	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
			2024/2025		2025/2026		2026/2027 Targets	
			Target	Status as of Q4	Target	Status as 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.* • *13 JDs for review (based on filled position).*	*100% of JDs reviewed* *(13 JDs reviewed)* *10% increase in applicants*	*Over 75% JD's have been reviewed and over 50% updated.* *Delays due to fiscal sustainability measures resulting in funding and org changes.*	*100% of JDs reviewed* *(13 JDs reviewed)* *10% increase in applicants*	*7 JDs (54% of total JDs for organization) created or reviewed and updated.* *Strong applicant volumes with all recruited positions successfully filled. Four competitions started with one hired and two in process.*	*100% of the JDs for any new/vacant positions will be created or reviewed and updated*	
	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 staffing workshop training*	*80% of hiring managers have completed the training.*	*80% of hiring managers have completed the training.*	*100% of hiring managers have completed the training.*	*81 % of hiring managers have completed the training and 2 enrollments in the Indigenous Cultural Awareness and Sensitivity Training*	*Maintain enrollments in training courses and 100% of any new employees complete the Indigenous Cultural Awareness and Sensitivity Training*	
	Action 1.3: Review Indigenous eligibility lists for pre-qualified candidates prior to initiating a job competition.	*# of positions filled without a competition*	*1 position filled with eligibility lists*	*Eligibility lists always reviewed first.*	*1 position filled with eligibility lists and/or Indigenous*	*Eligibility lists always reviewed first.*	*Eligibility lists always reviewed first.*	**In 2026-2027, the process initiated in 2025-2026 remains underway for one Indigenous employee to join Prosper NWT,*

	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
			2024/2025		2025/2026		2026/2027 Targets	
			Target	Status as of Q4	Target	Status as of Q4		
		Increase of Indigenous hires within department *Increased number of candidates added to database*		*1 summer student filled from Indigenous priority list.*	*Gateway program lists*	*1 summer student filled from Indigenous priority list.* *Interdepartmental transfer assignments were explored for two Indigenous employees.*	*Interdepartmental transfer assignments within Prosper NWT explored for Indigenous employees.*	*while the second is no longer proceeding due to unforeseen circumstances beyond the employee's control.*
GOAL 1: Indigenous	**Action 2.1:** Ensure that all employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.	*% of employees who have completed the Living Well Together training*	*100% of employees have completed training*	*97% of employees have completed training*	*100% of employees have completed training*	*100% of employees have completed training*	*100% of employees have completed training*	
	Action 2.3: Ensure all employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training.	*% of employees who have completed the Equitable Workplace training* *# of sessions available*	*40% of employees have completed training*	*0% of employees have completed training*	*100% of employees have completed training*	*0% of employees have completed training as it was never made available to employees.*	*Equitable workplace training has been paused. New targets will be set with the development of the new training.*	
	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*	*85% of departing employees complete an exit interview*	*Exit interviews completed for the one employee who left due to family relocation.*	*Exit interviews will be requested should any employees leave.*	*N/A – no permanent employees left GNWT.*	*Exit interviews will be requested should any employees leave GNWT.*	

ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
		2024/2025		2025/2026		2026/2027 Targets	
		Target	Status as of Q4	Target	Status as of Q4		
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 employees accessing IDTP (IMDTP)*	*1 Indigenous employee from Prosper NWT has accessed IDTP*	*0 permanent Indigenous employees from Prosper NWT accessed IDTP*	*100% of Indigenous employees hired are made aware of and apply for IMDTP*	*N/A – no permanent Indigenous employees; 0 Indigenous employees have accessed IMDTP since 2024 and the Indigenous employee we are exploring a potential Interdepartmental TA has been advised of this program and our intended support should they pursue IMDTP opportunities.*	*100% of Indigenous employees hired are made aware of and apply to IMDTP.*	
Action 2.5: Access Indigenous mentorship program for informal on-the-job training.	*# of employees accessing program* *# of succession plans*	*85% of Indigenous employees are participating in the program in some capacity*	*0 permanent Indigenous employees from Prosper NWT accessed IDTP*	*100% of Indigenous employees hired are made aware of and access mentorship and on-the-job training support*	*N/A – no permanent Indigenous employees; 0 Indigenous employees have accessed mentorship program.*	*100% of Indigenous employees hired are made aware of mentorship program.*	

ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
		2024/2025		2025/2026		2026/2027 Targets	
		Target	Status as of Q4	Target	Status as of Q4		
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.	*# of Indigenous employees who identify career pathways and training needs in their Learning and Development Plan*	*100% of Indigenous employees have identified a career path*	*100% of employees have identified career pathways and training needs in their Development Plans, including the one Indigenous summer student.*	*100% of Indigenous employees hired identify career pathways and training needs in their Learning and Development Plan*	*Indigenous summer student rehired for second year with identified developmental projects and training needs.*	*100% of Indigenous employees hired identify career pathways and training needs in their Learning and Development Plan.*	
Action 2.5: Work with HR on succession planning with a focus on Indigenous employee development.	*# of Indigenous employees identified for succession planning*	*100% of managers have identified Indigenous employees within succession plans*	*In progress*	*As part of the organizational review work with HR to identify Indigenous employees for succession planning*	*Indigenous summer student rehired for second year with career pathways discussed with employee.*	*As part of the organizational review, work with HR to identify Indigenous employees for succession planning.*	
Action 2.6: Use the Indigenous Career Gateway Program	*# of ICGP candidates hired*	*1 of positions filled using ICGP*	*No positions currently filled using ICGP.*	*1 position filled with eligibility lists and/or Indigenous Gateway program lists*	*0 positions filled using ICGP.*	*Eligibility lists and ICGP always reviewed first for vacant positions.*	

	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
			2024/2025		2025/2026		2026/2027 Targets	
			Target	Status as of Q4	Target	Status as of Q4		
	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*	*10% of TAs filled by Indigenous employees*	*Supported one Indigenous employee we had in a developmental TA into a Senior Manager Role.*	*Work with HR to identify opportunities for TA or Secondment for Indigenous employees especially into management roles and supported by enrollment into the IMDTP*	*Interdepartmental transfer assignments were explored for two Indigenous employees.**	*Continue exploration of interdepartmental transfer assignments within Prosper NWT for Indigenous employees.*	**In 2026-2027, the process initiated in 2025-2026 remains underway for one Indigenous employee to join Prosper NWT, while the second is no longer proceeding due to unforeseen circumstances beyond the employee's control.*

PROSPER NWT
INDIGENOUS EMPLOYMENT TARGETS

	PREVIOUS TERM RESULTS (By March 31st 2024)	CURRENT RESULTS (By March 31st 2026	SHORT-TERM TARGETS (By March 31, 2026)	MEDIUM TERM TARGETS (By March 31, 2028)
Staffed positions				
All filled positions	13	13	17	17
Indigenous Aboriginal employees	1	0	4	5
Net Increase Targets	+1	-1	+2	+1
Percentage	8%		24%	30%
Indigenous Aboriginal employees by job classification				
Senior Management				
Total employees	2	2	2	2
Indigenous employees (#)	-	0	1	1
Net Increase Target	-			+1
Indigenous employees (%)	0%	0%	33%	33%
Middle Management				
Total employees	3	2	3	3
Indigenous employees (#)	-		1	1
Net Increase Target	-		+1	
Indigenous employees (%)	0%	0%	33%	33%
University Equivalency				
Total employees	7	12	9	9
Indigenous employees (#)	1	0	1	1
Net Increase Target	+1		+1	
Indigenous employees (%)	14%	0%	11%	11%
College/Trades Equivalency				
Total employees	1	1	2	2
Indigenous employees (#)	-	0	1	1
Net Increase Target	-			
Indigenous employees (%)	0%	0%	50%	50%
High School Equivalency or Below				
Total employees	-	0	-	-
Indigenous employees (#)	-	0	-	-
Net Increase Target	-			
Indigenous employees (%)	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:

We were able to hire an Indigenous summer student for summer 2025 and they returned to work as a student employee in summer 2026.

****Long term targets are being considered and will be updated in the next reporting period**