claimants
Number of participants	515	432
Gender	Female = 49% Male = 51%	Female = 51% Male = 49%
Age	30 and under = 28% 31 to 54 = 54% 55 and over = 17%	30 and under = 31% 31 to 54 = 56% 55 and over = 12%
Sociodemographic group	Indigenous people = 23% Persons with disabilities = 9% Visible minorities = 3% Recent immigrants = 2%	Indigenous people = 40% Persons with disabilities = 10% Visible minorities = 3% Recent immigrants = <10 participants
Marital status	Single = 61% Married or common-law = 27% Widow / divorced / separated = 7%	Single = 63% Married or common-law = 25% Widow / divorced / separated = 6%
Education or skills level	High school or occupational training = 34% On-the-job training = 23% College, vocational education or apprenticeship training = 31% University degree = 7%	High school or occupational training = 34% On-the-job training = 27% College, vocational education or apprenticeship training = 27% University degree = 7%
Top 3 occupational groups	Other manual workers = 15% Semi-skilled manual workers = 14% Semi-professionals and technicians = 12%	Other manual workers = 16% Semi-skilled manual workers = 14% Intermediate sales and service personnel = 13%

Top 3 industries	Public administration = 18% Construction = 14% Accommodation and food services = 12%	Public administration = 21% Construction = 13% Accommodation and food services = 12%
------------------	--	--

Note: Values may not equal 100% due to rounding or missing information; < 10 = fewer than 10 participants.

As presented in Table 3, in the year before program participation, former claimants had lower levels of employment and annual earnings than active claimants. Former claimants also had a higher dependence on SA.

Table 3. Employment and earning levels, and use of SA in the year before participation in EBSMs

Pre-EBSM participation employment characteristics	Active claimants	Former claimants
Average employment earnings	\$28,223	\$16,495
Percentage employed	99%	89%
Percentage on SA	12%	26%

4.2 Incremental impacts for active EI claimants in EAS²⁰

Main findings: The incremental impacts for active EI claimants who receive EAS services alone are not statistically significant compared to similar non-participants. Based on the results of the incremental impacts, no conclusions can be made regarding the effectiveness of EAS services in assisting participants to return to the labour market.

As shown in Table 4, the incremental impacts for active EI claimants who only receive EAS services are not statistically significant compared to similar non-participants.

Table 4. Incremental impacts for active EI claimant participants in EAS (annual average)

Indicator	EAS active claimants
Incidence of employment (percentage points)	-2.3
Employment earnings (\$)	-1,498
EI benefits (\$)	-209
SA benefits (\$)	226

²⁰ The number of participants who received other EBSMs was too small to conduct an incremental impact analysis.

Dependence on income support (percentage points)	0.3
n=	263

Note: Estimates are not statistically significant.

4.3 Labour market outcomes for active and former EI claimants

Main findings: Overall, following participation in SDEB and EAS, program participants have:

- Higher average annual earnings.
- Lower incidence of employment, which may be due to retirement decisions.
- Decreases in the use of EI benefits, but experience increases in the use of SA benefit.

In Yukon, labour market outcomes are examined for active and former EI claimant participants in SDEB and EAS. The outcomes describe the average changes in participants’ earnings, incidence of employment, and use of EI and SA benefits that occur from before to after program participation.

The labour market outcomes are based on individuals who began their participation during the 2009 to 2012 period. Statistics focus on 5 years prior to participation, 1 or 2 years during participation and 4 years post-participation.

Between 2009 and 2012:

- 238 active EI claimants and 168 former EI claimants participated in SDEB.
- 270 active EI claimants and 238 former EI claimants participated in EAS.

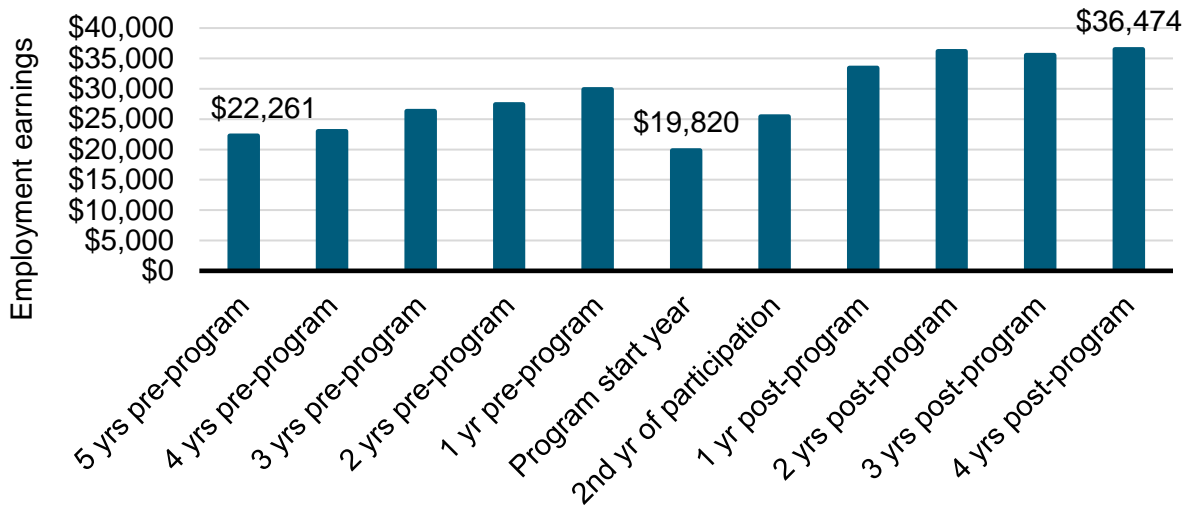
Skills Development Employment Benefit participant outcomes

Approximately 400 active and former EI claimant participants, between 2009 and 2012, participated in SDEB.

Active claimants

As shown in Figure 2, SDEB active EI claimant participants increase their average earnings from \$22,261 in the fifth year pre-program to \$36,474 in the fourth year after program participation. On average, active claimants earn \$9,629 more per year after participating in SDEB.

Figure 2. Average earnings for active claimant participants in SDEB



As shown in Table 5, the change in proportion of active claimants employed from before to after SEDB participation declines by 2 percentage points remaining on average at 92% during the post-program period. The decline can be attributed, in part, to participants’ retirement decisions. This conclusion is based on the fact that there is an increase in participants receiving Canada Pension Plan (5 percentage points), Canada Pension Plan-Disability (1 percentage point) and Old Age Security benefits (1 percentage points) in the post-program period.

Participants also decrease their use of EI benefits by 5 percentage points, but experience increases of 3 percentage points in the use of SA benefits.

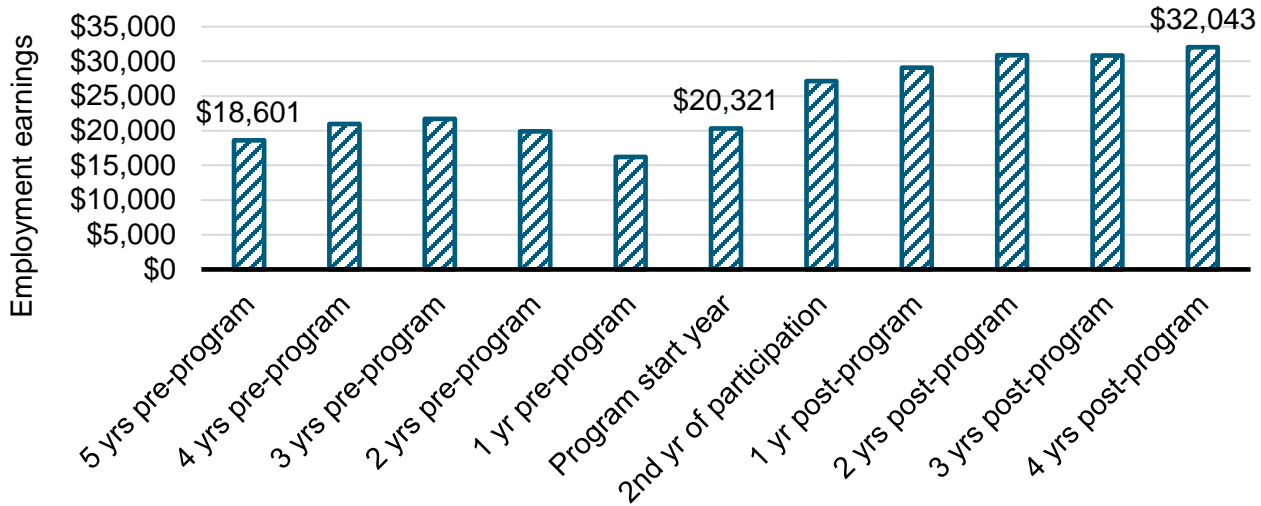
Table 5. Pre and post-participation change in labour market outcomes for active claimants in SDEB

Indicator	SDEB active claimants
Incidence of employment (percentage points)	-2
Employment earnings (\$)	9,629
EI benefits (\$)	-5
SA benefits (\$)	3
Dependence on income support (percentage points)	0
n=	238

Former claimants

As shown in Figure 3, SDEB participants increase their average earnings from \$18,601 in the fifth year pre-program to \$32,043 in the fourth year after program participation. On average, former claimants earn \$11,246 more per year after participating in SDEB.

Figure 3. Average earnings for former claimant participants in SDEB



As shown in Table 6, the change in proportion of former claimants employed from before to after SEDB participation declines by 6 percentage, remaining on average at 87% during the post-program period. The decline can be attributed, in part, to participants’ retirement decisions. This conclusion is based on the fact that there is an increase in participants receiving Canada Pension Plan (7 percentage points), Canada Pension Plan-Disability (1 percentage point), and Old Age Security (3 percentage points) after participation.

Participants decrease their use of EI benefits by 20 percentage points, but experience increases of 2 percentage points in SA use.

Table 6. Pre and post-participation change in labour market outcomes for former claimants in SDEB

Indicator	SDEB former claimants
Incidence of employment (percentage points)	-6
Employment earnings (\$)	11,246
EI benefits (\$)	-20
SA benefits (\$)	2
Dependence on income support (percentage points)	-5
n=	168

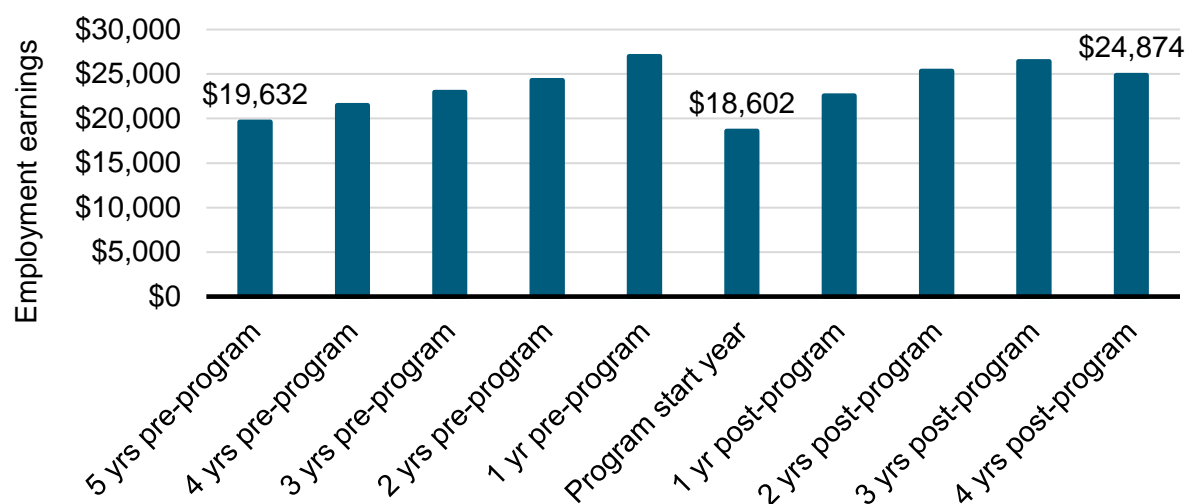
Employment Assistance Services participant outcomes

Approximately 510 active and former EI claimant participants, between 2009 and 2012, participated in EAS.

Active claimants

As shown in Figure 4, active claimants in EAS increase their average earnings from \$19,632 in the fifth year pre-program to \$24,874 in the fourth year after the program participation. On average, active claimants earn \$1,720 more per year after participation.

Figure 4. Average earnings for active claimant participants in EAS



As shown in Table 7, the change in proportion of active claimants employed from before to after EAS participation declines by 8 percentage points, remaining on average around 85% in the post-program period. The decline can be attributed, in part, to participants' retirement decisions. This conclusion is based on the fact that there is an increase in participants receiving Canada Pension Plan (8 percentage points) and Old Age Security (5 percentage points).

These participants also decrease their use of EI benefits by 5 percentage points, but experience increases in the use of SA benefits of 3 percentage points in the post participation period.

Table 7. Pre and post-participation change in labour market outcomes for EAS active claimants

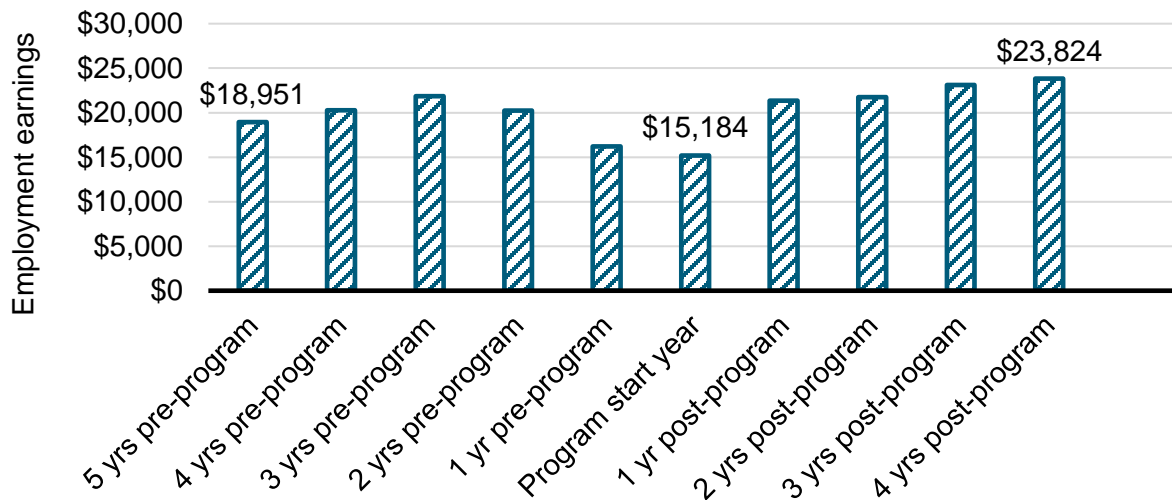
Indicator	EAS active claimants
Incidence of employment (percentage points)	-8
Employment earnings (\$)	1,720
EI benefits (\$)	-5
SA benefits (\$)	3

Dependence on income support (percentage points)	2
n=	270

Former claimants

As shown in Figure 5, former claimants increase their average earnings from \$18,951 in the fifth year pre-program to \$23,824 in the fourth year after EAS participation. On average, former claimants earn \$2,994 more per year after participation.

Figure 5. Average earnings for former claimant participants in EAS



As shown in Table 8, the change in proportion of former claimant participants employed from before to after EAS participation decreases by 9 percentage points, remaining on average around 84% in the post-program period. The decline can be attributed, in part, to participants’ retirement decisions. This conclusion is based on the fact that there is an increase in participants receiving Canada Pension Plan (8 percentage points) and Old Age Security (3 percentage points) in the post-program period.

These participants also decrease their use of EI benefits by 16 percentage points, but experience increases in the use of SA benefits by 6 percentage points.

Table 8. Pre and post-participation change in labour market outcomes for EAS former claimants

Indicator	EAS former claimants
Incidence of employment (percentage points)	-9
Employment earnings (\$)	2,994
EI benefits (\$)	-16
SA benefits (\$)	6

Dependence on income support (percentage points)	1
n=	238

4.4 Labour market outcomes by subgroups of participants

Main findings: A subgroup analysis shows that labour market outcomes for most subgroups of active and former claimant participants in SDEB and EAS were largely consistent with those for all participants. This excludes older worker participants in EAS who experience decreases in earnings in part due to retirement decisions.

Female participants

Main findings

Following participation in SDEB and EAS, female participants have:

- Higher average annual employment earnings.
- Lower incidence of employment, which can be attributed, in part, to retirement decisions.
- Lower receipt of EI benefits, but experience increases in receipt of SA benefits.

Between 2009 and 2012, nearly 470 of participants in Yukon were female, representing about 49% of participants.

The profile of female participants is presented in Table 9. It includes their age, sociodemographic group, and marital status, educational attainment, occupation and industry. Information about their educational attainment, occupation and industry is based on the last job they held prior to applying for EI benefits. Information about sociodemographic groups is self-reported.

Table 9. Profile of female participants in Yukon in 2009 to 2012

Categories	Active claimants	Former claimants
Number of participants	253	220
Age	30 and under = 24% 31 to 54 = 56% 55 and over = 20%	30 and under = 33% 31 to 54 = 55% 55 and over = 12%
Sociodemographic group	Indigenous people = 19% Persons with disabilities = 11%	Indigenous people = 34% Persons with disabilities = 12%
Marital status	Single = 57% Married or common-law = 30% Widow / divorced / separated = 9%	Single = 60% Married or common-law = 26% Widow / divorced / separated = 10%

Education or skills level	High school or occupational training = 37% On-the-job training = 19% College, vocational education or apprenticeship training = 30% University degree = 7%	High school or occupational training = 35% On-the-job training = 15% College, vocational education or apprenticeship training = 31% University degree = 11%
Top 3 occupational groups	Intermediate sales and service personnel = 17% Clerical personnel = 15% Semi-professionals and technicians = 13%	Intermediate sales and service personnel = 18% Clerical personnel; and Semi-professionals and technicians = 13% each Professionals = 12%
Top 3 industries	Public administration = 21% Accommodation and food services = 17% Construction; and Retail trade = 9% each	Public administration = 25% Accommodation and food services = 15% Retail trade = 12%

Note: Values may not equal 100% due to rounding or missing information.

Table 10 presents detailed labour market outcomes for female participants. For example, the results reveal that:

- Female active claimants in SDEB increase their annual average earnings by \$6,847. They also decrease their incidence of employment by 4 percentage points. The decline in the number of employed female participants can be mostly explained by retirement decisions.²¹ Female participants decrease their use of EI by 4 percentage points but increase the use of SA benefits by 6 percentage points.
- Female former EI claimants in EAS increase their annual average earnings by \$3,256. They also decrease their incidence of employment by 6 percentage points. The decline in the number of employed female former claimants can be mostly explained by retirement decisions.²² Female participants also decrease the use of EI by 16 percentage points but increase the use of SA by 6 percentage points.

²¹ While the number of employed female active claimant participants in SDEB decreases by 4 percentage points in the post-program period, there is an increase in participants receiving Canada Pension Plan (7 percentage points), Canada Pension Plan-Disability (1 percentage point) and Old Age Security (1 percentage point).

²² While the number of employed female former claimant participants in EAS decreases by 6 percentage points in the post-program period, there is an increase in participants receiving Canada Pension Plan (6 percentage points), Canada Pension Plan-Disability (1 percentage point), and Old Age Security (1 percentage point).

Table 10. Pre and post-participation change in labour market outcomes for female participants (annual average)

Indicator	SDEB active claimants	SDEB former claimants	EAS active claimants	EAS former claimants
Incidence of employment (percentage points)	-4	-5	-9	-6
Employment earnings (\$)	6,847	9,714	1,436	3,256
EI benefits (\$)	-4	-20	-4	-16
SA benefits (\$)	6	-1	3	6
Dependence on income support (percentage points)	2	-6	2	-2
n=	95	70	155	140

Note: the outcomes for female active and former claimants in SDEB should be interpreted with caution given the small numbers of participants (95 and 70 participants respectively).

Male participants

Main findings: Following participation in SDEB and EAS, male participants have:

- Higher average annual employment earnings.
- Lower incidence of employment, which can be mostly explained by retirement decisions.
- Lower use of EI benefits, accompanied by increases in the use of SA benefits.

Between 2009 and 2012, nearly 475 participants in Yukon were male, representing about 51% of participants.

The profile of male participants is presented in Table 11. It includes their age, sociodemographic group, marital status, educational attainment, occupation and industry. Information about their educational attainment, occupation and industry is based on the last job they held prior to applying for EI benefits. Information about sociodemographic groups is self-reported.

Table 11. Profile of male participants in Yukon in 2009 to 2012

Categories	Active claimants	Former claimants
Number of participants	262	212
Age	30 and under = 32% 31 to 54 = 53 % 55 and over = 15%	30 and under = 30% 31 to 54 = 58% 55 and over = 12%

Sociodemographic group	Indigenous people = 26% Persons with disabilities = 7%	Indigenous people = 47% Persons with disabilities = 8%
Marital status	Single = 66% Married or common-law = 24% Widow / divorced / separated = 5%	Single = 67% Married or common-law = 23% Widow / divorced / separated = <10 participants
Education or skills level	High school or occupational training = 31% On-the-job training = 27% College, vocational education or apprenticeship training = 31% University degree = 6%	High school or occupational training = 34% On-the-job training = 39% College, vocational education or apprenticeship training = 22% University degree = <10 participants
Top 3 occupational groups	Semi-skilled manual workers = 23% Other manual workers = 22% Skilled crafts and trades workers = 14%	Other manual workers = 28% Semi-skilled manual workers = 25% Skilled crafts and trades workers; and Other sales and service personnel = 11% each
Top 3 industries	Construction = 20% Public administration; and Mining, quarrying, and oil and gas extraction = 16% each Accommodation and food services = 8%	Construction = 18% Public administration; and Mining, quarrying, and oil and gas extraction = 17% each Retail trade = 11%

Note: Values may not equal 100% due to rounding or missing information; < 10 = fewer than 10 participants.

Table 12 presents detailed labour market outcomes for male participants. For example, the results reveal that:

- Male active EI claimants in SDEB increase their average annual earnings by \$11,404. They also decrease their incidence of employment by 1 percentage point. The decline in the number of employed male participants can be mostly explained by retirement decisions.²³ Male participants decrease the use of EI by 6 percentage points but increase the use of SA by 2 percentage points.
- Male former claimant participants in EAS increase their annual average earnings by \$2,606. They also decrease their incidence of employment by 14 percentage points mainly due to retirement

²³ While the number of employed male active claimant participants in SDEB decreases by 1 percentage point, there is an increase in the number of participants receiving Canada Pension Plan (3 percentage points), Canada Pension Plan-Disability (1 percentage point), and Old Age Security (2 percentage points).

decisions.²⁴ These participants decrease their use of EI benefits by 16 percentage points but increase their use of SA benefits by 7 percentage points.

Table 12. Pre and post-participation change in labour market outcomes for male participants (annual average)

Indicator	SDEB active claimants	SDEB former claimants	EAS active claimants	EAS former claimants
Incidence of employment (percentage points)	-1	-7	-8	-14
Employment earnings (\$)	11,404	12,304	2,220	2,606
EI benefits (\$)	-6	-21	-6	-16
SA benefits (\$)	2	5	2	7
Dependence on income support (percentage points)	-1	-5	3	6
n=	143	98	115	98

Note: the outcomes for male former claimants in SDEB and EAS should be interpreted with caution given the small numbers of participants.

Youth participants

Main findings: Following participation in SDEB and EAS, Youth active and former claimants have:

- Higher annual average earnings.
- Lower incidence of employment.
- Lower use of EI benefits (with the exception of former claimants in SDEB).
- Mixed results for use of SA benefits.

Between 2009 and 2012, nearly 280 participants in Yukon were 30 years of age or younger at the start of their participation, representing about 30% of participants.

The profile of youth participants is presented in Table 13. It includes their gender, sociodemographic group, marital status, educational attainment, occupation and industry. Information about their educational attainment, occupation and industry is based on the last job they held prior to applying for EI benefits.

²⁴ While the number of employed male former claimant participants in EAS decreases by 14 percentage points, there is an increase in the number of participants in receipt of Canada Pension Plan (8 percentage points), Canada Pension Plan-Disability (1 percentage point), and Old Age Security (5 percentage points).

Table 13. Profile of youth participants in Yukon in 2009 to 2012

Categories	Active claimants	Former claimants
Number of participants	146	136
Gender	Female = 42% Male = 58%	Female = 53% Male = 47%
Sociodemographic group	Indigenous people = 24%	Indigenous people = 39%
Marital status	Single = 71% Married or common-law = 21%	Single = 74% Married or common-law = 19%
Education or skills level	High school or occupational training = 32% On-the-job training = 29% College, vocational education or apprenticeship training = 29% University degree = <10 participants	High school or occupational training = 36% On-the-job training = 34% College, vocational education or apprenticeship training = 21% University degree = <10 participants
Top 3 occupational groups	Other manual workers = 22% Semi-Skilled Manual Workers = 16% Semi-professionals and technicians = 14%	Other manual workers = 18% Other sales and service professionals = 15% Intermediate sales and service personnel; and Semi-Skilled Manual Workers = 14% each
Top 3 industries	Construction = 20% Public administration; and Mining, quarrying, and oil and gas extraction = 14% each Accommodation and food services = 13%	Retail trade = 17% Public administration = 16% Construction = 15%

Note: Values may not equal 100% due to rounding or missing information; < 10 = fewer than 10 participants.

Table 14 presents the detailed labour market outcomes for youth participants. For example, the results reveal that:

- Youth active EI claimants in SDEB increase their annual average earnings by \$17,582. They also decrease their incidence of employment by 5 percentage points. Youth participants increase their use of EI and SA benefits (by 3 percentage points and 4 percentage points respectively).
- Youth former EI claimants in EAS increase their annual average earnings by \$10,128. They also decrease their incidence of employment by 5 percentage points in the post-participation period.

Youth participants decrease their use of EI by 7 percentage points, but experience increases in use of SA benefits (3 percentage points).

Table 14. Pre and post-participation change in labour market outcomes for youth participants (annual average)

Indicator	SDEB active claimants	SDEB former claimants	EAS active claimants	EAS former claimants
Incidence of employment (percentage points)	-5	-1	-2	-5
Employment earnings (\$)	17,582	19,638	14,705	10,128
EI benefits (\$)	3	-10	-2	-7
SA benefits (\$)	4	0	0	3
Dependence on income support (percentage points)	3	-2	0	0
n=	83	66	59	59

Note: the outcomes for youth active and former claimants in SDEB and EAS should be interpreted with caution given the small numbers of participants.

Older worker participants

Main findings: Following participation in EAS, older worker EI claimants have:

- Lower incidence of employment and annual average employment earnings, which is mostly due to retirement decisions.
- Lower use of EI benefits, accompanied by increases in SA benefits.

Between 2009 and 2012, there were 89 active EI claimants and 53 former EI claimants who were 55 years of age or older when they began their participation. In Yukon, this represents nearly 15% of participants.²⁵

The profile of older worker participants is presented in Table 15. It includes their gender, sociodemographic group, marital status, educational attainment, occupation and industry. Information about their educational attainment, occupation and industry is based on the last job they held prior to applying for EI benefits. Information about sociodemographic groups is self-reported.

²⁵ Please note, the number of older worker active EI claimants in SDEB and EAS, and former EI claimants in EAS was too small to produce outcomes.

Table 15. Profile of older worker EAS active claimant participants in Yukon from 2009 to 2012

Categories	Active claimants
Number of participants	89
Gender	Female = 57% Male = 43%
Sociodemographic group	Indigenous people = 13% Persons with disabilities = 17%
Marital status	Single = 44% Married or common-law = 29% Widow / divorced / separated = 19%
Education or skills level	High school or occupational training = 36% On-the-job training = <10 participants College, vocational education or apprenticeship training = 38% University degree = <10 participants
Top 3 occupational groups	Intermediate sales and service personnel = 16% Skilled Sales and Service Personnel = 13% Semi-skilled manual workers = 12%
Top 3 industries	Public administration = 19% Accommodation and food services = 18% Construction = 13%

Note: Values may not equal 100% due to rounding or missing information; < 10 = fewer than 10 participants.

Table 16 presents the detailed labour market outcomes for older worker participants in EAS. For example, the results reveal that older worker active EI claimant participants in EAS decrease their annual average earnings by \$8,698 and decrease their incidence of employment by 19 percentage points. The decline can be mostly explained by retirement decisions. While the number of employed older worker participants decreases by 19 percentage point, there is an increase in the number of participants on Canada Pension Plan (38 percentage points), Canada Pension Plan-Disability (4 percentage points), and Old Age Security (20 percentage points). These participants also decrease their use of EI benefits by 17 percentage points and increase their use of SA benefits by 9 percentage points.

Table 16. Pre and post-participation change in labour market outcomes for older worker active participants in EAS (annual average)

Indicator	EAS active claimants
Incidence of employment (percentage points)	-19
Employment earnings (\$)	-8,698

EI benefits (\$)	-17
SA benefits (\$)	9
Dependence on income support (percentage points)	6
n=	62

Note: the outcomes for older worker active claimants in EAS should be interpreted with caution given the small numbers of participants (62).

Indigenous participants

Main findings: Following participation, Indigenous active EI claimant participants in SDEB and active and former claimants in EAS have:

- Higher average annual earnings.
- Lower incidence of employment, mostly due to retirement decisions.
- Lower use of EI benefits, accompanied by increases in their use of SA benefits.

Between 2009 and 2012, nearly 290 participants in Yukon were Indigenous, representing about 30% of participants.²⁶

The profile of Indigenous participants is presented in Table 17. It includes their age, gender, marital status, educational attainment, occupation and industry. Information about their educational attainment, occupation and industry is based on the last job they held prior to applying for EI benefits.

Table 17. Profile of Indigenous active and former EI claimant participants in Yukon in 2009 to 2012

Categories	Active claimants	Former claimants
Number of participants	117	174
Gender	Female = 42% Male = 58%	Female = 43% Male = 57%
Age	30 and under = 30% 31 to 54 = 60% 55 and over = 10%	30 and under = 30% 31 to 54 = 59% 55 and over = 10%

²⁶ Please note, the number of Indigenous former EI claimants in SDEB was too small to produce outcomes.

Marital status	Single = 68% Married or common-law = 26% Widow / divorced / separated = <10 participants	Single = 68% Married or common-law = 20% Widow / divorced / separated = 6%
Education or skills level	High school or occupational training = 37% On-the-job training = 28% College, vocational education or apprenticeship training = 25% University degree = <10 participants	High school or occupational training = 30% On-the-job training = 31% College, vocational education or apprenticeship training = 27% University degree = 6%
Top 3 occupational groups	Other manual workers = 25% Semi-skilled manual workers = 19% Clerical personnel; and Skilled Crafts and Trades Workers = 10% each	Other manual workers = 22% Semi-skilled manual workers = 16% Intermediate sales and service personnel; and Other Sales and Service Personnel= 9% each
Top 3 industries	Public administration = 29% Construction = 19% Mining, quarrying, and oil and gas extraction = 17%	Public administration = 27% Construction = 18% Retail trade = 10%

Note: Values may not equal 100% due to rounding or missing information; < 10 = fewer than 10 participants.

Table 18 presents the detailed labour market outcomes for Indigenous participants. For example, the results reveal that:

- Indigenous active EI claimant participants in SDEB increase their annual average employment earnings by \$11,446. They also decrease their employment levels by 3 percentage points, which can be mostly explained by retirement decisions.²⁷ These participants also decrease their use of EI benefits by 5 percentage points and increase their use of SA benefits by 4 percentage points.
- Indigenous former EI claimants in EAS increase their annual average earnings by \$3,121. They also decrease their incidence of employment by 7 percentage points, which can be mostly explained by retirement decisions.²⁸ These participants also decrease their use of EI benefits by 20 percentage points and increase their use of SA benefits by 3 percentage points.

²⁷ While the number of employed active claimant participants in SDEB decreases by 3 percentage points, there is an increase in the number of participants receiving Canada Pension Plan (3 percentage points), Canada Pension Plan-Disability (1 percentage point), and Old Age Security (1 percentage point).

²⁸ While the number of employed former claimant participants in EAS decreases by 7 percentage points, there is an increase in the number of participants receiving Canada Pension Plan (5 percentage points) and Old Age Security (4 percentage points).

Table 18. Pre and post-participation change in labour market outcomes for Indigenous participants (annual average)

Indicator	SDEB active claimants	SDEB former claimants	EAS former claimants
Incidence of employment (percentage points)	-3	-8	-7
Employment earnings (\$)	11,446	10,644	3,121
EI benefits (\$)	-5	-24	-20
SA benefits (\$)	4	5	3
Dependence on income support (percentage points)	-1	-3	-1
n=	86	89	71

Note: the outcomes for Indigenous active and former claimants should be interpreted with caution given the small numbers of participants in SDEB and EAS.

5. Supplemental studies

5.1 Research and Innovation²⁹

Research and Innovation provides funding for research and demonstration projects. These projects aim to collect and disseminate labour market information and to test new approaches in labour market development.

Between 2015 and 2020, Yukon used the program intermittently. Research and Innovation spending varied between 1% (\$51,000) to 5% (\$187,000) of annual LMDA expenditures in the territory. Program officials report that the amount allocated to Research and Innovation is influenced by government priorities and labour market issues.

Funded organizations

Funded organizations include the Yukon government.

Funded Research and Innovation activities

Research and Innovation projects include activities such as collection, analysis and dissemination of labour market information.

5.2 Skills Development Employment Benefit-Apprentices

The objective of the program is to help apprentices become skilled tradespeople and to increase their labour market attachment. Program participants have generally chosen a career and are already attached to the labour market. The apprenticeship process involves on-the-job learning and technical training in a classroom setting.

Apprentices who have worked enough hours to qualify for EI can apply to receive EI Part I benefits while on training. The program provides financial assistance to EI eligible apprentices to help them offset the costs they incur while they attend technical training. The level of funding is based on the needs of apprentices, the location of the training, and any fees paid by the apprentices.

The profile of active EI claimant participants in SDEB-Apprentices is presented in Table 19.³⁰ Information about their educational attainment, occupation and industry is based on the last job they held prior to applying for EI Part 1 benefits. Information about sociodemographic groups is self-reported.

²⁹ The findings presented in this section are based on a description of the program by a Yukon representative.

³⁰ Please note that the number of former EI claimants was insufficient to present outcome results.

Table 19. Profile of active EI claimant participants in SDEB-Apprentices programs in Yukon from 2009 to 2012

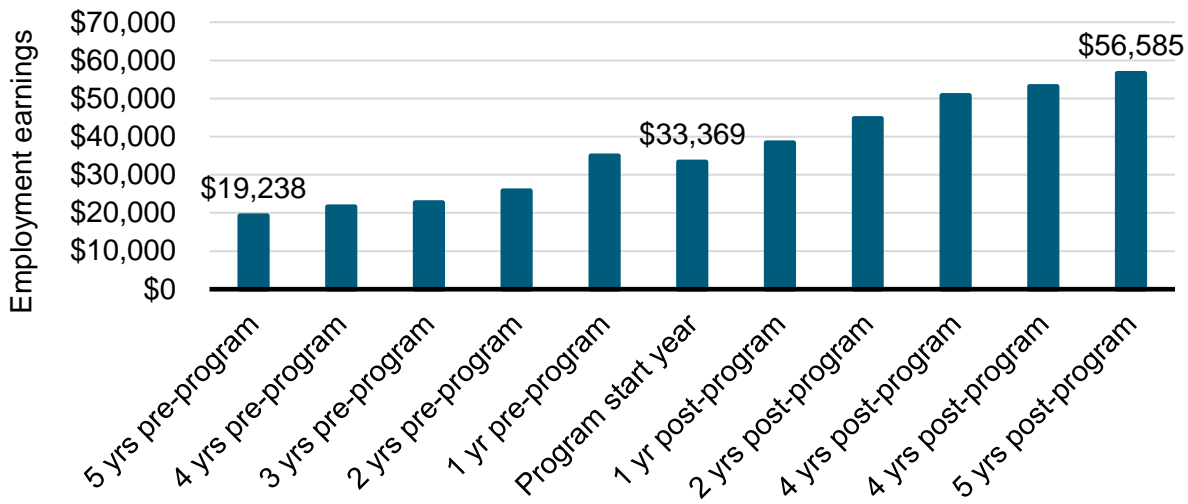
Categories	Active claimants
Number of participants	163
Gender	Female = 9% Male = 91%
Age	30 and under = 77% 31 to 54 = 22% 55 and over = < 10 participants
Sociodemographic group	Indigenous people = 8% Persons with disabilities = <10 participants Visible minorities = <10 participants Recent immigrants = <10 participants
Marital status	Single = 66% Married or common-law = 28% Widow / divorced / separated = <10 participants
Education or skills level	High school or occupational training = <10 participants On-the-job training = 6% College, vocational education or apprenticeship training = 88% University degree = <10 participants
Top 3 occupational groups	Skilled crafts and trades workers = 82% Other manual workers = <10 participants Skilled sales and service personnel = <10 participants
Top 3 industries	Construction = 67% Other services (excluding public administration) = <10 participants Public administration = <10 participants

Note: Values may not equal 100% due to rounding or missing information; < 10 = fewer than 10 participants.

Labour market outcomes

As shown in Figure 6, active claimant participants in SDEB-Apprentices increase their average earnings from \$19,238 in the fifth year pre-program to \$56,585 in the fifth year after the program start year. They earn on average \$26,457 more per year during the post participation period compared to before participation.

Figure 6. Average earnings for active claimant participants in SDEB-Apprentices



As shown in Table 20, the change in proportion of active claimants employed from before to after participation declines by 2 percentage points, remaining on average around 95% after program participation.

Participants also increase their use of EI benefits by 8 percentage points in the post program period compared to before participation. However, these participants experience decreases in EI use from 100% in program start year to 25% in the fifth post-program year.

Participants decrease their use of SA benefits by 1 percentage point in the post participation period compared to before participation.

Table 20. Pre and post-participation change in labour market outcomes for SDEB-Apprentices active claimants

Indicator	SDEB-Apprentices active claimants
Incidence of employment (percentage points)	-2
Employment earnings (\$)	26,457
EI benefits (\$)	8
SA benefits (\$)	-1
Dependence on income support (percentage points)	-1
n=	163

6. Conclusions and recommendations

The Canada-Yukon LMDA is the largest annual investment in active labour market programs and services in Yukon. Based on the findings presented in this report, the EBSMs are generally helping participants to increase their earnings and to reduce their use of some government income support benefits.

6.1 Summary of findings

The medium-term outcome analysis completed as part of the evaluation provides an assessment of how the labour market situation of participants evolved over time.³¹ Overall, the outcome analysis shows that following program participation active and former EI claimant participants in SDEB and EAS have:

- Higher average earnings.
- Lower employment levels, mainly due to retirement decisions.
- Lower use of EI benefits, however, they increase their receipt of SA benefits.

Where the number of participants was sufficient, a subgroup analysis was conducted for female, male, youth, older workers and Indigenous participants. The analysis shows that labour market outcomes for most of subgroups of active and former participants in SDEB and EAS are largely consistent with those for all participants.³²

A separate incremental impact analysis was conducted on active EI claimants who participated in EAS. The incremental impacts are not statistically significant compared to similar non-participants.

Supplemental studies address information gaps previously identified in LMDA evaluations for Research and Innovation. A separate study examined outcomes for SDEB-Apprentices.

Overall, the studies found that:

- Yukon uses the Research and Innovation support measure to fund labour market research projects.
- After participating in SDEB-Apprentices, active EI claimants increase their employment earnings and decrease their dependence on government income supports.

6.2 Recommendations

Since 2012, several qualitative and quantitative studies addressed issues and questions related to EBSM design, delivery and effectiveness:

- The quantitative studies provided insight into participants' post-participation labour market outcomes.

³¹ Outcome analysis does not permit inference regarding the extent to which those changes were due to EBSM participation.

³² This excludes older worker active claimants in EAS who experience decreases in earnings, mainly due to retirement decisions.

- The qualitative studies identified specific challenges, lessons learned and best practices associated with the design and delivery of EBSMs. Each study included key considerations for program and policy development or recommendations.

The recently completed evaluation of the Workforce Development Agreements complements the LMDA qualitative studies. This evaluation was also supported by literature reviews and provided unique insights into challenges and lessons learned to assist persons with disabilities, immigrants and those further removed from the labour market.

Most results from this evaluation stem from the conduct of advance causal analysis whereby impacts found could be attributed to a specific EBSM. These analyses are predicated on having access to high quality administrative records, thereby confirming the importance of the capacity to leverage and integrate relevant administrative data.

From these main findings, 2 key recommendations emerge:

Recommendation #1: Yukon is encouraged to share and discuss lessons learned, best practices and challenges associated with the design and delivery of programs and services. Discussions are encouraged with ESDC, at the bilateral or multilateral levels as well as with service delivery network if necessary.

Recommendation #2: Yukon is encouraged to pursue efforts to maintain and strengthen data collection provisions in support of reporting, performance measurement and data-driven evaluations at the national and territorial levels.

7. Reference

Employment and Social Development Canada. *Employment Insurance Monitoring and Assessment Reports*. 2010 to 2022.

Employment and Social Development Canada. *Labour Market Development Agreements Process for Determination of Similarity*. Internal document, 2012.

Employment and Social Development Canada. *Evaluation of the Canada-Yukon Labour Market Development Agreements – Cycle III: Examination of the medium-term outcomes from 2009 to 2017*. Internal report, 2021.

Employment and Social Development Canada. *Third Cycle for the Horizontal Evaluation of the Labour Market Development Agreements: Quantitative Methodology Report*. Internal document, 2019. Available upon request.

Appendix A: List of 3 studies included in this national synthesis report

Table A 1. Overview of studies included in this synthesis report.

Study	Evidence generated	Methods	Reference period	Observation period
Examination of medium-term outcomes from 2009 to 2017	<ul style="list-style-type: none"> • Profile of active and former EI claimants in Yukon. • Outcomes by claimant type and by subgroup. 	<ul style="list-style-type: none"> • Before and after results of program participation 	2009 to 2012 participants	Up to 12 years (5 years before participation, 1 to 2 years of participation, and up to 5 years after participation).
Estimation of medium-term incremental impacts from 2009 to 2017	<ul style="list-style-type: none"> • Incremental impacts for active and former EI claimants in Yukon. • Incremental impacts by subgroup. • Profile and socio-demographic characteristics of participants. 	<ul style="list-style-type: none"> • Non-experimental method using propensity score matching in combination with Difference-in-Differences. • Statistical profiling. 	2009 to 2012 participants	Up to 7 years (1 to 2 years in program, and up to 5 years after participation).
Design and delivery of the Research and Innovation Support measure in Yukon	<ul style="list-style-type: none"> • Program design and delivery. • Challenges and lessons learned. 	<ul style="list-style-type: none"> • Document review. • Questionnaire validated by territorial program officials. 	2017 to 2020	Design and delivery at the time of the data collection.