



MR. TOM BEAULIEU
MLA, TU NEDHE-WIILIDEH

MAR 23 2017

**Oral Question 650-18(2) Supports for Priority
Hiring Candidates under the Affirmative Action Policy**

During Question Period on February 28, 2017, you asked about supports for priority hire candidates under the Affirmative Action Policy.

I made a commitment to provide you with the number of departments that have Human Resource Plans, and the breakdown of Affirmative Action numbers by community and by department.

Departments, boards and agencies of the Government of the Northwest Territories are required to develop and implement Human Resource Plans in order to meet priorities and address human resource needs. As of March 1, 2017, seven (7) departments have completed their Human Resource Plans and eight (8) departments/agencies are in the process of developing Human Resource Plans.

The attachments to this letter provide the breakdown of Affirmative Action status for employees by community, region and department as of January 31, 2017.

The Government of the Northwest Territories is committed to the recruitment and retention of a competent, effective, and representative workforce.

To support this goal, the Department of Human Resources continues to develop, promote, and implement practical approaches and initiatives aimed at attracting, advancing, and retaining designated target groups under the Affirmative Action Policy, which includes Indigenous Aboriginal individuals under the Affirmative Action policy. These initiatives include:

- The *Aboriginal Management Development Program* provides associates with two-year supported developmental roles in order to increase Indigenous Aboriginals in senior management positions. This program was recently amended to accommodate succession planning.
- The *Aboriginal Employees Advisory Committee* works with the Department of Human Resources to identify key themes and goals that will enhance the GNWT as an employer of choice for Indigenous Aboriginals.

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- The *Leadership Development Program* provides managers with training and development with the University of Alberta's School of Business.
- The *Regional Recruitment Program* is intended to assist with regional employment opportunities. This includes using unique approaches to recruitment, such as linking residents with on-the-job training.

Thank you for your interest in the Affirmative Action policy. Please do not hesitate to contact me, should you have further questions.



Robert C. McLeod
Minister of Human Resources

Attachment

- c. Clerk of the Legislative Assembly
Legislative Coordinator, Executive

GNWT Employees

by Region / Community

as at January 31, 2017

Region / Community	Indigenous Aboriginal	Indigenous Non-Aboriginal	Other Employees	Total Employees
Headquarters / North Slave				
Lutselk'e	8		12	20
Yellowknife	434	537	1,720	2,691
Totals for Headquarters / North Slave	442	537	1,732	2,711
Beaufort Delta Region				
Aklavik	22		16	38
Fort McPherson	30		24	54
Inuvik	180	14	300	494
Paulatuk	6		14	20
Sachs Harbour	3		7	10
Tsiigehtchic	7		5	12
Tuktoyaktuk	19		29	48
Ulukhaktok	16		16	32
Totals for Beaufort Delta Region	283	14	411	708
Dehcho Region				
Fort Liard	26		25	51
Fort Providence	37	2	18	57
Fort Simpson	115	12	91	218
Jean Marie River	2		1	3
Kakisa			2	2
Kat'odeeche	9	3	10	22
Nahanni Butte	4		1	5
Sambaa K'e	9		3	12
Wrigley	10		3	13
Totals for Dehcho Region	212	17	154	383
Sahtu Region				
Colville Lake	6		9	15
Deline	17		20	37
Fort Good Hope	18		22	40
Norman Wells	39	5	93	137
Tulita	14		22	36
Totals for Sahtu Region	94	5	166	265
South Slave Region				
Enterprise	147	10	281	438
Fort Resolution	8	1	3	12
Fort Smith	33	1	17	51
Fort Smith	241	44	225	510
Hay River	115	31	140	286
Totals for South Slave Region	397	77	385	859
Tłı̄cho Region				
Behchoko	753	152	750	1,655
Behchoko	141	2	71	214
Gamèti	8		9	17
Wekweèti	5		4	9
Whati	11		13	24
Totals for Tłı̄cho Region	165	2	97	264
Total GNWT	1,593	652	2,945	5,190

source: PeopleSoft. February 1, 2017.

GNWT Employees

by Department / Board / Agency

as at January 31, 2017

Department / Board / Agency	Indigenous Aboriginal	Indigenous Non-Aboriginal	Other Employees	Total Employees
Departments				
Aboriginal Affairs	10	9	16	35
Education Culture Employment	72	46	133	251
Environment Natural Resources	152	49	133	334
Executive	32	16	18	66
Finance	67	43	123	233
Health Social Services	38	36	118	192
Human Resources	44	37	34	115
Industry Tourism Investment	47	29	102	178
Justice	150	100	280	530
Lands	29	23	88	140
Legislative Assembly	11	9	17	37
MACA	33	26	37	96
PWS	93	48	150	291
Transportation	106	37	137	280
Total for Departments	884	508	1,386	2,778
Divisional Education Councils				
Beaufort DDEC	56	3	111	170
Commission scolaire francophone, TNO	0	0	44	44
Dehcho DEC	45	2	53	100
Sahtu DEC	27	0	72	99
South Slave DEC	49	15	110	174
Total for Divisional Education Councils	177	20	390	587
Tłı̄cho Community Services Agency				
Tłı̄cho CSA - Education	62	1	55	118
Tłı̄cho CSA - Health	71	0	36	107
Total for Tłı̄cho Community Services Agency	133	1	91	225
NT Health and Social Services Authorities				
NTHSSA - Beaufort Delta Region	71	1	161	233
NTHSSA - Dehcho Region	53	2	40	95
NTHSSA - Fort Smith Region	56	5	69	130
NTHSSA - Sahtu Region	24	1	43	68
NTHSSA - Stanton	62	57	442	561
NTHSSA - Yellowknife	35	23	132	190
Totals for NT Health and Social Services Authorities	301	89	887	1,277
Agencies				
Aurora College	65	14	132	211
BDIC	1	4	7	12
NWTHC	32	16	52	100
Total for Agencies	98	34	191	323
Total of Public Service	1,593	652	2,945	5,190

source: PeopleSoft. February 1, 2017.