



	ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES	
			2022-2023		2023-2024			2024-2025
			Target	Results	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	25% of JDs reviewed	36% of JDs were reviewed	50% of JDs reviewed.	52% of JDs reviewed	75% of JDs reviewed.	Reporting on percentages instead of numbers provides more accuracy.
	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	40.4% (23) of employees have completed training	30% completion	50% have completed training	55% completion	
	Action 1.3: Review Indigenous eligibility lists for pre-qualified candidates prior to initiating a job competition.	# of positions filled without a competition Increase of Indigenous hires within department Increased number of candidates added to database	Launch of eligibility database	Under Development	5 positions are filled with eligibility lists.	Under development – not yet tracked	7 positions are filled with eligibility lists.	
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 training	80% of employees have completed training	86.1% of employees have completed training	85% of employees have completed training	91% of employees have completed training	95% of employees have completed training	



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Action 2.2: Collaborate with Finance and the Indigenous Languages and Education Secretariat to support the delivery of professional development programs in Indigenous languages.	<i># of employees who participate</i>	<i>ECE and the Department of Finance collaborate on professional development options for employees in Indigenous languages</i>	<i>Under development</i>	<i>ECE and the Department of Finance collaborate on professional development options for employees in Indigenous languages</i>	<i>2 employees accessed IDTP funding to take part in these programs.</i>	<i>To be determined</i>	<i>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 (ILES). Supporting employees' professional development opportunities in Indigenous languages is managed by the Department of Finance.</i>
Action 2.3: Ensure all employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training.	<i>% of employees who have completed the training</i>	<i>15% of employees have completed training</i>	<i>23.6% of employees have completed training</i>	<i>20% of employees have completed training.</i>	<i>38% of employees and managers have completed training</i>	<i>40% of employees have completed training</i>	
Action 2.4: Ensure employees complete exit interview process that includes questions about employee experiences with bias, racism, discrimination, harassment and cultural insensitivity.	<i># of exit interviews completed with employees who leave their position</i>	<i>Department of Finance develops exit interview process</i>	<i>Under development</i>	<i>Department of Finance develops exit interview process.</i>	<i>Finance exit interview process to be developed.</i>	<i>25% of departing employees complete an exit interview</i>	<i>2023/2024 Note – ECE has created a suggested exit interview guide as part of its onboarding and offboarding resources and shared to the Department. ECE is not currently tracking how many exit interviews were completed.</i>
Action 2.5: Ensure Indigenous employees are aware of and apply to the Indigenous Management Development and Training Program (IMDTP), and that it is fully subscribed.	<i># of employees accessing the program</i>	<i>2 employees from the department have accessed IMDTP</i>	<i>1 employee has accessed IMDTP</i>	<i>2 employees from the department have accessed IMDTP</i>	<i>8 employees have accessed IMDTP (IDTP)</i>	<i>3 employees from the department have accessed IMDTP</i>	



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Action 2.5: Access Indigenous mentorship program for informal on-the-job training.	<i># of employees accessing program # of succession plans</i>	<i>Department of Finance develops and promotes Indigenous Mentorship Program</i>	<i>Under development</i>	<i>Department of Finance develops and promotes Indigenous Mentorship Program</i>	<i>Under development</i>	<i>10% of Indigenous employees are participating in the program in some capacity</i>	
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.	<i># of Indigenous employees who identify career pathways and training needs in their Learning and Development Plan</i>	<i>Department of Finance will create resources for employees to identify career pathways in their Learning and Development Plan</i>	<i>Under development</i>	<i>Department of Finance will create resources for employees to identify career pathways in their Learning and Development Plan</i>	<i>Under development</i>	<i>10% of employees have identified a career path</i>	
Action 2.5: Work with HR on succession planning with a focus on Indigenous employee development.	<i># of Indigenous employees identified for succession planning</i>	<i>Department of Finance creates succession planning guide; department works with HR to develop Succession Plan</i>	<i>Guide created by Department of Finance in summer 2023.</i>	<i>Include direction to all ECE to include career goals within their annual performance development documents</i>	<i>Direction issued to all staff for 2023-2024 performance development documents</i>	<i>10% of managers have identified succession plans and have Indigenous employees identified within those succession plans</i>	
Action 2.6: Use the Indigenous Career Gateway Program (ICGP).	<i># of ICGP candidates hired</i>	<i>Minimum of 1 position filled using ICGP</i>	<i>2 positions filled using ICGP</i>	<i>2 positions filled using ICGP</i>	<i>1 position filled using ICGP</i>	<i>2 positions filled using ICGP</i>	<i>2023/2024 Note – although not included in target ECE also support 1 BCIG secondment in 2023-2024. ECE notes that it has tried but finds it difficult to fill positions using ICGP.</i>



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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.	<i># of Indigenous employees on transfer assignments (TA) or Secondments</i>	<i>Minimum of 5% of TAs filled by Indigenous employees.</i>	<i>34.8% of TAs filled by Indigenous employees.</i>	<i>5% of TAs filled by Indigenous employees.</i>	<i>22% (2 of 9) TAs filled by Indigenous employees.</i>	<i>5% of TAs filled by Indigenous employees.</i>	
	<i># of Indigenous employees within Middle and Senior management roles</i>	<i>Minimum of 25%</i>	<i>25.8%</i>	<i>Minimum of 26%</i>	<i>20% (4 of 20)</i>	<i>Minimum of 26%</i>	

**DEPARTMENT OF EDUCATION, CULTURE & EMPLOYMENT
INDIGENOUS EMPLOYMENT TARGETS**

	BASELINE (March 31, 2022)	SHORT-TERM (By March 31, 2024)	RESULTS SHORT- TERM	MEDIUM-TERM (By March 31, 2026)	LONG- TERM (By March 31, 2028)
Staffed positions					
All filled positions	288	288	283	288	288
Indigenous Aboriginal employees	82	89	78	90	99
Net Increase Targets	-	+7	-4	+8	+9
Percentage	28%	31%	28%	31%	34%
Indigenous Aboriginal employees by job classification					
Senior Management					
Total employees	23	23	20	23	23
Indigenous employees (#)	7	8	4	6	8
Net Increase Target	-	+1	-3	-1	+1
Indigenous employees (%)	30%	32%	20%	39%	43%
Middle Management					
Total employees	32	32	29	32	32
Indigenous employees (#)	8	9	6	8	10
Net Increase Target	-	+1	-2	-	+2
Indigenous employees (%)	25%	28%	21%	34%	38%
University Equivalency					
Total employees	126	126	122	126	126
Indigenous employees (#)	18	20	20	22	24
Net Increase Target	-	+2	+2	+4	+6
Indigenous employees (%)	14%	16%	16%	17%	19%
College/Trades Equivalency					
Total employees	86	86	90	86	86
Indigenous employees (#)	43	45	42	46	47
Net Increase Target	-	+2	-1	+3	+4
Indigenous employees (%)	50%	52%	47%	53%	55%
High School Equivalency or Below					
Total employees	21	21	22	21	21
Indigenous employees (#)	6	7	6	8	10
Net Increase Target	-	+1	0	+2	+4
Indigenous employees (%)	29%	33%	27%	38%	48%

**Job classification definitions:*

Senior Management - Position belonging to DM or SRM union code.

Middle Management - Position belonging to management NOC occupational code.

Notes:

Based on 2024 results, medium and long term targets have been adjusted for overall, senior and middle management. No changes in targets at other levels.

The Net Increase targets for medium and long term have been updated to reflect net increase from baseline (March 2022).