



AUG 06 2019

MR. TOM BEAULIEU
MLA, TU NEDHÉ-WIILIDEH

Oral Question 738-18(3) Affirmative Action Policy

This letter is in follow-up to the Oral Question you raised on May 28, 2019 regarding participation in the Regional Recruitment Program and the Leadership Development Program and the application of the Affirmative Action Policy to these programs.

The Regional Recruitment Program has been used to hire NWT residents into both entry-level and management positions in various GNWT departments. Since the program's inception in 2014, 50 employees have been hired, and 87% were priority candidates.

Regional Recruitment Program						
	2014-15	2015-16	2016-17	2017-18	2018-19	Total
# of Employees hired through the Regional Recruitment Program	11	10	11	9	9	50

During the 2018/19 fiscal year, 166 employees completed the Leadership Development Program (the 'Program.').

Leadership Development Program 2018-2019 Fiscal Year			
Participants	Emerging Managers	Managers	Executive
Total participants	72	58	36
Indigenous Aboriginal	30	15	11
Indigenous Non-Aboriginal	11	16	10
Other/Did not Identify	31	27	15

The Department of Finance continues to work with all departments, boards and agencies to promote the use of both programs. While the Regional Recruitment Program creates employment opportunities for community residents across the NWT, the Leadership Development Program allows us to continue to mentor and train our existing workforce to be effective leaders as we continue to grow an efficient public service.

Thank you.



Robert C. McLeod
Minister of Finance

- c. Clerk of the Legislative Assembly
Legislative Coordinator, Executive and Indigenous Affairs