



	ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES
			2022-2023		2023-2024	2024-2025	
			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	<i># of job descriptions (JDs) reviewed</i> <ul style="list-style-type: none">○ <i>Approx. 288 JD’s</i> <i># of applicants on job postings</i> <i>Increased use of equivalencies</i>	<i>25% (72) of JDs reviewed</i>	<i>36% (94) of JDs were reviewed</i>	<i>50% (144) of JDs reviewed</i>	<i>75% (216) of JDs reviewed</i>	In 2022-2023 the Job Description Guide was launched
	Action 1.2: 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>Training launch</i>	<i>40.4% (23) of employees have completed training</i>	<i>45% completion</i>	<i>55% completion</i>	In 2022-2023 the Hiring Managers training was launched
	Action 1.3: 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>Launch of eligibility database</i>	<i>Under Development</i>	<i>5 positions are filled with eligibility lists</i>	<i>7 positions are filled with eligibility lists</i>	
GOAL 2: Living Well Together	Action 2.1: Ensure that all employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.	<i># of employees who have completed the training</i>	<i>80% of employees have completed training</i>	<i>86.1% of employees have completed training</i>	<i>88% of employees have completed training</i>	<i>90% of employees have completed training</i>	



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	Action 2.2: Collaborate with Finance and the Indigenous Languages and Education Secretariat to support the delivery of professional development programs in Indigenous languages.	<i># of employees who participate</i>	<i>ECE and FIN to collaborate on professional development options for employees in Indigenous languages</i>	<i>Under development</i>	<i>ECE and FIN to collaborate on professional development options for employees in Indigenous languages</i>	<i>To be determined</i>	Met with FIN about increasing Indigenous presence/visibility of Indigenous language in public service/Indigenous language services and focusing on certain Departments. Create a working group to discuss project schedule/realistic timelines and identify current EE who would be on this group. IE: D &I, ECE EE, Bilingual bonus for Indigenous speaking EE already in place, Create information similar to French and advertise in public service.
	Action 2.3: 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>15% of employees have completed training</i>	<i>23.6% of employees have completed training</i>	<i>25% of employees have completed training</i>	<i>30% of employees have completed training</i>	
	Action 2.4: 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 develops exit interview process</i>	<i>Under development</i>	<i>Department of Finance develops exit interview process</i>	<i>25% of departing employees complete an exit interview</i>	
	Action 2.5: 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 the program</i>	<i>2 employees from the department have accessed IMDTP</i>	<i>1 employee has accessed IMDTP</i>	<i>2 employees from the department have accessed IMDTP</i>	<i>3 employees from the department have accessed IMDTP</i>	



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	Action 2.5: Access Indigenous mentorship program for informal on-the-job training.	# of employees accessing program # of succession plans	Department of Finance develops and promotes Indigenous Mentorship Program	Under development	Department of Finance develops and promotes Indigenous Mentorship Program	10% of Indigenous employees are participating in the program in some capacity	
	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 will create resources for employees to identify career pathways in their Learning and Development Plan	Under development	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	
	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	Under development	Department of Finance creates succession planning guide; department works with HR to develop Succession Plan	10% of managers have identified Indigenous employees within succession plans	
	Action 2.6: Use the Indigenous Career Gateway Program (ICGP).	# of ICGP candidates hired	Minimum of 1 position filled using ICGP	2 positions filled using ICGP	2 positions filled using ICGP	2 positions filled using ICGP	
	Action 2.6: Promote the use of the Building Capacity with Indigenous Governments Program and transfer assignments and cross-training to encourage mobility and development for Indigenous employees.	# of Indigenous employees on transfer assignments (TA) or Secondments # of Indigenous employees within Middle and Senior management roles	Minimum of 5% of TAs filled by Indigenous employees Minimum of 25%	34.8% of TAs filled by Indigenous employees 25.8%	35% of TAs filled by Indigenous employees Minimum of 26%	37% of TAs filled by Indigenous employees Minimum of 26%	

DEPARTMENT OF EDUCATION, CULTURE & EMPLOYMENT
INDIGENOUS EMPLOYMENT TARGETS

	CURRENT (March 31, 2022)	SHORT-TERM (By March 31, 2024)	MEDIUM-TERM (By March 31, 2026)	LONG-TERM (By March 31, 2028)
Staffed positions				
All filled positions	288	295	295	295
Indigenous Aboriginal employees	82	89	96	103
Net Increase Targets	-	+7	+7	+7
Percentage	28%	30%	33%	35%
Indigenous Aboriginal employees by job classification				
Senior Management				
Total employees	23	25	25	25
Indigenous employees (#)	7	8	9	10
Net Increase Target	-	+1	+1	+1
Indigenous employees (%)	30%	32%	36%	40%
Middle Management				
Total employees	32	32	32	32
Indigenous employees (#)	8	9	11	12
Net Increase Target	-	+1	+2	+1
Indigenous employees (%)	25%	28%	34%	38%
University Equivalency				
Total employees	126	128	128	128
Indigenous employees (#)	18	20	22	24
Net Increase Target	-	+2	+2	+2
Indigenous employees (%)	14%	16%	17%	19%
College/Trades Equivalency				
Total employees	86	88	88	88
Indigenous employees (#)	43	45	46	47
Net Increase Target	-	+2	+1	+1
Indigenous employees (%)	50%	51%	52%	53%
High School Equivalency or Below				
Total employees	21	22	22	22
Indigenous employees (#)	6	7	8	10
Net Increase Target	-	+1	+1	+2
Indigenous employees (%)	29%	32%	36%	45%

**Job classification definitions:*
Senior Management - Position belonging to DM or SRM union code.
Middle Management - Position belonging to management NOC occupational code.