



GOAL 1: Indigenous Representation	ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES	
			2023/2024		2024/2025			
			Target	Status as of Q4	Target	Status as of Q4		
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 <ul style="list-style-type: none">586 JDs for review (based on filled positions)	35% of JDs reviewed (205 JDs reviewed)	30.8% of JDs reviewed (83 additional JDs reviewed for a total of 165)	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	2024/25 notes: Total 595 active INF positions as of March 31, 2025. Note: Numbers may not be fully representative of the number of JDs reviewed due to divisions being transferred to other departments or positions being reviewed more than once.	
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 training	40% of hiring managers have completed training	11.3% of hiring managers have completed the Staffing Workshop	50% of hiring managers have completed training	48.3% of hiring managers have enrolled, 42.4% have completed the Staffing Workshop. 5.6% of employees have enrolled, 3.4% have completed Mitigating Unconscious Bias training.	60% of managers have completed the Staffing Workshop. 6% of employees have completed Mitigating Unconscious Bias training.		
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	5 positions filled with eligibility lists	1 position filled with 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.		
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	Participation in GNWT initiative	Department of Finance to develop networking strategy to	To be completed by FIN	Partner with Finance to provide a minimum of 4 presentations per year	INF partnered with the Transportation Association of Canada to	Partner with Finance to provide a minimum of 2	2024/2025 Note – Open House for Students with the Transportation Association of Canada is an event open to students enrolled in college or university (in fields of	



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Indigenous students for career opportunities in INF.		<i>increase awareness of career opportunities TBD</i>			<i>participate in a virtual Open House for students in January 2025..</i>	<i>presentations per year</i>	<i>civil, geotechnical, electrical or mechanical engineering; as well as planning, IT, environmental science, geomatics and construction) were invited to participate to learn about careers in the transportation sector. While this was not targeted towards Indigenous students, Indigenous students would have been welcomed to join</i>
Action 1.3: INF will explore opportunities to work with professional organizations and external partners to target Indigenous students for career opportunities in INF. (ie NAPEG, Guides and Scouts, Skills NT).	# of activities	5 activities/year	<p>The Department works to employ through the Schools North Apprenticeship Program (SNAP) administered through the Department of Education, Culture & Employment, and engages with Regional Service Centers to promote and provide necessary apprenticeship training to interested employees.</p> <p>The North Slave Regional Office hired one SNAP student in 2023/24.</p> <p>The Beaufort Delta Regional Office has been working with the Inuvialuit Regional Corporation and local schools to get support for</p>	5 activities/year	<i>While there were no SNAP students hired in 2024-25, INF continues to engagement with ECE and Regional Service Centres to promote and hire students under the program.</i>	The Department is targeting hiring 5 SNAP students in 2025/26, per its Business Plan	Under the parameters of the Union of Northern Workers (UNW) Collective Agreement, SNAP students are hired as casuals and must therefore take a 31-day break in service after six months of employment before being rehired in a casual capacity. INF has found this to be a barrier for SNAP Students and Apprentices hired by the GNWT.



GOAL 2: Indigenous Leadership	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES	
			2023/2024		2024/2025		2025/2026 Target		
			Target	Status as of Q4	Target	Status as of Q4			
				apprentices and SNAP students.					
	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	Math and Science Awards received by 55 Students. *See Notes for more detail.	5 awards presented	64 Math and Science Awards presented to NWT students. *See Notes for more detail.	5 awards presented	2024-2025 notes – 64 awards were presented to students across the NWT. The Department does not collect data on Indigenous status of recipients. Of the 64 awards presented 50 were presented to students in communities outside of Yellowknife and Hay River.	
	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 training	80% of employees have completed training	78.8% of employees have completed training	90% of employees have completed training	83.6% of employees have enrolled, 76.4% have completed ICAST training	90% of employees have completed the ICAST 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 training	10% of employees have completed training	7.7% of employees have completed training	15% of employees have completed training	Employees – 8.7% enrolled, 5.5% completed the Equitable Workplace training for employees Managers – 45.9% enrolled, 38.8% completed the Equitable Workplace training for managers	Employees - 7% have completed the Equitable Workplace training for employees; Managers - 40% have completed the Equitable Workplace training for managers		



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	Action 2.4: INF will ensure 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	Department of Finance develops exit interview process	To be completed by FIN	30% of departing employees requested to complete an exit interview	This is still under development by FIN.	N/A	
	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	4 Indigenous employees have accessed IDTP	3 Indigenous employees have accessed IDTP	7 Indigenous employees have accessed IDTP	5 Indigenous employees have accessed IDTP	
	Action 2.5: Pending the development of the Indigenous mentorship program by the Department of Finance, INF will promote and encourage Indigenous employees to access informal on-the-job training.	# of employees accessing program	Department of Finance develops and promotes Indigenous Mentorship Program	To be completed by FIN	10% of Indigenous employees are participating in the program in some capacity	This is still under development by FIN.	N/A	
	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	Department of Finance creates succession planning guide;	Succession Planning Guide has been launched and can be found here: https://my.hr.gov.nt.ca/online-managers-toolkit/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	
	Action 2.6: INF will use the Indigenous Career Gateway Program where applicable (ICGP).	# of ICGP candidates hired	4 positions filled using ICGP	2 positions filled using ICGP	5 positions filled using ICGP	2 positions filled using ICGP	3 positions filled using ICGP	
	Action 2.6: INF will promote the use of transfer assignments and cross-training to encourage mobility and	# of employees on transfer assignments (TA) or Secondments	Minimum of 20% of TAs filled	34.2% of TAs filled by Indigenous employees	Minimum of 28% of TAs filled by	34.7% of TAs filled by Indigenous	Minimum of 30% of TAs filled by Indigenous	



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development for Indigenous employees.	# of Indigenous employees within Middle and Senior management roles	by Indigenous employees		Indigenous employees	employees. 61.2% filled by Indigenous + Indigenous Non-priority employees	Indigenous employees	

DEPARTMENT OF INFRASTRUCTURE
INDIGENOUS EMPLOYMENT TARGETS

	CURRENT (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	586	586	535	586	586
Indigenous Aboriginal employees	203	212	193	225	240
Net Increase Targets	-	+9	-10	+13	+15
Percentage	35%	36%	36%	38%	41%
Indigenous Aboriginal employees by job classification					
Senior Management					
Total employees	24	24	25	24	24
Indigenous employees (#)	8	8	7	9	10
Net Increase Target	-	0	-1	+1	+1
Indigenous employees (%)	33%	33%	28%	38%	42%
Middle Management					
Total employees	70	70	65	70	70
Indigenous employees (#)	8	11	10	15	20
Net Increase Target	-	+3	+2	+4	+5
Indigenous employees (%)	11%	16%	15%	21%	29%
University Equivalency					
Total employees	129	129	104	129	129
Indigenous employees (#)	15	16	17	17	19
Net Increase Target	-	+1	+2	+1	+2
Indigenous employees (%)	12%	12%	16%	13%	15%
College/Trades Equivalency					
Total employees	244	244	217	244	244
Indigenous employees (#)	104	107	91	111	115
Net Increase Target	-	+3	-13	+4	+4
Indigenous employees (%)	43%	44%	42%	45%	47%
High School Equivalency or Below					
Total employees	119	119	124	119	119
Indigenous employees (#)	68	70	68	73	76
Net Increase Target	-	+2	0	+3	+3 ¹
Indigenous employees (%)	57%	59%	55%	61%	63%

Notes: