

GOAL 1: Indigenous Representation

GOAL 2: 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 2.4: Initiate activities and events that ignite and encourage cultural safety and inclusivity in the WSCC NT and Nunavut offices, in consultation with the Cultural Safety Advisory Committee.	<i># of employees who participates in activities that promote cultural sensitivity and awareness</i> <i># of activities initiated</i>	<i>30% (48) of employees participated in the activities</i> <i>2 activities</i>	<i>5 activities initiated – 88% (145) of employee participation overall</i>	<i>40% (64) of employees participated in the activities</i> <i>3 activities</i>	<i>2 activities initiated – 90% (149) of employee participation overall</i> <i>2 activities</i>	<i>75% of employees participated in the activities</i> <i>2 activities</i>	
	Action 2.5: Ensure Indigenous employees are aware of Indigenous Management Development and Training Program (IMDTP).	<i># of Indigenous employees inquiring about the program</i> <i># of Indigenous employees accessing program</i>	<i>Increased awareness based on # of inquiries to HR about IDTP</i> <i>1 employee accessed IDTP</i>	<i>1 employee has accessed IDTP</i>	<i>Increased awareness based on # of inquiries to HR about IDTP</i> <i>2 employees accessed IDTP</i>	<i>0 employees accessed IDTP</i>	<i>Increased awareness based on # of inquiries to HR about IDTP</i>	
	Action 2.6 Develop a Career path with a focus on Indigenous employee development, as part of the WSCC Workforce Development Program.	<i># of Indigenous employees identified for Workforce Development Program</i> <i># of indigenous employees who identify career pathways and training needs in their Learning and Development Plan</i>	<i>WSCC HR to develop and implement the Workforce Development Program and work with each division to utilize the Career path tool</i> <i>Engage and encourage employees to identify career path and learning plan</i>	<i>21% (5) Indigenous employees following a Career Path and Learning Plan</i>	<i>17% (4) of Indigenous employees following a Career Path as part of the Workforce Development Program and have identified career path and learning plan.</i>	<i>17% (4) of Indigenous employees following a Career Path as part of the Workforce Development Program and have identified career path and learning plan.</i>	<i>40% of Indigenous employees following a Career Path as part of the Workforce Development Program and have identified career path and learning plan.</i>	

	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
			2023/2024		2024/2025		2025/2026 Targets	
			Target	Status as of Q4	Target	Status as of Q4		
	Action 2.7: Ensure divisions are aware and use the Indigenous Career Gateway Program (ICGP)	# of Indigenous employees inquiring about the program	Increased awareness based on # of inquiries to HR about ICGP	1 position filled using ICGP	# of inquiries to HR about ICGP	0 positions filled using ICGP	1 position filled using ICGP	
		# of Indigenous employees accessing the program			9% (2 employees) accessed the ICGP program	2 employees access ICGP program		
	Action 2.8: Promote the use of transfer assignments and cross-training to encourage mobility and development for Indigenous employees.	# of Indigenous employees on transfer assignments (TA) or Secondments	4% (1) of TAs filled by Indigenous employees	0% (0) of TAs filled by Indigenous employees	9% (2) of TAs filled by Indigenous employees	4% (1) of TA’s filled by Indigenous employees	9% (2) of TAs filled by Indigenous employees	

Workers' Safety and Compensation Commission
INDIGENOUS EMPLOYMENT TARGETS

	CURRENT (June 16, 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	164	164	164	164	164
Indigenous Aboriginal employees	20	23	23	28	34
Net Increase Target	-	+3	+3	+5	+6
Percentage	12%	14%	14%	17%	21%
Indigenous Aboriginal employees by job classification					
Senior Management					
Total employees	6	6	6	6	6
Indigenous employees (#)	0	0	0	1	1
Net Increase Target	-	-	0	+1	-
Indigenous employees (%)	0.0%	0%	0	16.7%	16.7%
Middle management					
Total employees	21	21	21	21	21
Indigenous employees (#)	2	2	3	3	4
Net Increase Target	-	-	+3	+1	+1
Indigenous employees (%)	9.5%	9.5%	14%	14.3%	19%
Positions Requiring University Equivalency					
Total employees	81	81	81	81	81
Indigenous employees (#)	8	9	9	10	11
Net Increase Target	-	+1	+1	+1	+1
Indigenous employees (%)	9.8%	11%	11%	12.3%	13.6%
Positions Requiring University/Trade Equivalency					
Total employees	51	51	51	51	51
Indigenous employees (#)	8	9	9	10	13
Net Increase Target	-	+1	+1	+1	+3
Indigenous employees (%)	15.7%	17.6%	17.6%	19.6%	25.5%
Positions Requiring High School Equivalency or No Formal Education					
Total employees	5	5	5	5	5
Indigenous employees (#)	2	3	3	4	5
Net Increase Target	-	+1	+1	+1	+1
Indigenous employees (%)	40%	60%	60%	80%	100%

**Job classification definitions:*
Senior Management - Position belonging to DM or SRM union code.
Middle Management - Position belonging to management NOC occupational code.
Professional - Position requiring university equivalency.
Paraprofessional - Position requiring college or trades equivalency.
Administrative - Position requiring high school equivalency.

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