



## Indigenous Career Gateway Program

### **Purpose**

The goal of the Indigenous Career Gateway Program is to improve access to employment opportunities for external indigenous Aboriginal persons as per the Affirmative Action Policy for entry-level employment and trainee opportunities with the GNWT.

This program will help to promote and foster an environment that values development, diversity and professional growth opportunities for Indigenous people.

### **Program Components**

Placement opportunities are identified in government departments, boards or agencies where there is a need, a current vacancy or an anticipated vacancy in the near future.

Through this program, the GNWT will work to establish partnerships with educators and Aboriginal governments to identify Indigenous candidates who are at the conclusion of their studies or are seeking meaningful work experience. Client Services (MRS/Regions) will also work with employing departments to identify opportunities.

An open advertisement will be posted on eRecruit and individuals will be required to submit their resume to the Indigenous Career Gateway Program. Individuals who apply to the casual employment database will be offered the opportunity to have their resume placed in the Indigenous Careers Gateway database.

If candidates do not meet the requirements of the position the department may establish a trainee position and the employee will be provided with a learning plan and paid in accordance with the [Trainees MOU](#).

While the goal is to retain candidates within the GNWT, there is no commitment under the program to appoint the participant into the host department indeterminately. However, subject to satisfactory performance the department may choose to do so.

### **Funding Parameters**

The Indigenous Career Gateway Program provides learning opportunities to Indigenous person(s) and financial support to Employing Departments. Departments who establish employment opportunities under this program will be eligible for funding as follows:

1. Where candidates meet the qualifications of the position; the Department will be provided with a prorated amount of up to \$40,000 per year to be put towards the employee's salary.



2. Where candidates do not meet the qualifications of the position; they will be hired under the trainee MOU and their rate of pay will be based on a percentage of step one under the training program. The Department will be provided with a prorated amount of up to \$40,000 per year up to a maximum of two years. The Department will provide the Diversity & Inclusion Unit with a comprehensive training plan as outlined in the MOU. The funding provided to the Department can be put towards employee's salary, direct training costs outlined in the training plan and the trainer allowance (\$6000 a year).

Funding is available from the department of Finance per fiscal year (April 1 to March 31). The Funding is determined on a first come first served basis.

### **Application Process**

Departments will submit applications to their Client Service Representative for placements where recruitment needs have been identified.

Each application will be assessed and approved for the duration of the program, (ie. 12 months for when the applicant meets the qualifications of the position and up to 24 months under the [trainee MOU](#)).

### **Program Evaluation**

The Diversity and Inclusion unit will routinely evaluate the program through the collection of program activities, effectiveness and outcomes to ensure that the program is meeting objectives.