



	ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES	
			2022/2023		2023/2024			2024/2025
			Target	Results	Target	Status as of Q4		
GOAL 1: Indigenous Representation	<b>Action 1.1:</b> 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"> <li>586 JDs for review (based on filled positions)</li> </ul>	15% of JDs reviewed (88 JDs reviewed)	14% of JDs submitted for review (82)	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)	2023/24 notes: Total of 535 active INF positions as of March 31, 2024
	<b>Action 1.2:</b> 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	Training launch	8.5% of employees completed 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	2023/24: 12.0% of hiring managers are currently enrolled.
	<b>Action 1.3:</b> 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	Launch of eligibility database	Under development	5 positions filled with eligibility lists	1 position filled with eligibility list	8 positions filled with eligibility lists	
	<b>Action 1.3:</b> 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	Department of Finance to develop networking strategy to increase awareness of career opportunities  TBD	Under development	Department of Finance to develop networking strategy to increase awareness of career opportunities TBD	To be completed by FIN	Partner with Finance to provide a minimum of 4 presentations per year	



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<p><b>Action 1.3:</b> 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).</p>	<p># of activities</p>	<p>5 activities/year</p>	<p>Several activities held *See Notes for further information</p>	<p>5 activities/year</p>	<p>The Department works to employ through the Schools North Apprenticeship Program (SNAP) administered through the Department of Education, Culture &amp; 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 apprentices and SNAP students.</p>	<p>5 activities/year</p>	<p>2023/24 notes: We are not aware of any NAPEG activities in 2023/24 that targeted students.</p> <p>SNAP targets all students. The Department does not have data that demonstrates the number of Indigenous students reached as part of these initiatives.</p> <p>The Department is targeting hiring 5 SNAP students in 2024/25, per its Business Plan</p> <p>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.</p> <p>INF hired 45 Summer Students in 2023/24. Of these, 51.11% were Indigenous Aboriginal status.</p> <p>2022/2023 Notes – In partnership with Engineers Canada, INF staff organized an event with the Girl</p>



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							<p>Guides and Scouts to obtain their Engineering Crest. Recent graduates of engineering have also been invited to speak with the Girl Guides to share their experience.</p> <p>The Beaufort Delta Regional Office has been working with the Inuvialuit Regional Corporation and local schools to get support for apprentices and SNAP students.</p> <p>On April 15, 2023, in celebration of National Engineering and Geoscience Week, NAPEG sponsored an outreach event that offered young people in Yellowknife the opportunity to take part in fun and educational STEM activities and learn more about what it's like to work in these jobs. About 30 children and youth participated in the event, where they had the chance to try several different hands-on activities, including computer coding, 3D printing, flying a drone, exploring the world of rocks and minerals, chart your course, and learning about various engineering disciplines. Staff from INF supported the event.</p> <p>Note: These events target all students. The Department does not</p>



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		2022/2023		2023/2024		2024/2025	
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							have data that demonstrates the number of Indigenous students reached as part of these initiatives.
<b>Action 1.3:</b> INF will establish awards for Indigenous students at NWT schools as part of annual Math and Science Awards to promote STEM careers.	<i># of awards presented to Indigenous students</i>	<i>Establish awards</i>	<i>Math and Science Awards program established, with 54 students awarded. *See Notes for more detail.</i>	<i>5 awards presented</i>	Math and Science Awards received by 55 Students. <i>*See Notes for more detail.</i>	<i>5 awards presented</i>	<p>2023-2024 notes – 55 awards were presented to students across the NWT. The Department does not collect data on Indigenous status of recipients. Of the 55 awards presented during the 2023-2024 school year, 38 were presented to students in communities outside of Yellowknife and Hay River.</p> <p>2022/2023 Notes – Math and Science Awards program established for NWT students in grades 7, 8 and 9. All NWT schools invited to participate.</p> <p>For the 2022-2023 school year, 54 students were presented with the award across the NWT. The Department does not currently collect data on Indigenous status of the recipients. However, it can be reported that 29 awards were presented to students in communities outside of Yellowknife and Hay River.</p>
<b>Action 2.1:</b> INF will ensure that all employees complete Living Well	<i># of employees who have completed the training</i>	<i>75% of employees have</i>	<i>77.8% of employees have</i>	<i>80% of employees have</i>	<i>78.8% of employees have completed training</i>	<i>90% of employees</i>	<i>2023/24 notes: 88.5% of active employees have enrolled in the</i>

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		2022/2023		2023/2024		2024/2025	
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Together: Indigenous Cultural Awareness and Sensitivity Training.		<i>completed training</i>	<i>completed training</i>	<i>completed training</i>		<i>have completed training</i>	<i>training.</i>
<b>Action 2.3:</b> INF will 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>7% of employees have completed training</i>	<i>12.4% of employees have completed training</i>	<i>10% of employees have completed training</i>	<i>7.7% of employees have completed training</i>	<i>15% of employees have completed training</i>	
<b>Action 2.4:</b> INF will 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>To be completed by FIN</i>	<i>30% of departing employees requested to complete an exit interview</i>	
<b>Action 2.5:</b> INF will work with the Department of Finance to promote the Indigenous Management Development and Training Program (IMDTP) and encourage Indigenous employees to apply.	<i># of employees accessing program</i>	<i>2 Indigenous employees have accessed IMDTP</i>	<i>3 employees have accessed IDTP</i>	<i>3 Indigenous employees have accessed IMDTP</i>	<i>4 Indigenous employees have accessed IMDTP (IDTP)</i>	<i>3 Indigenous employees have accessed IMDTP</i>	
<b>Action 2.5:</b> 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.	<i># of employees accessing program</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>To be completed by FIN</i>	<i>10% of Indigenous employees are participating in the program in some capacity</i>	
<b>Action 2.5:</b> Pending the development of succession planning guidance by the Department of Finance, INF will work with HR on succession planning with a focus on	<i># of Indigenous employees identified for succession planning</i>	<i>Department of Finance creates succession planning guide;</i>	<i>Under development</i>	<i>Department of Finance creates succession planning guide;</i>	<i>Succession Planning Guide has been launched and can be found here: <a href="https://my.hr.gov.nt.ca/online-managers-toolkit/succession-">https://my.hr.gov.nt.ca/online-managers-toolkit/succession-</a></i>	<i>10% of managers have identified Indigenous employees</i>	



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Indigenous employee development.					<a href="#">planning</a>	<i>within succession plans</i>	
<b>Action 2.6:</b> INF will use the Indigenous Career Gateway Program where applicable (ICGP).	<i># of ICGP candidates hired</i>	<i>Minimum of 3 positions filled using ICGP</i>	4 positions filled using ICGP	<i>4 positions filled using ICGP</i>	<i>2 positions filled using ICGP</i>	<i>5 positions filled using ICGP</i>	
<b>Action 2.6:</b> INF will promote the use of transfer assignments and cross-training to encourage mobility and development for Indigenous employees.	<i># of employees on transfer assignments (TA) or Secondments</i>  <i># of Indigenous employees within Middle and Senior management roles</i>	<i>Minimum of 5% of TAs filled by Indigenous employees</i>	27.2% TAs filled by Indigenous employees	<i>Minimum of 20% of TAs filled by Indigenous employees</i>	<i>34.2% of TAs filled by Indigenous employees</i>	<i>Minimum of 28% of TAs filled by Indigenous employees</i>	

**DEPARTMENT OF INFRASTRUCTURE  
INDIGENOUS EMPLOYMENT TARGETS**

	<b>CURRENT (March 31, 2022)</b>	<b>SHORT-TERM (By March 31, 2024)</b>	<b>RESULTS SHORT-TERM</b>	<b>MEDIUM-TERM (By March 31, 2026)</b>	<b>LONG-TERM (By March 31, 2028)</b>
<b>Staffed positions</b>					
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%
<b>Indigenous Aboriginal employees by job classification</b>					
<b>Senior Management</b>					
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%
<b>Middle Management</b>					
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%
<b>University Equivalency</b>					
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%
<b>College/Trades Equivalency</b>					
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%
<b>High School Equivalency or Below</b>					
Total employees	119	119	124	119	119
Indigenous employees (#)	68	70	68	73	76
Net Increase Target	-	+2	0	+3	+3 <sup>1</sup>
Indigenous employees (%)	57%	59%	55%	61%	63%

**Notes:**