	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
			2024-2025		2025-2026		2026-2027 Targets	
			Target	Status as of Q4	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*	*75% of JDs reviewed*	*61% of JDs reviewed*	*85% of JDs reviewed*	*78% of JDs reviewed*	*85% of JDs reviewed*	
	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 staffing workshop training*	*55% completion*	*45% have completed training*	*60% completion*	*53% have completed training*	*60% completion*	
	Action 1.3: Review Indigenous eligibility lists for pre-qualified candidates prior to initiating a job competition.	*# of Indigenous positions filled with eligibility list.*	*7 positions are filled with eligibility lists.* *3% increase from baseline*	*0 eligibility list hires for 2024-25 fiscal year* *0% increase*	*8 positions are filled with eligibility lists.*	*1 eligibility list hire for 2025-26 fiscal year*	*2 positions are filled with eligibility lists.*	*Revisions were made to the performance measure to better align with action item and the availability of data. The pre-qualified database was deleted as this is maintained by the Department of Finance.*
GOAL 2: Indigenous	**Action 2.1:** Ensure that all employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.	*% of employees who have completed the Living Well Together training*	*95% of employees have completed training*	*83% of employees have completed training*	*95% of employees have completed training*	*91% of employees have completed training*	*95% of employees have completed training*	

ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
		2024-2025		2025-2026		2026-2027 Targets	
		Target	Status as of Q4	Target	Status as of Q4		
Action 2.2: Collaborate with Finance and the Indigenous Languages Secretariat and JK-12 Education System Services to support the delivery of professional development programs in Indigenous languages.	*# of employees who participate*	*To be determined*	*4 GNWT employees accessed IDTP funding to take part in these programs.*	*6 employees accessed IDTP funding to take part in these programs.*	*7 GNWT employees accessed IDTP funding to take part in these programs.*	*5 employees accessed IDTP funding to take part in these programs.*	*The Indigenous Development and Training Program (IDTP) provides support for GNWT employees to access funding to participate in the Indigenous Language Instructor Employment Plan (ILIEP) and Mentor-Apprentice Program (MAP). These two programs are led by ECE. Supporting employees' professional development opportunities in Indigenous languages is managed by the Department of Finance.*
Action 2.3: Ensure all employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training.	*% of employees who have completed the Equitable Workplace training*	*40% of employees have completed training*	*45% of employees and managers have completed training*	*55% of employees have completed training*	*48% of employees and managers have completed training*	*Equitable workplace training has been paused. New targets will be set with the development of the new training.*	
Action 2.5: Ensure Indigenous employees are aware of and apply to the Indigenous Management Development and Training Program (IMDTP)	*# of employees accessing IDTP (IMDTP)*	*3 employees from the department have accessed IDTP*	*4 employees accessed IDTP funding to take part in these programs*	*4 employees from the department have accessed IDTP*	*2 employees from the department have accessed IDTP*	*3 employees from the department have accessed IDTP*	

ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
		2024-2025		2025-2026		2026-2027 Targets	
		Target	Status as of Q4	Target	Status as of Q4		
Action 2.5: Access Indigenous mentorship program for informal on-the-job training.	*# of employees accessing program* *# of succession plans*	*10% of Indigenous employees are participating in the program in some capacity*	*Under development by the Department of Finance*	*To be determined once program is fully developed and implemented*	*2 employees accessing program* *2 succession plans*	*2 employees accessing program* *6 succession plans*	*Indicators have changed from percentage to numbers in order to provide more accurate reporting on these indicators*
Action 2.5: Support employees to identify career pathways and training needs in their Learning and Development Plan as a part of the Performance Development process.	*# of Indigenous employees who identify career pathways and training needs in their Learning and Development Plan*	*10% of employees have identified a career path*	*Under development by the Department of Finance*	*15% of employees have identified a career path*	*Under development by the Department of Finance*	*15% of employees have identified a career path*	
Action 2.5: Work with HR on succession planning with a focus on Indigenous employee development.	*# of Indigenous employees identified for succession planning*	*10% of managers have identified succession plans and have Indigenous employees identified within those succession plans*	*Tracking mechanism to be developed*	*15% of managers have identified succession plans and have Indigenous employees identified within those succession plans*	*7 Indigenous employees identified for succession planning*	*10 Indigenous employees identified for succession planning*	*Indicator has changed from percentage to numbers in order to provide more accurate reporting on this indicator*
Action 2.6: Use the Indigenous Career Gateway Program (ICGP).	*# of ICGP candidates hired*	*2 positions filled using ICGP*	*0 positions filled using ICGP in 2024-25 Fiscal Year*	*2 positions filled using ICGP*	*3 positions filled using ICGP in 2025-2026 fiscal year*	*2 positions filled using ICGP*	

	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
			2024-2025		2025-2026		2026-2027 Targets	
			Target	Status as of Q4	Target	Status as of Q4		
	Action 2.6: Promote the use of the Building Capacity with Indigenous Governments Program and transfer assignments and cross-training to encourage mobility and development for Indigenous employees.	*# of Indigenous employees on transfer assignments (TA) or Secondments* *# of Indigenous employees within Middle and Senior management roles*	*5% of TAs filled by Indigenous employees.* *Minimum of 26%*	*10% (4 of 40) of TAs filled by Indigenous employees* *23% (13 of 56)*	*15% of TAs filled by Indigenous employees.* *Minimum of 26%*	*25% (10 of 40) of TAs filled by Indigenous employees* *27% (17 of 62)*	*15% of TAs filled by Indigenous employees.* *Minimum of 26%*	

DEPARTMENT OF EDUCATION, CULTURE & EMPLOYMENT
INDIGENOUS EMPLOYMENT TARGETS

	PREVIOUS TERM RESULTS (By March 31st 2024)	CURRENT RESULTS (By March 31st 2026	SHORT-TERM TARGETS (By March 31, 2026)	MEDIUM TERM TARGETS (By March 31, 2028)
Staffed positions				
All filled positions	288	293	288	288
Indigenous Aboriginal employees	89	86	90	99
Net Increase Targets	+7	-3	+8	+9
Percentage	31%	29%	31%	34%
Indigenous Aboriginal employees by job classification				
Senior Management				
Total employees	23	25	23	23
Indigenous employees (#)	8	7	6	8
Net Increase Target	+1	-1	-1	+1
Indigenous employees (%)	32%	29%	39%	43%
Middle Management				
Total employees	32	37	32	32
Indigenous employees (#)	9	10	8	10
Net Increase Target	+1	+1	-	+2
Indigenous employees (%)	28%	27%	34%	38%
University Equivalency				
Total employees	126	178	126	126
Indigenous employees (#)	20	34	22	24
Net Increase Target	+2	+14	+4	+6
Indigenous employees (%)	16%	19%	17%	19%
College/Trades Equivalency				
Total employees	86	94	86	86
Indigenous employees (#)	45	44	46	47
Net Increase Target	+2	-1	+3	+4
Indigenous employees (%)	52%	47%	53%	55%
High School Equivalency or Below				
Total employees	21	21	21	21
Indigenous employees (#)	7	8	8	10
Net Increase Target	+1	-1	+2	+4
Indigenous employees (%)	33%	38%	38%	48%

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

****Long term targets are being considered and will be updated in the next reporting period**