	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
			2023/2024		**2024/2025**		**2025/2026**	
			Target	Status of Q4	Target	Status 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* • *205 active JDS total for review* *# of applicants on job postings* *Increased use of equivalencies*	*25% of JDs reviewed (Note: 52 JDs projected)*	*19% JDs reviewed (38 JDs)*	*45% of JDs reviewed (Note: 92 JDs projected)*	*28% JDs reviewed (58 JDs)*	*41% of JDs reviewed (Note: 83 JDs projected)*	
	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*	*30% of hiring managers have completed the training*	*32% completed staffing workshop;*	*40% of hiring managers have completed the training*	*40.7% of hiring managers have enrolled, 37.3% have completed the staffing workshop training.* *8.4% have enrolled, 5.8% have completed the mitigating unconscious bias training.*	*50% of hiring managers have completed the training*	
	Action 1.2: Filter and modify interview questions to be more reflective of the work appropriate to the position being considered.	*# of interview questions reviewed/modified*	*Review the screening material for 4 competitions*	*Reviewed the screening material for 6 competitions*	*Review the screening material for 8 competitions*	*Reviewed the screening material for 19 competitions*	*Review the screening material for 15 competitions*	
	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*	*3 positions are filled with eligibility lists*	*No positions filled with eligibility list.* *As per GNWT*	*2 positions are filled with eligibility lists*	*No positions filled with eligibility lists*	*2 positions are filled with eligibility lists*	

Departmental Indigenous Employment Plan – Department of Industry, Tourism and Investment

	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
			2023/2024		2024/2025		2025/2026	
			Target	Status of Q4	Target	Status of Q4		
		Increased number of candidates added to database		staffing process, Human Resources (HR) looks for eligibility file before the start of every competition.				
GOAL 2: Indigenous Leadership	**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 (Note: 146 employees projected)	73% of employees have complete training (Note: 124 employees)	90% of employees have completed training (Note: 155 employees projected)	87.7% of employees have enrolled, 72.7% have completed the ICAST training	93% of employees have completed training (Note: 170 employees projected)	
	Action 2.1: Promote the Living Well Together: Indigenous Cultural Awareness and Sensitivity Training to audiences outside the GNWT.	# of referrals to other jurisdictions/working groups	2 referrals/ promotion of training per year	32 referrals/ promotion of training per year	10 referrals/ promotion of training per year	35 referrals/ promotion of training per year	10 referrals/ promotion of training per year	2024/2025 Note - Sahtu referred to Deline Got'ine Government to be used for internally and externally; in North Slave Regional Office referred to all Park Campground contractors, approximately 27 contractor staff have completed this; South Slave Regional Office referred to the Town of Fort Smith and Northern Life Museum staff; Client Services and Community Relations unit referred to 2 Provincial and 2 Northern Mines staff.
	Action 2.3: Ensure all employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training.	# of employees who have completed the training # of sessions available	15% of employees have completed training	4% of the employees and 19% of managers have completed	20% of employees have completed training	Employees – 9.8% enrolled, 3.9% completed	15% of employees have completed training	Senior managers will be promoting and encouraging the employees to complete the course.

Departmental Indigenous Employment Plan – Department of Industry, Tourism and Investment

ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
		2023/2024		2024/2025		2025/2026	
		Target	Status of Q4	Target	Status of Q4		
			training		*Managers – 34.6% enrolled, 26.9% completed*		
Action 2.4: 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*	*N/A Under development*	*25% of departing employees complete an exit interview*	*N/A Under development*	*25% of departing employees complete an exit interview*	
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.	*# of Indigenous employees accessing program*	*3 Indigenous employees from the department have accessed IDTP*	*3 Indigenous employees have accessed IDTP*	*3 Indigenous employees from the department have accessed IDTP*	*4 Indigenous employees from the department have accessed IDTP*	*2 Indigenous employees have applied for the IDTP.*	
Action 2.5: Access Indigenous mentorship program for informal on-the-job training.	*# of employees accessing program* *# of succession plans*	*Department of Finance develops and promotes Indigenous Mentorship Program*	*N/A - Under development*	*10% of Indigenous employees are participating in the program in some capacity*	*N/A Under development*	*10% of Indigenous employees are participating in the program in some capacity*	
Action 2.5: Work with HR on succession planning with a focus on Indigenous employee development. 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 identified for succession planning* *# of indigenous employees who identify career pathways and training needs in their Learning and Development Plan*	*Department of Finance creates succession planning guide and resources to identify career pathways; department works with HR to develop*	*Department of Finance launched this program in 2023-24.* *1 staff has been hired for succession planning under ICGP; and 1*	*10% of employees have identified a career path* *1 employee is interested in succession planning; they*	*2 of employees have identified a career path* *3 employees are interested in succession planning; they*	*16 of employees have identified a career path* *19 employee is interested in succession planning; they are working*	

ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
		2023/2024		2024/2025		2025/2026	
		Target	Status of Q4	Target	Status of Q4		
		Succession Plan	*employee was interested in succession planning.*	*are working towards meeting the training requirements needed for the job*	*are working towards meeting the training requirements needed for the job*	*towards meeting the training requirements needed for the job*	
Action 2.6: Use the Indigenous Career Gateway Program (ICGP).	*# of indigenous employees who identify career pathways and training needs in their Learning and Development Plan* *# of ICGP candidates hired*	*3 positions filled using ICGP*	*No positions currently filled using ICGP.*	*3 positions filled using ICGP*	*0 positions filled using ICGP in 2024-25 fiscal year*	*2 positions filled using ICGP*	
Action 2.6: 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*	*20% of TAs filled by Indigenous employees*	*28% of TAs filled by Indigenous Aboriginal employees; 2 employees on Secondment through Building Capacity with Indigenous Governments Program.* *38% Senior Management filled by Indigenous employees; 11% Middle Management*	*25% of TAs filled by Indigenous employees*	*25.0% of TAs filled by Indigenous Aboriginal employees.*	*25% of TAs filled by Indigenous employees.* *1 employee on Secondment with Indigenous Government.*	

	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
			2023/2024		2024/2025		2025/2026	
			Target	Status of Q4	Target	Status of Q4		
				filled by Indigenous employees.				

DEPARTMENT OF INDUSTRY, TOURISM & INVESTMENT
INDIGENOUS EMPLOYMENT TARGETS

	March 31, 2023	CURRENT (March 31, 2024)	RESULTS SHORT-TERM (by March 31, 2025)	MEDIUM-TERM (By March 31, 2026)	LONG-TERM (By March 31, 2028)
Staffed positions					
All filled positions	177	183	183	183	183
Indigenous Aboriginal employees	51	54	66	76	81
Net Increase Targets	-	+3	+12	+10	+5
Percentage	29%	30%	36%	42%	45%
Indigenous Aboriginal employees by job classification					
Senior Management					
Total employees	18	16	17	17	17
Indigenous employees (#)	5	5	6	6	6
Net Increase Target	-	-	-	-	-
Indigenous employees (%)	28%	38%	35%	35%	35%
Middle Management					
Total employees	42	38	37	37	37
Indigenous employees (#)	6	6	7	9	10
Net Increase Target	-	-	+1	+2	+1
Indigenous employees (%)	14%	16%	19%	24%	27%
University Equivalency					
Total employees	80	86	86	86	86
Indigenous employees (#)	22	20	24	26	28
Net Increase Target	-	+2	+4	+2	+2
Indigenous employees (%)	28%	23%	28%	30%	33%
College/Trades Equivalency					
Total employees	22	28	28	28	28
Indigenous employees (#)	9	12	16	20	22
Net Increase Target	-	+3	+4	+4	+2
Indigenous employees (%)	41%	43%	57%	71%	79%
High School Equivalency or Below					
Total employees	15	15	15	15	15
Indigenous employees (#)	9	11	13	15	15
Net Increase Target	-	+2	+2	+2	-
Indigenous employees (%)	60%	73%	73%	10%	100%

Job classification definitions:

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

Middle Management - Position belonging to management NOC occupational code.

Notes: