



	ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES	
			2022/2023		2023/2024			2024/2025
			Target	Results	Target	Status as of Q4		
GOAL 1: Indigenous Representation	<p>Action 1.1: Review all job descriptions to remove systemic barriers and reflect appropriate non-inflated education and experience requirements.</p>	<p># of job descriptions (JDs) reviewed.</p> <ul style="list-style-type: none"> 13 JDs for review (based on filled position)s. 	<p>40% of JDs reviewed (5 JDs reviewed)</p>	<p>Job Description Guide Launched</p> <p>Preliminary assessment of BDIC's functional areas completed.</p>	<p>75% of JDs reviewed (9 JDs review)</p>	<p>Contractor hired to review and update 13 Prosper NWT JDs to remove systemic barriers.</p>	<p>100% of JDs reviewed (13 JDs reviewed)</p> <p>10% increase in applicants</p>	<p>In 2024-2025, 10 JDs have been re-written and currently being submitted to for evaluation.</p>
	<p>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.</p>	<p># of hiring managers who complete the training</p>	<p>Training launch</p>	<p>Hiring Managers training launched</p> <p>14.3% of employees have completed the training</p>	<p>75% of hiring managers have completed the training</p>	<p>In progress. Two (50%) managers completed the training during the year.</p>	<p>80% of hiring managers have completed the training.</p>	
	<p>Action 1.3: Review Indigenous eligibility lists for pre-qualified candidates prior to initiating a job competition.</p>	<p># of positions filled without a competition</p> <p>Increase of Indigenous hires within department</p> <p>Increased number of candidates added to database</p>	<p>Launch of eligibility database</p>	<p>Under Development</p>	<p>1 position filled with eligibility lists</p>	<p>One position filled on a casual basis. Currently working recruiting the candidate under the Indigenous Career Gateway program</p>	<p>1 position filled with eligibility lists</p>	



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GOAL 1: Indigenous Leadership	Action 2.1: Ensure that all employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.	<i># of employees who have completed the training</i>	<i>100% of employees have completed training</i>	<i>92.9% of employees have completed training</i>	<i>100% of employees have completed training</i>	<i>100% of employees have completed this training.</i>	<i>100% of employees have completed training</i>	
	Action 2.3: 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># of sessions available</i>	<i>8% of employees have completed training</i>	<i>7.1% of employees have completed the training</i>	<i>20% of employees have completed training</i>	<i>In progress with 20% of employees having completed this training.</i>	<i>40% of employees have completed training</i>	
	Action 2.4: 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 to develop exit interview process/questions.</i>	<i>Under development</i>	<i>Department of Finance to develop exit interview process/questions.</i>	<i>In progress</i>	<i>85% of departing employees complete an exit interview</i>	
	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.	<i># of employees accessing program</i>	<i>N/A employees from BDIC have accessed IMDTP</i>	<i>N/A employees have accessed IMDTP</i>	<i>1 Indigenous employees from BDIC have accessed IMDTP</i>	<i>1 Indigenous employee from Prosper NWT accessed IMDTP (IDTP)</i>	<i>1 Indigenous employees from BDIC have accessed IMDTP</i>	
	Action 2.5: Access Indigenous mentorship program for informal on-the-job training.	<i># of employees accessing program</i> <i># of succession plans</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>In progress</i>	<i>85% of Indigenous employees are participating in the program in some capacity</i>	



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Action 2.5: Support employees to identify career pathways and training needs in their Learning and Development Plan as a part of the Performance Development process.	<i># of indigenous employees who identify career pathways and training needs in their Learning and Development Plan</i>	<i>Department of Finance to develop resources for employees to identify career pathways in their Learning and Development Plan</i> <i>100% of Indigenous employees have identified a career path</i>	<i>Under development</i>	<i>Department of Finance to develop resources for employees to identify career pathways in their Learning and Development Plan</i> <i>100% of Indigenous employees have identified a career path</i>	<i>In progress</i>	<i>100% of Indigenous employees have identified a career path</i>	
Action 2.5: Work with HR on succession planning with a focus on Indigenous employee development.	<i># of Indigenous employees identified for succession planning</i>	<i>Department of Finance creates succession planning guide; department works with HR to develop Succession Plan</i>	<i>Under development</i>	<i>Department of Finance creates succession planning guide; department works with HR to develop Succession Plan</i>	<i>In progress</i>	<i>100% of managers have identified Indigenous employees within succession plans</i>	
Action 2.6: Use the Indigenous Career Gateway Program	<i># of ICGP candidates hired</i>	<i>Minimum of 1 of positions filled using ICGP</i>	<i>No positions currently filled using ICGP</i>	<i>1 of positions filled using ICGP</i>	<i>No positions currently filled using ICGP.</i>	<i>1 of positions filled using ICGP</i>	<i>Work is currently underway to hire one candidate under the ICGP.</i>



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Action 2.6: 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>	<i>0% of TAs filled by Indigenous employees</i>	<i>5% of TAs filled by Indigenous employees</i>	<i>Prosper NWT supported a standing acting to a director role and s subsequent TA to Central Agency Department to provide advancement and capacity building opportunities for an existing Indigenous employee.</i>	<i>10% of TAs filled by Indigenous employees</i>	

**PROSPER NWT
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	13	16	13	17	17
Indigenous Aboriginal employees	0	2	1	4	5
Net Increase Targets	+1	+1	+1	+2	+1
Percentage	0%	13%	8%	24%	30%
Indigenous Aboriginal employees by job classification					
Senior Management					
Total employees	2	3	2	3	3
Indigenous employees (#)	0	1	-	1	2
Net Increase Target	+1	-	-	+1	+1
Indigenous employees (%)	0%	33%	0%	33%	66%
Middle Management					
Total employees	2	3	3	3	3
Indigenous employees (#)	-	-	-	1	1
Net Increase Target	-	-	-	+1	-
Indigenous employees (%)	0%	0%	0%	33%	33%
University Equivalency					
Total employees	8	8	7	9	9
Indigenous employees (#)	-	-	1	1	1
Net Increase Target	-	-	+1	+1	-
Indigenous employees (%)	0%	0%	14%	11%	11%
College/Trades Equivalency					
Total employees	1	2	1	2	2
Indigenous employees (#)	-	1	-	1	1
Net Increase Target	-	+1	-	-	-
Indigenous employees (%)	0%	50%	0%	50%	50%
High School Equivalency or Below					
Total employees	-	-	-	-	-
Indigenous employees (#)	-	-	-	-	-
Net Increase Target	-	-	-	-	-
Indigenous employees (%)	0%	0%	0%	0%	0%

**Job classification definitions:*

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

Middle Management - Position belonging to management NOC occupational code.

Notes:

