



	ACTIONS	PERFORMANCE MEASURE	MILESTONES				NOTES
			2022/2023		2023/2024	2024/2025	
			Target	Status of Q4			
GOAL 1: Indigenous Representation	<b>Action 1.1:</b> 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"><li>207 active JDS total for review</li></ul>	15% of JDs reviewed (Note: 31 JDs projected)	Job Description Guide Launched  13% JDs reviewed (26 JDs)	25% of JDs reviewed (Note: 52 JDs projected)	50% of JDs reviewed (Note: 104 JDs projected)	
		<i># of applicants on job postings</i>				4% increase in applicants	
		<i>Increased use of equivalencies</i>					
	<b>Action 1.2:</b> 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>	Hiring Managers training launched  17% of Managers have completed training	<i>30% of hiring managers have completed the training</i>	<i>50% of hiring managers have completed the training</i>	
	<b>Action 1.2:</b> Filter and modify interview questions to be more reflective of the work appropriate to the position being considered.	<i># of interview questions reviewed/modified</i>	<i>Review the screening material for 3 competitions</i>	<i>Met the target of reviewing of the screening material for 3 competitions</i>	<i>Review the screening material for 4 competitions</i>	<i>Review the screening material for 7 competitions</i>	
	<b>Action 1.3:</b> 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>N/A - Under development</i>	<i>3 positions are filled with eligibility lists</i>	<i>5 positions are filled with eligibility lists</i>	



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GOAL 2: Indigenous Leadership	<b>Action 2.1:</b> Ensure that all employees complete Living Well Together: Indigenous Cultural Awareness and Sensitivity Training.	<i># of employees who have completed the training</i>	<i>60% of employees have completed training (Note: 109 employees projected)</i>	<i>72% of employees have complete training</i>	<i>80% of employees have completed training (Note: 146 employees projected)</i>	<i>90% of employees have completed training (Note: 155 employees projected)</i>	
	<b>Action 2.1:</b> Promote the Living Well Together: Indigenous Cultural Awareness and Sensitivity Training to audiences outside the GNWT.	<i># of referrals to other jurisdictions/working groups</i>	<i>2 referrals/promotion of training per year</i>	<i>Met the target of 2 referrals/ promotion of training</i>	<i>2 referrals/promotion of training per year</i>	<i>4 referrals/promotion of training per year</i>	
	<b>Action 2.3:</b> 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>10% of employees have completed training</i>	<i>10% of employees have completed training</i>	<i>15% of employees have completed training</i>	<i>20% of employees have completed training</i>	
	<b>Action 2.4:</b> 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>N/A Under development</i>	<i>Department of Finance develops exit interview process</i>	<i>25% of departing employees complete an exit interview</i>	
	<b>Action 2.5:</b> 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 Indigenous employees accessing program</i>	<i>1 Indigenous employee from the department has accessed IMDTP</i>	<i>3 employees have accessed IMDTP</i>	<i>3 Indigenous employees from the department have accessed IMDTP</i>	<i>3 Indigenous employees from the department have accessed IMDTP</i>	
	<b>Action 2.5:</b> Access Indigenous mentorship program for informal on-the-job training.	<i># of employees accessing program</i>  <i># of succession plans</i>	<i>Department of Finance develops and promotes Indigenous Mentorship Program</i>	<i>N/A - Under development</i>	<i>Department of Finance develops and promotes Indigenous Mentorship Program</i>	<i>10% of Indigenous employees are participating in the program in some capacity</i>	
	<b>Action 2.5:</b> Work with HR on succession planning with a focus on Indigenous employee development. Support	<i># of Indigenous employees identified for succession planning</i>	<i>Department of Finance creates succession planning</i>	<i>N/A - Under development</i>	<i>Department of Finance creates succession planning</i>	<i>10% of employees have identified a career path</i>	



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	employees to identify career pathways and training needs in their Learning and Development Plan as a part of the Performance Development process.	<i># of indigenous employees who identify career pathways and training needs in their Learning and Development Plan</i>	<i>guide and resources to identify career pathways; department works with HR to develop Succession Plan</i>		<i>guide and resources to identify career pathways; department works with HR to develop Succession Plan</i>		
	<b>Action 2.6:</b> Use the Indigenous Career Gateway Program (ICGP).	<i># of indigenous employees who identify career pathways and training needs in their Learning and Development Plan</i> <i># of ICGP candidates hired</i>	<i>3 positions filled using ICGP</i>	<i>3 positions filled using ICGP</i>	<i>3 positions filled using ICGP</i>	<i>4 positions filled using ICGP</i>	
	<b>Action 2.6:</b> Promote the use of transfer assignments and cross-training to encourage mobility and development for Indigenous employees.	<i># of employees on transfer assignments (TA) or Secondments</i>  <i># of Indigenous employees within Middle and Senior management roles</i>	<i>5% of Secondments filled by Indigenous employees (Note: 3 employees projected)</i>	<i>23% of TAs filled by Indigenous Aboriginal employees; 1 out of 2 employees on Secondment through Building Capacity with Indigenous Governments Program.</i>  <i>28% Senior Management filled by Indigenous employees; 14% Middle Management filled by Indigenous employees.</i>	<i>20% of TAs filled by Indigenous employees (Note: 6 employees projected)</i>	<i>25% of TAs filled by Indigenous employees (Note: 7 employees projected)</i>	



DEPARTMENT OF INDUSTRY, TOURISM & INVESTMENT  
INDIGENOUS EMPLOYMENT TARGETS

	CURRENT (March 31, 2023)	SHORT-TERM (By March 31, 2024)	MEDIUM-TERM (By March 31, 2026)	LONG-TERM (By March 31, 2028)
Staffed positions				
All filled positions	177	177	177	177
Indigenous Aboriginal employees	51	61	70	79
Net Increase Targets	-	+10	+9	+9
Percentage	29%	34%	40%	45%
Indigenous Aboriginal employees by job classification				
Senior Management				
Total employees	18	18	18	18
Indigenous employees (#)	5	6	6	7
Net Increase Target	-	+1	+0	+1
Indigenous employees (%)	28%	33%	33%	39%
Middle Management				
Total employees	42	42	42	42
Indigenous employees (#)	6	7	9	11
Net Increase Target	-	+1	+2	+2
Indigenous employees (%)	14%	17%	21%	26%
University Equivalency				
Total employees	80	80	80	80
Indigenous employees (#)	22	25	27	29
Net Increase Target	-	+3	+2	+2
Indigenous employees (%)	28%	31%	34%	36%
College/Trades Equivalency				
Total employees	22	22	22	22
Indigenous employees (#)	9	11	14	17
Net Increase Target	-	+2	+3	+3
Indigenous employees (%)	41%	50%	64%	77%
High School Equivalency or Below				
Total employees	15	15	15	15
Indigenous employees (#)	9	12	14	15
Net Increase Target	-	+3	+1	+1
Indigenous employees (%)	60%	80%	93%	100%

#REF!

*\*Job classification definitions:*

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

*Middle Management - Position belonging to management NOC occupational code.*