



GOAL 1: Indigenous Representation	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES	
			2023/2024		2024/2025		2025/2026 Targets		
			Target	Status as of Q4	Target	Status as 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. <ul style="list-style-type: none">13 JDs for review (based on filled position).	75% of JDs reviewed <i>(9 JDs review)</i>	Contractor hired to review and update 13 Prosper NWT JDs to remove systemic barriers.	100% of JDs reviewed <i>(13 JDs reviewed)</i>	Over 75% JD's have been reviewed and over 50% updated. <i>Delays due to fiscal sustainability measures resulting in funding and org changes.</i>	100% of JDs reviewed <i>(13 JDs reviewed)</i>	In 2024-2025, 10 JDs have been re-written and currently submitted for evaluation. 7 JD were completed.	
	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	75% of hiring managers have completed the training	In progress. Two (50%) managers completed the training during the year.	80% of hiring managers have completed the training.	80% of hiring managers have completed the training.	100% of hiring managers have completed the training.		
	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	1 position filled with eligibility lists	One position filled on a casual basis. Currently working recruiting the candidate under the Indigenous Career Gateway program	1 position filled with eligibility lists	Eligibility lists always reviewed first. 1 summer student filled from Indigenous priority list.	1 position filled with eligibility lists and/or Indigenous Gateway program lists		



GOAL 1: Indigenous Leadership	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES	
			2023/2024		2024/2025		2025/2026 Targets		
			Target	Status as of Q4	Target	Status as of Q4			
Action 2.1: Ensure that all employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.	# of employees who have completed the training	100% of employees have completed training	100% of employees have completed training.	100% of employees have completed training	97% of employees have completed training	100% of employees have completed training	2024/2025 Note – One new employee to complete the training next year.		
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	20% of employees have completed training	In progress with 20% of employees having completed this training.	40% of employees have completed training	0% of employees have completed training	100% of employees have completed 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	Department of Finance to develop exit interview process/questions.	In progress	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.			
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 program	1 Indigenous employee from BDIC have accessed IDTP	1 Indigenous employee from Prosper NWT accessed IDTP	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			
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	In progress	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			



ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES	
		2023/2024		2024/2025			
		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	<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>	<i>100% of employees have identified career pathways and training needs in their Development Plans, including the one Indigenous summer student.</i>	<i>100% of Indigenous employees hired identify career pathways and training needs in their Learning and Development Plan</i>	
	# of Indigenous employees identified for succession planning	<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>	<i>In progress</i>	<i>As part of the organizational review work with HR to identify Indigenous employees for succession planning</i>	
	# of ICGP candidates hired	<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>No positions currently filled using ICGP.</i>	<i>1 position filled with eligibility lists and/or Indigenous Gateway program lists</i> <i>Work is currently underway to hire one candidate under the ICGP.</i>	



ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES	
		2023/2024		2024/2025			
		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	5% of TAs filled by Indigenous employees	Prosper NWT supported a standing acting to a director role and subsequent TA to Central Agency Department to provide advancement and capacity building opportunities for an existing Indigenous employee.	10% of TAs filled by Indigenous employees	Supported the 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	

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%	33%
Middle Management					
Total employees	2	3	3	3	3
Indigenous employees (#)	-	-	-	1	1
Net Increase Target	-	-	-	+1	+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	+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	-	+1	+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: