



GOAL 1: Indigenous Representation	ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES	
			2023-2024		2024-2025			
			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 based on 130 filled positions	50% (65) of JDs reviewed	37 JDs reviewed	75% (98) of JDs reviewed <i>10% increase in applicants</i>	17.4% (72) of JDs reviewed	25% of JDs reviewed	
	Action 1.2: Review recruitment and retention practices to address barriers. <ul style="list-style-type: none">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 <i>Increase in incorporation of Indigenous perspectives into policies, and services</i>	10% of hiring managers have completed the training	3.4% of Education employees completed the Staffing Workshop training 3.3% of HSS completed the Staffing Workshop training 3.35% of all TSCA employees completed the Staffing Workshop training	20% of hiring managers have completed the training	53.3% of Education Hiring Managers enrolled, 40% completed the Staffing Workshop training 36.8% of HSS Hiring Managers enrolled, 26.3% completed the Staffing Workshop Training.	30% of hiring managers have completed the training <i>2024/2025 Note – 0% of education employees have enrolled, 0% completed mitigating unconscious bias training.</i> <i>2024/2025 Note – 5.5% of HSS employees have enrolled, 1.4% have completed mitigating unconscious bias training.</i>	
	Action 1.3: Enhance employment opportunities for Indigenous Candidates. <ul style="list-style-type: none">Establish Indigenous eligibility lists for pre-qualified candidates to be reviewed prior to initiating a job competition.	# of positions filled without a competition <i>Increase of Indigenous hires within department</i>	3 positions are filled with eligibility lists using the Database within MRS	11 positions filled with Indigenous applicants via pre-qualified Eligibility list	6 positions are filled with eligibility lists using the Database within MRS	3 positions filled with eligibility lists in 2024-25 fiscal year	5 positions are filled with eligibility lists using the Database within MRS	



GOAL 2: Indigenous	ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES	
			2023-2024		2024-2025			
			Target	Status as of Q4	Target	Status as of Q4		
	<ul style="list-style-type: none">Develop a networking strategy with post-secondary institutions and Indigenous governments to target Indigenous students.	<i>Increased number of candidates added to database</i>						
	Action 2.1: Ensure that all employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.	<i># of employees who have completed cultural awareness and safety training</i>	50% of employees have completed training	51% of education employees completed training 32% of HSS employees completed training	70% of employees have completed training	<i>Education – 75.7% of employees have enrolled, 56.8% have completed ICAST training</i> <i>HSS – 55.9% of employees have enrolled, 37.9% have completed ICAST training</i>	60% of employees have completed training	<i>2023/2024 Note – Although not included as a target:</i> <i>0% of Education employees completed the Mitigating Unconscious Biases training</i> <i>0.7% of HSS completed the Mitigating Unconscious Biases training</i> <i>0.35% of all TSCA employees completed the Mitigating Unconscious Biases training</i>



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<p>Action 2.3: Empower GNWT employees to question social norms and discover tools to help them reshape how they see the world and their interactions with each other</p> <ul style="list-style-type: none">Ensure all employees complete the Equitable Workplace: Cultivating Attitudes of Anti-Racism and Allyship Training.	<p># of employees who have completed the training</p> <p># of sessions available</p>	10% of employees have completed the Equitable Workplace training	0% of Education employees completed training	15% of employees have completed the Equitable Workplace training	<p>Education Employees – 3.8% enrolled, 0% completed</p> <p>Education Managers – 27.3% enrolled, 18.2% completed</p> <p>HSS Employees – 7.4% enrolled, 0.7% completed</p> <p>HSS Managers – 33.3% enrolled, 22.2% completed</p>	10% of employees have completed the Equitable Workplace training	
<p>Action 2.4: Ensure employees complete exit interview process that includes questions about employee experiences with bias, racism, discrimination, harassment and cultural insensitivity.</p>	# of departing employees were offered exit interviews	Department of Finance to develop exit interview process/questions	Under Development	15% of departing employees complete an exit interview	Under Development	Under Development	
<p>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.</p>	# of employees have established performance objectives	Department of Finance will create resources for employees to identify career pathways in their Learning and Development Plan	10% of employees have identified a career path	10% of employees have identified a career path	<p>54 HSS employees have identified a career path</p> <p>55 EDU employees have identified a career path</p>	10% of employees have identified a career path	



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Action 2.6: Use the Indigenous Career Gateway Program (ICGP).	# of ICGP candidates hired	1 positions filled using ICGP	No positions currently filled using ICGP	2 positions filled using ICGP	0 positions filled using ICGP in 2024-25 fiscal year	2 positions filled using ICGP	2023/2024 Note – 10 TCSA employees accessed IMDTP (IDTP)
	# of employees on transfer assignments (TA) or Secondments. # of employees on TAs filled by Indigenous employees.	50% of TAs filled by Indigenous employees	63.64% of TAs in Education filled by Indigenous employees 41.18% of TAs in HSS filled by Indigenous Employees	60% of TAs filled by Indigenous employees	Education – 81.8% of TAs filled by Indigenous Aboriginal employees HSS – 57.1% of TAs filled by Indigenous Aboriginal employees	605% of TAs filled by Indigenous employees	

Tlicho Community Services Agency-Health & Social Services
INDIGENOUS EMPLOYMENT TARGETS

	CURRENT (March 31, 2022)	SHORT-TERM TARGETS (By March 31, 2024)	RESULTS SHORT-TERM TARGET	MEDIUM- TERM TARGETS (By March 31, 2026)	LONG TERM TARGETS (By March 31, 2028)
Staffed positions					
All filled positions	130	137	160	130	130
Indigenous Aboriginal employees	76	84	82	87	92
Net Increase Target	-	+8	+6	+3	+5
Percentage	58%	65%	51%	67%	71%
Indigenous Aboriginal employees by job classification					
Senior Management					
Total employees	3	3	3	3	3
Indigenous employees (#)	-	-	-	-	1
Net Increase Target	-	0	0	0	+1
Indigenous employees (%)	0%	0%	0%	0%	33%
Middle Management					
Total employees	5	5	7	5	5
Indigenous employees (#)	1	1	1	1	2
Net Increase Target	-	0	0	0	+1
Indigenous employees (%)	20%	20%	14%	20%	40%
University Equivalency					
Total employees	33	33	43	33	33
Indigenous employees (#)	8	8	7	9	10
Net Increase Target	-	0	-1	+1	+1
Indigenous employees (%)	24%	24%	16%	27%	30%
College/Trades Equivalency					
Total employees	39	39	46	39	39
Indigenous employees (#)	20	21	21	22	23
Net Increase Target	-	+1	+1	+1	+1
Indigenous employees (%)	51%	54%	46%	56%	59%
High School Equivalency or Below					
Total employees	50	57	61	57	57
Indigenous employees (#)	47	54	53	54	55
Net Increase Target	-	+7	+1	+1	+1
Indigenous employees (%)	94%	95%	87%	95%	96%

*Job classification definitions:

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

Middle Management - Position belonging to management NOC occupational code.

Notes:

**Tlicho Community Services Agency-Education
INDIGENOUS EMPLOYMENT TARGETS**

	CURRENT (March 31, 2022)	SHORT-TERM TARGETS (By March 31, 2024)	RESULTS SHORT-TERM TARGET	MEDIUM- TERM TARGETS (By March 31, 2026)	LONG TERM TARGETS (By March 31, 2028)
Staffed positions					
All filled positions	193	193	213	193	193
Indigenous Aboriginal employees	96	98	109	100	102
Net Increase Target	-	+2	+13	+2	+2
Percentage	50%	51%	51%	52%	53%
Indigenous Aboriginal employees by job classification					
Senior Management					
Total employees	2	2	2	2	2
Indigenous employees (#)	1	1	1	1	1
Net Increase Target	-	0	0	0	0
Indigenous employees (%)	50%	50%	50%	50%	50%
Middle Management					
Total employees	10	10	9	10	10
Indigenous employees (#)	2	2	2	2	2
Net Increase Target	-	0	0	0	0
Indigenous employees (%)	20%	20%	22%	20%	20%
University Equivalency					
Total employees	89	89	87	89	89
Indigenous employees (#)	18	19	18	20	21
Net Increase Target	-	+1	0	+1	+1
Indigenous employees (%)	20%	21%	21%	22%	24%
College/Trades Equivalency					
Total employees	12	12	14	12	12
Indigenous employees (#)	10	10	14	10	10
Net Increase Target	-	0	+4	0	0
Indigenous employees (%)	83%	83%	100%	83%	83%
High School Equivalency or Below					
Total employees	80	80	101	80	80
Indigenous employees (#)	65	66	74	67	68
Net Increase Target	-	+1	+9	+1	+1
Indigenous employees (%)	81%	83%	73%	84%	85%

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Middle Management - Position belonging to management NOC occupational code.

Notes: