	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. Identify equivalencies for consideration.	*# of job descriptions (JDs) reviewed (164 JD's in total)* - *Increased use of equivalencies* *# of Indigenous applicants on job postings*	*70% (115) of JDs reviewed*	*90% (148) JDs reviewed*	*93% (153) of JD's reviewed*	*95% (157) of JDs reviewed*	97% of JD's reviewed	
			5% increase in Indigenous applicants		*5% increase in indigenous applicants*		*5% increase in indigenous applicants*	
	Action 1.2: Review the recruitment practices and tools to ensure there are no systemic barriers and that the process is equitable.	*# of competitions per quarter* - *Amend materials and processes to remove barriers (i.e. Screening, Assignment and Interview)*	*75% of hiring processes/practices review of posted positions*	*Reviewed job posters, screening criteria for 49 competitions*	*75% of hiring processes/practices review of posted positions*	*Reviewed job posters, screening criteria for 56 competitions*	*80% of hiring processes/practices review of posted positions*	
			5% increase in Indigenous applicants		*5% increase in Indigenous applicants*		*5% increase in Indigenous applicants*	
	Action 1.3: WSCC hiring managers and supervisors to complete training on the staffing process, recruitment programs and understanding systemic and unconscious racism and bias within the hiring process, once training is launched.	*% of hiring managers/supervisors who complete the staffing workshop training*	*30% of employees to completed training*	*62% of hiring managers completed the training* *(21 WSCC Employees)*	*70% of employees to completed training*	*70% of employees completed training*	*75% of employees completed training*	*Turnover of supervisors and creation of new supervisor positions were filled over the year. New supervisors and managers were hired and need to complete the staffing online course*
	Action 1.4: WSCC to create an Indigenous/Nunavut Beneficiary eligibility list for pre-qualified candidates in Nunavut prior to initiating a northern/external job competition for positions based in the Nunavut office.	*# of positions filled without a competition* *Increase of Indigenous/Nunavut Beneficiaries hires within WSCC Nunavut office*	*1 position in NU is filled with eligibility lists*	*0 positions in NU filled with eligibility list*	*1 position in NU is filled with eligibility lists*	*0 positions in NU filled with eligibility list*	*1 position in NU is filled with eligibility lists*	

	ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
			2024/2025		2025/2026		2026/2027 Targets	
			Target	Status as of Q4	Target	Status as of Q4		
	Action 1.5: Review Indigenous eligibility lists for pre-qualified candidates prior to initiating a northern/external job competition, following the database launch in NT.	*# of positions filled without a competition* *Increase of Indigenous hires within WSCC*	*1 position filled using eligibility list*	*1 position filled using eligibility the list.*	*2 positions filled using eligibility list*	*0 position filled using eligibility the list.*	*1 position filled using eligibility the list.*	
GOAL 2: Indigenous Leadership	**Action 2.1:** Ensure that WSCC employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.	*% of employees who have completed the Living Well Together training within 6 months of hire*	*100% of employees have completed training within 6 months of hire*	*94% (155) of employees have completed training within 6 months of hire.*	*100% of employees have completed training within 6 months of hire*	*92% (182) of employees completed training within 6 months of hire.*	*100% of employees have completed training within 6 months of hire*	
	Action 2.2: Ensure that WSCC employees complete the Equitable Workplace: Cultivating attitudes of Anti-racism and Allyship training.	*% of employees who have completed Equitable Workplace training*	*30% of employees have completed training*	*31% (61) of employees have completed training within 6 months of hire.*	*50% of employees have completed training*	*51% completed training* *See Note →*	*Equitable workplace training has been paused. New targets will be set with the development of the new training.*	*WSCC surpassed the target by 1%, anticipating more employees to participate once scheduled workshops are posted.*
	Action 2.3: 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*	*30% of departing employees complete an exit interview*	*45% of departing employees complete an exit interview*	*50% of departing employees complete an exit interview*	*50% of departing employees complete an exit interview*	*60% of departing employees complete an exit interview*	

ACTIONS	PERFORMANCE MEASURE	MILESTONES					NOTES
		2024/2025		2025/2026		2026/2027 Targets	
		Target	Status as of Q4	Target	Status as of Q4		
Employees will be supported and provided time to participate in process.		*100% of Indigenous employees are provided with the opportunity to participate in an in-person exit interview*	*100% of Indigenous employees are provided with the opportunity to participate in an in-person exit interview*	*100% of Indigenous employees are provided with the opportunity to participate in an in-person exit interview*	*100% Indigenous employees are provided with the opportunity to participate in an in-person exit interview.*	*100% Indigenous employees are provided with the opportunity to participate in an in-person exit interview.*	
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.	*# of employees who participates in activities that promote cultural sensitivity and awareness* *# of activities initiated*	*40% (64) of employees participated in the activities* *3 activities*	*2 activities initiated – 90% (149) of employee participation overall* *2 activities*	*75% of employees participated in the activities* *2 activities*	*90% of employees read the monthly WSCC newsletter (Tailgater) where we incorporate Cultural Safety topics and promote Indigenous community events.*	*80% of employees participated in the activities* *Initiate 2 activities*	
Action 2.5: Ensure Indigenous employees are aware of Indigenous Management Development and Training Program (IMDTP).	*# of Indigenous employees inquiring about IDTP (IMDTP)* *# of Indigenous employees accessing IDTP (IMDTP)*	*Increased awareness based on # of inquiries to HR about IDTP* *2 employees accessed IDTP*	*0 employees accessed IDTP*	*Increased awareness based on # of inquiries to HR about IDTP*	*1 employee accessed IDTP*	*Increased awareness based on # of inquiries to HR about*	

	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 Develop a Career path with a focus on Indigenous employee development, as part of the WSCC Workforce Development Program.	*# of Indigenous employees identified for Workforce Development Program* *# of indigenous employees who identify career pathways and training needs in their Learning and Development Plan*	*17% (4) of Indigenous employees following a Career Path as part of the Workforce Development Program and have identified career path and learning plan.*	*17% (4) of Indigenous employees following a Career Path as part of the Workforce Development Program and have identified career path and learning plan.*	*40% of Indigenous employees following a Career Path as part of the Workforce Development Program and have identified career path and learning plan.*	*25% (3) of Indigenous employees following a career path and identified a career plan.*	*40% of Indigenous employees following a Career Path as part of the Workforce Development Program and have identified career path and learning plan.*	*Stats affected by employee turn over*
	Action 2.7: Ensure divisions are aware and use the Indigenous Career Gateway Program (ICGP)	*# of Indigenous employees inquiring about ICGP* *# of Indigenous employees hired through ICGP*	*# of inquiries to HR about ICGP* *9% (2 employees) accessed the ICGP program*	*0 positions filled using ICGP*	*1 position filled using ICGP* *2 employees access ICGP program*	*0 positions filled using ICGP*	*1 position filled using ICGP*	
	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*	*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*	*1 Indigenous employee is cross training for development*	*10% of TAs filled by Indigenous employees*	

Workers' Safety and Compensation Commission
INDIGENOUS EMPLOYMENT TARGETS

	PREVIOUS TERM RESULTS (By March 31st 202	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	164	191	164	164
Indigenous Aboriginal employees	23	22	28	34
Net Increase Target	+3	-2.5	+5	+6
Percentage	14%	11.5%	17%	21%
Indigenous Aboriginal employees by job classification				
Senior Management				
Total employees	6	6	6	6
Indigenous employees (#)	0	0	1	1
Net Increase Target	0	0	+1	-
Indigenous employees (%)	0	0	16.7%	16.7%
Middle management				
Total employees	21	27	21	21
Indigenous employees (#)	3	2	3	4
Net Increase Target	+3	-1	+1	+1
Indigenous employees (%)	14%	7%	14.3%	19%
Positions Requiring University Equivalency				
Total employees	81	98	81	81
Indigenous employees (#)	9	12	10	11
Net Increase Target	+1	+3	+1	+1
Indigenous employees (%)	11%	12%	12.3%	13.6%
Positions Requiring University/Trade Equivalency				
Total employees	51	88	51	51
Indigenous employees (#)	9	4	10	13
Net Increase Target	+1	-5	+1	+3
Indigenous employees (%)	17.6%	5%	19.6%	25.5%
Positions Requiring High School Equivalency or No Formal Education				
Total employees	5	5	5	5
Indigenous employees (#)	3	3	4	5
Net Increase Target	+1	=	+1	+1
Indigenous employees (%)	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.

Notes:

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