

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)
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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.

Notes: