



	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
			2023/2024		2024/2025		2025/2026 Targets	
			Target	Status as of Q4	Target	Status as of Q4		
GOAL 1: Indigenous Representation	<b>Action 1.1:</b> Review all job descriptions to remove systemic barriers and reflect appropriate non-inflated education and experience requirements.	<i># of job descriptions (JDs) reviewed.</i> <ul style="list-style-type: none"><li><i>13 JDs for review (based on filled position).</i></li></ul>	<i>75% of JDs reviewed</i>  <i>(9 JDs review)</i>	<i>Contractor hired to review and update 13 Prosper NWT JDs to remove systemic barriers.</i>	<i>100% of JDs reviewed</i>  <i>(13 JDs reviewed)</i>	<i>Over 75% JD’s have been reviewed and over 50% updated.</i>  <i>Delays due to fiscal sustainability measures resulting in funding and org changes.</i>	<i>100% of JDs reviewed</i>  <i>(13 JDs reviewed)</i>	<i>In 2024-2025, 10 JDs have been re-written and currently submitted for evaluation. 7 JD were completed.</i>
				<i>10% increase in applicants</i>		<i>10% increase in applicants</i>		
		<b>Action 1.2:</b> Hiring managers complete training on the staffing process, recruitment programs and understanding systemic and unconscious racism and bias within the hiring process.	<i># of hiring managers who complete the training</i>	<i>75% of hiring managers have completed the training</i>	<i>In progress. Two (50%) managers completed the training during the year.</i>	<i>80% of hiring managers have completed the training.</i>	<i>80% of hiring managers have completed the training.</i>	<i>100% of hiring managers have completed the training.</i>
	<b>Action 1.3:</b> Review Indigenous eligibility lists for pre-qualified candidates prior to initiating a job competition.	<i># of positions filled without a competition</i>  <i>Increase of Indigenous hires within department</i>  <i>Increased number of candidates added to database</i>	<i>1 position filled with eligibility lists</i>	<i>One position filled on a casual basis. Currently working recruiting the candidate under the Indigenous Career Gateway program</i>	<i>1 position filled with eligibility lists</i>	<i>Eligibility lists always reviewed first.</i>  <i>1 summer student filled from Indigenous priority list.</i>	<i>1 position filled with eligibility lists and/or Indigenous Gateway program lists</i>	



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GOAL 1: Indigenous Leadership	<b>Action 2.1:</b> 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>100% of employees have completed this training.</i>	<i>100% of employees have completed training</i>	<i>97% of employees have completed training</i>	<i>100% of employees have completed training</i>	2024/2025 Note – One new employee to complete the training next year.
	<b>Action 2.3:</b> 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>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>	<i>0% of employees have completed training</i>	<i>100% of employees have completed training</i>	
	<b>Action 2.4:</b> 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>In progress</i>	<i>85% of departing employees complete an exit interview</i>	<i>Exit interviews completed for the one employee who left due to family relocation.</i>	<i>Exit interviews will be requested should any employees leave.</i>	
	<b>Action 2.5:</b> 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>1 Indigenous employee from BDIC have accessed IDTP</i>	<i>1 Indigenous employee from Prosper NWT accessed IDTP</i>	<i>1 Indigenous employee from Prosper NWT has accessed IDTP</i>	<i>0 permanent Indigenous employees from Prosper NWT accessed IDTP</i>	<i>100% of Indigenous employees hired are made aware of and apply for IMDTP</i>	
	<b>Action 2.5:</b> 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>In progress</i>	<i>85% of Indigenous employees are participating in the program in some capacity</i>	<i>0 permanent Indigenous employees from Prosper NWT accessed IDTP</i>	<i>100% of Indigenous employees hired are made aware of and access mentorship and on-the-job training support</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.	# of indigenous employees who identify career pathways and training needs in their Learning and Development Plan	Department of Finance to develop resources for employees to identify career pathways in their Learning and Development Plan  100% of Indigenous employees have identified a career path	In progress	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	
	Action 2.5: Work with HR on succession planning with a focus on Indigenous employee development.	# of Indigenous employees identified for succession planning	Department of Finance creates succession planning guide; department works with HR to develop Succession Plan	In progress	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	
	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 of positions filled using ICGP	No positions currently filled using ICGP.	1 position filled with eligibility lists and/or Indigenous Gateway program lists	Work is currently underway to hire one candidate under the ICGP.



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	<b>Action 2.6:</b> 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>5% of TAs filled by Indigenous employees</i>	<i>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.</i>	<i>10% of TAs filled by Indigenous employees</i>	<i>Supported the one Indigenous employee we had in a developmental TA into a Senior Manager Role.</i>	<i>Work with HR to identify opportunities for TA or Secondment for Indigenous employees especially into management roles and supported by enrollment into the IMDTP</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
Indigenous employees (%)	0%	33%	0%	33%	33%
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.*

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