ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
		2022/2023		**2023/2024**		**2024/2025**	
		Target	Results	Target	Status of Q4		
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*	*15% of JDs reviewed (Note: 31 JDs projected)*	Job Description Guide Launched 13% JDs reviewed (26 JDs)	*25% of JDs reviewed (Note: 52 JDs projected)*	*19% JDs reviewed (38 JDs)*	*45% of JDs reviewed (Note: 92 JDs projected)* *4% increase in applicants*	
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*	Hiring Managers training launched 17% of Managers have completed training	*30% of hiring managers have completed the training*	*32% completed staffing workshop;*	*40% of hiring managers have completed the training*	*2023/2024 Note – Although noted included as a target 5% completed mitigating unconscious bias*
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 3 competitions*	*Met the target of reviewing of the screening material for 3 competitions*	*Review the screening material for 4 competitions*	*Review the screening material for 6 competitions*	*Review the screening material for 8 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* *Increased number of candidates added to database*	*Launch of eligibility database*	*N/A - Under development*	*3 positions are filled with eligibility lists*	*No positions filled with eligibility list.* *As per GNWT staffing process, Human Resources (HR) looks for*	*2 positions are filled with eligibility lists*	

GOAL 1: Indigenous Representation

	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
			2022/2023		2023/2024		2024/2025	
			Target	Results	Target	Status of Q4		
						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	60% of employees have completed training (Note: 109 employees projected)	72% of employees have complete 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)	
	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	Met the target of 2 referrals/ promotion of training	2 referrals/ promotion of training per year	32 referrals/ promotion of training per year	10 referrals/ promotion of training per year	*2023/2024 Note – Client Services and Community Relations unit has referred the link to oil and gas industry; South Slave Regional Office promoted to 2 people outside of the GNWT; and the North Slave Regional Office referred to all Park Campground contractors, approximately 26 contractor staff have completed this; 1 Tour Operator and 2 federal officials*
	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	10% of employees have completed training	10% of employees have completed training	15% of employees have completed training	4% of the employees and 19% of managers have completed training	20% of employees have completed training	*Senior managers will be promoting and encouraging the employees to complete the course.*
	Action 2.4: Ensure employees complete exit interview process that includes questions about employee	# of exit interviews completed with employees who leave their position	*Department of Finance develops exit interview*	*N/A Under development*	*Department of Finance develops exit interview*	*N/A Under development*	25% of departing employees complete an exit interview	

ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
		2022/2023		2023/2024		2024/2025	
		Target	Results	Target	Status of Q4		
experiences with bias, racism, discrimination, harassment and cultural insensitivity.		*process*		*process*			
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*	*1 Indigenous employee from the department has accessed IMDTP*	*3 employees have accessed IMDTP*	*3 Indigenous employees from the department have accessed IMDTP*	*3 Indigenous employees have accessed IMDTP (IDTP)*	*3 Indigenous employees from the department have accessed IMDTP*	
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*	*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*	
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 Succession Plan*	*N/A - Under development*	*Department of Finance creates succession planning guide and resources to identify career pathways; department works with HR to develop Succession Plan*	*Department of Finance launched this program in 2023-24.* *1 staff has been hired for succession planning under ICGP; and 1 employee was interested in succession planning.*	*10% of employees have identified a career path* *1 employee is interested in succession planning; they are working 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*	*3 positions filled using ICGP*	*3 positions filled using ICGP*	*3 positions filled using ICGP*	*No positions currently filled using ICGP.*	*3 positions filled using ICGP*	

ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
		2022/2023		2023/2024		2024/2025	
		Target	Results	Target			
	Development Plan *# of ICGP candidates hired*						
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*	*5% of Secondments filled by Indigenous employees (Note: 3 employees projected)*	*23% of TAs filled by Indigenous Aboriginal employees; 1 out of 2 employees on Secondment through Building Capacity with Indigenous Governments Program.* *28% Senior Management filled by Indigenous employees; 14% Middle Management filled by Indigenous employees.*	*20% of TAs filled by Indigenous employees (Note: 6 employees projected)*	*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 filled by Indigenous employees.*	*25% of TAs filled by Indigenous employees (Note: 7 employees projected)*	

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	67	73	80
Net Increase Targets	-	+3	+12	+7	+7
Percentage	29%	30%	36%	40%	44%
Indigenous Aboriginal employees by job classification					
Senior Management					
Total employees	18	16	16	16	16
Indigenous employees (#)	5	5	6	6	6
Net Increase Target	-	-	+1	-	-
Indigenous employees (%)	28%	38%	38%	38%	38%
Middle Management					
Total employees	42	38	38	38	38
Indigenous employees (#)	6	6	7	9	11
Net Increase Target	-	-	+1	+2	+2
Indigenous employees (%)	14%	16%	18%	24%	29%
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	18	20
Net Increase Target	-	+3	+4	+2	+2
Indigenous employees (%)	41%	43%	57%	64%	71%
High School Equivalency or Below					
Total employees	15	15	15	15	15
Indigenous employees (#)	9	11	13	14	15
Net Increase Target	-	+2	+2	+1	+1
Indigenous employees (%)	60%	73%	73%	93%	100%

Job classification definitions:

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

Middle Management - Position belonging to management NOC occupational code.

Notes: