	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
			2024/2025		2025/2026		2026/2027 Target	
			Target	Status as of Q4	Target	Status as of Q4		
GOAL 1: Indigenous Representation	**Action 1.1:** Pending the development of guidelines and resources by the Department of Finance, INF will review all job descriptions to remove systemic barriers and reflect appropriate non-inflated education and experience requirements.	*# of job descriptions (JDs) reviewed* • *586 JDs for review (based on filled positions)*	*50% of JDs reviewed (293 JDS reviewed)*	*37.6% of JDs reviewed (59 additional JDs reviewed, for a total of 224)*	*Additional 69 JDs are reviewed for a total of 293*	*Additional 108 JDs reviewed, for a total 332 (approximately 63%* of JDs reviewed)*	*Additional 75 JDs reviewed, for total 407*	2025-26 notes: Total 522 employees as of March 31, 2026. *Note: It is possible that some Job Descriptions have been counted more than one time if evaluated repeatedly in separate fiscal years.
	Action 1.2: Pending the development of training for hiring managers by the Department of Finance, INF hiring managers will 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*	*50% of hiring managers have completed training*	*48.3% of hiring managers have enrolled, 42.4% have completed the Staffing Workshop.*	*60% of managers have completed the Staffing Workshop.*	*62.8% of hiring managers have enrolled, 51.3% have completed the Staffing Workshop.*	*65% of managers have completed the Staffing Workshop*	
	Action 1.3: Hiring managers in INF will review Indigenous eligibility lists prepared by the Department of Finance prior to initiating any job competitions.	*# of vacant positions filled through eligibility list*	*8 positions filled with eligibility lists*	*1 position filled with eligibility list in 2024-25 fiscal year*	*2 positions filled with eligibility list.*	*6 positions filled with eligibility list.*	*3 positions filled with eligibility list*	

ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
		2024/2025		2025/2026		2026/2027	
		Target	Status as of Q4	Target	Status as of Q4	Target	
Action 1.3: INF will work with other GNWT departments to develop a networking strategy with secondary and post-secondary institutions and Indigenous governments to target Indigenous students for career opportunities in INF.	*Participation in GNWT initiative*	*Partner with Finance to provide a minimum of 4 presentations per year*	*INF partnered with the Transportation Association of Canada to participate in a virtual Open House for students in January 2025.*	*Partner with Finance to provide a minimum of 2 presentations per year*	*INF took part in the Summer Student and Intern Open House Day in June 2025 that allowed students to learn about different employment opportunities throughout the GNWT. Note this event did not specifically target Indigenous students, but there were Indigenous students amongst the participants.* *INF also partnered with the Transportation Association of Canada to participate in a virtual Open House for students in January 2026.*	*Partner with Finance to provide a minimum of 2 presentations per year*	
Action 1.3: INF will explore opportunities to work with professional organizations and external partners to target Indigenous students for career	*# of activities*	*5 activities/year*	*While there were no SNAP students hired in 2024-25, INF continues to engagement with*	*The Department is targeting hiring 5 SNAP students in 2025/26, per its Business Plan*	*No SNAP students were hired in 2025/26.*	*5 SNAP students hired*	

	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
			2024/2025		2025/2026		2026/2027 Target	
			Target	Status as of Q4	Target	Status as of Q4		
	opportunities in INF. (ie NAPEG, Guides and Scouts, Skills NT).			*ECE and Regional Service Centres to promote and hire students under the program.*				
	Action 1.3: INF will establish awards for Indigenous students at NWT schools as part of annual Math and Science Awards to promote STEM careers.	*# of awards presented to Indigenous students*	*5 awards presented*	*64 Math and Science Awards presented to NWT students. *See Notes for more detail.*	*5 awards presented*	*54 Math and Science Awards presented to NWT students for the 2024-2025 school year. While the GNWT does not collect statistics on the recipients, 31 awards were distributed to students residing outside of Yellowknife and Hay River.*	*10 awards presented*	
GOAL 2: Indigenous	**Action 2.1:** INF will ensure that all employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.	*% of employees who have completed the Living Well Together training*	*90% of employees have completed training*	*83.6% of employees have enrolled, 76.4% have completed the Living Well Together training*	*90% of employees have completed the Living Well Together training*	*84.4% of employees have enrolled, 77.5% have completed the Living Well Together training*	*90% of employees have completed the Living Well Together training*	
	Action 2.3: INF will ensure all employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training.	*% of employees who have completed the Equitable Workplace training*	*15% of employees have completed training*	*Employees – 8.7% enrolled, 5.5% completed the Equitable Workplace training for employees*	*Employees - 7%have completed the Equitable Workplace training for employees;*	*Employees – 8.4% enrolled, 3.9% completed the Equitable Workplace training for employees.*	*Equitable workplace training has been paused. New targets will be set with the development of the new training.*	

ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
		2024/2025		2025/2026		2026/2027 Target	
		Target	Status as of Q4	Target	Status as of Q4		
			Managers – 45.9% enrolled, 38.8% completed the Equitable Workplace training for managers	*Managers - 40% have completed the Equitable Workplace training for managers*	*Managers – 46.2% enrolled, 35.9% completed the Equitable Workplace training for managers*		
Action 2.3: Ensure employees complete the Mitigating Unconscious Bias training	*% of employees who have completed the Mitigating Unconscious Bias training*		*5.6% of employees have enrolled,* *3.4% have completed Mitigating Unconscious Bias training.*	*6% of employees have completed Mitigating Unconscious Bias training.*	*10.8% of employees have enrolled,* *4.9% have completed Mitigating Unconscious Bias training.*	*8% of employees have completed Mitigating Unconscious Bias training*	
Action 2.4: INF will encourage employees complete exit interview process that includes questions about employee experiences with bias, racism, discrimination, harassment and cultural insensitivity.	*# of exit interviews completed with employees who leave their position*	*30% of departing employees requested to complete an exit interview*	*This is still under development by FIN.*	*N/A*	*N/A*	*FIN has now completed an exit-interview process with a third-party service provider. Interviews are voluntary and aggregate data will be collected.*	
Action 2.5: INF will work with the Department of Finance to promote the Indigenous Management Development and Training Program (IMDTP) and encourage Indigenous employees to apply.	*# of employees accessing program*	*3 Indigenous employees have accessed IDTP*	*7 Indigenous employees have accessed IDTP*	*5 Indigenous employees have accessed IDTP*	*5 Indigenous employees have accessed IDTP*	*7 Indigenous employees have accessed IDTP*	
Action 2.5: Pending the development of the Indigenous mentorship program by the Department of Finance, INF will	*# of employees accessing program*	*10% of Indigenous employees are participating in the*	*This is still under development by FIN.*	*N/A*	*Indigenous Mentorship Program launched in February 2026*	*1 Indigenous employee participating in the*	

ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
		2024/2025		2025/2026		2026/2027	
		Target	Status as of Q4	Target	Status as of Q4	Target	
promote and encourage Indigenous employees to access informal on-the-job training.		*program in some capacity*				*program as a mentee*	
Action 2.5: Pending the development of succession planning guidance by the Department of Finance, INF will work with HR on succession planning with a focus on Indigenous employee development.	*# of Indigenous employees identified for succession planning*	*5 Indigenous employees were identified in succession plan*	*5 Indigenous employees were identified in succession plans*	*5 Indigenous employees were identified in succession plans*	*3 Indigenous employees were identified in succession plans*	*5 Indigenous employees were identified in succession plans*	
Action 2.6: INF will use the Indigenous Career Gateway Program where applicable (ICGP).	*# of ICGP candidates hired*	*5 positions filled using ICGP*	*2 positions filled using ICGP*	*3 positions filled using ICGP*	*3 positions filled using ICGP*	*5 positions filled using ICGP*	
Action 2.6: INF will promote the use of transfer assignments and cross-training to encourage mobility and development for Indigenous employees.	*% of employees on transfer assignments (TA) or Secondments* *# of Indigenous employees within Middle and Senior management roles*	*Minimum of 28% of TAs filled by Indigenous employees*	*34.7% of TAs filled by Indigenous employees. 61.2% filled by Indigenous + Indigenous Non-priority employees*	*Minimum of 30% of TAs filled by Indigenous employees*	*34.1% of TAs filled by Indigenous employees.*	*Minimum of 32% of TAs filled by Indigenous employees*	

DEPARTMENT OF INFRASTRUCTURE
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	586	522	586	586
Indigenous Aboriginal employees	212	240	225	240
Net Increase Targets	+9		+13	+15
Percentage	36%		38%	41%
	586		586	586
Indigenous Aboriginal employees by job classification				
Senior Management				
Total employees	24	28	24	24
Indigenous employees (#)	8	6	9	10
Net Increase Target	0		+1	+1
Indigenous employees (%)	33%	21.4%	38%	42%
Middle Management				
Total employees	70	54	70	70
Indigenous employees (#)	11	11	15	20
Net Increase Target	+3		+4	+5
Indigenous employees (%)	16%	20.4%	21%	29%
University Equivalency				
Total employees	129	184	129	129
Indigenous employees (#)	16	30	17	19
Net Increase Target	+1		+1	+2
Indigenous employees (%)	12%	16.3%	13%	15%
College/Trades Equivalency				
Total employees	244	207	244	244
Indigenous employees (#)	107	116	111	115
Net Increase Target	+3		+4	+4
Indigenous employees (%)	44%	56%	45%	47%
High School Equivalency or Below				
Total employees	119	131	119	119
Indigenous employees (#)	70	94	73	76
Net Increase Target	+2		+3	+3[1]
Indigenous employees (%)	59%	71.8%	61%	63%

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

Notes:

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