	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
			2022-2023		**2023-2024**		**2024-2025**	
			Target	Result	Target	Status as of Q4		
GOAL 1: Indigenous Representation	**Action 1.1:** Review all job descriptions to remove systemic barriers and reflect appropriate non-inflated education and experience requirements	*# of job descriptions (JDs) reviewed # of applicants on job postings Increased use of equivalencies*	*20% (10) of JDs reviewed*	Job Description Guide Launched *0 JD's reviewed*	*10% (5) of JDs reviewed*	*As JDs are reviewed, they are adjusted. I count on staff at Job Evaluation to guide us through this review.*	*20% (10) of JDs reviewed* *2% increase in applicants*	
	Action 1.2: Hiring managers complete training on the staffing process, recruitment programs and understanding systemic and unconscious racism and bias within the hiring process.	*# of hiring managers who complete the training*	*Training launch*	Hiring Managers training launched *0% of employees have completed training*	*50% of hiring managers have completed the training*	*50% of hiring manager have completed this training*	*75% of hiring managers have completed the training*	
GOAL 2: Indigenous Leadership	**Action 2.1:** Ensure that all employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.	*# of employees who have completed the training*	*20% of employees have completed training*	*36.7 % of employees have completed training*	*50% of employees have completed training*	*50% of employees have completed training*	*90% of employees have completed training*	
	Action 2.3: Ensure all employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training.	*#of employees who have completed the training*	*5% of employees have completed training*	*4.1 % of employees have completed training*	*8% of employees have completed training*	*8% of employees have completed training*	*15% of employees have completed training*	
	Action 2.5: Ensure staff is aware of the Indigenous Management Development and Training Program (IMDTP).	*# of Indigenous employees aware of and utilize IMDTP*	*Indigenous employees from department have accessed IMDTP*	*No employees have accessed IMDTP*	*Indigenous employees from department have accessed IMDTP*	*No employees have accessed IMDTP (IDTP)*	*Indigenous employees from department have accessed IMDTP*	
	Action 2.6: Use the Indigenous Career Gateway Program (ICGP).	*# of ICGP candidates hired*	*0 positions filled using ICGP*	*0 positions filled using ICGP*	*0 positions filled using ICGP*	*0 positions filled using ICGP*	*0 positions filled using ICGP*	

Departmental Indigenous Employment Plan – La Commission Scolaire Francophone Territoires du Nord-Ouest

DEPARTMENT OF CSFTNO
INDIGENOUS EMPLOYMENT TARGETS

	CURRENT (March 31, 2022)	SHORT-TERM TARGETS (By March 31, 2024)	RESULTS SHORT-TERM TARGETS	MEDIUM-TERM TARGETS (By March 31, 2026)	LONG TERM TARGETS (By March 31, 2028)
Staffed positions					
All filled positions	49	49	49	49	49
Indigenous Aboriginal employees	-	-	-	-	-
Net Increase Target	-	-	-	+1	+1
Percentage	0%	0%	0%	2%	4%
Indigenous Aboriginal employees by job classification					
Senior Management					
Total employees	1	1	1	1	1
Indigenous employees (#)	-	-	-	-	-
Net Increase Target	-	-	-	-	-
Indigenous employees (%)	0%	0%	0%	0%	0%
Middle Management					
Total employees	3	3	3	3	3
Indigenous employees (#)	-	-	-	-	-
Net Increase Target	-	-	-	-	-
Indigenous employees (%)	0%	0%	0%	0%	0%
Positions Requiring University Equivalency					
Total employees	29	29	27	29	29
Indigenous employees (#)	-	-	-	-	-
Net Increase Target	-	-	-	-	-
Indigenous employees (%)	0%	0%	0%	0%	0%
Positions Requiring College/Trades Equivalency					
Total employees	3	3	7	3	3
Indigenous employees (#)	-	-	-	-	-
Net Increase Target	-	-	-	0	0
Indigenous employees (%)	0%	0%	0%	0%	0%
Positions Requiring High School Equivalency or No Formal Education					
Total employees	13	13	11	13	13
Indigenous employees (#)	-	-	-	-	-
Net Increase Target	-	-	-	1	1
Indigenous employees (%)	0%	0%	0%	2%	4%

Job classification definitions:
  Senior Management - Position belonging to DM or SRM union code.
  Middle Management - Position belonging to management NOC occupational code.

Notes:

*CSFTNO's language of work and instruction is French. Except relief custodians who work in the evenings and/or weekends, the French language is preferred, and an effort could be made to provide language training following the hire. Please refer to the minority education legislation is found in section 23 of the *Charter of Rights and Freedoms.*

Departmental Indigenous Employment Plan – La Commission Scolaire Francophone Territoires du Nord-Ouest