



FINAL AGREEMENT

REPRESENTATIVE PUBLIC SERVICE PLAN

ANNUAL REPORT 2012-2013

This report is prepared by the Government of Yukon, Public Service Commission

The Final Agreement – Representative Public Service Plan can be found on the Public Service Commission website: www.psc.gov.yk.ca/policy/rpsp.html

Published March 2014

TABLE OF CONTENTS

MESSAGE FROM THE PUBLIC SERVICE COMMISSIONER.....	4
INTRODUCTION	5
BACKGROUND	6
4.1 OBJECTIVE	
Proportional representation of Aboriginal people in Yukon government workforce in different occupations and classification levels.....	8
4.1.2 Target educated Aboriginal youth in particular and new entrants to the workforce in general for hiring into the YG public service	10
4.1.3 Use additional methods that have proven effective in increasing representation of equity target groups in Canadian governments.....	12
4.2 OBJECTIVE	
Contribute to well-functioning government-to-government relationships that strengthen both Yukon government and First Nations' governments	17
4.2.1 Create a greater understanding between Yukon government and Yukon First Nations	17
4.2.2 Demonstrate accountability and transparency in government-to- government relationships associated with this FA-RPSP	18
4.2.3 Promote regular exchanges of employees between Yukon and First Nation governments.....	19
4.3 OBJECTIVE	
Yukon government is a desirable place for Aboriginal people to work.....	20
4.3.1 Increase pride in being Aboriginal for those in the Yukon government workforce	21
4.3.2 Support Aboriginal employees in succeeding in the Yukon government work environment.....	23
CONCLUSION	25

MESSAGE FROM THE PUBLIC SERVICE COMMISSIONER

On behalf of the Public Service Commission, I am pleased to provide an update report of activities relative to the Final Agreement-Representative Public Service Plan (FA-RPSP) for the 2012/13 fiscal year. This year has been exciting and productive; the FA-RPSP continues to be a top priority for the Public Service Commission (PSC) and has been incorporated in both the PSC Strategic Plan and the Corporate Human Resource Strategy.

I would like to take this opportunity to thank our partners on the FA-RPSP Bilateral Working Group, for your efforts and dedication to RPS



Implementation and ongoing collaboration to ensure that the objectives can be achieved; my staff in both Corporate Human Resource Staffing (CHRS) and the Staff Development Branch (SDB) for leading many of the year's initiatives, and our departments for their continued participation and support.

I look forward to the upcoming challenges and successes.

A handwritten signature in black ink that reads "C. Read". The signature is written in a cursive style and is positioned above a thin horizontal line.

Catharine Read,
Public Service Commissioner



INTRODUCTION

The Final Agreement-Representative Public Service Plan Annual Report is prepared by the Yukon Public Service Commission Corporate Human Resource Staffing Branch. This is the first annual report since the new FA-RPSP was finalized in 2011 and is a focal point of Corporate and departmental initiatives that support the plan's three objectives:

- 4.1 Proportional representation of Aboriginal people in Yukon government workforce in different occupations and classification levels
- 4.2 Contribute to well-functioning government to government relationships that strengthen both Yukon government and First Nations governments
- 4.3 Yukon government is a desirable place for Aboriginal people to work

While in its first year of implementation, this report outlines the activities undertaken both by the Public Service Commission (CHRS/SDB) and various departments. The information in this report is designed to show progress relative to the performance measures of each of these objectives and will be used as a statistical baseline in anticipation of the Chapter 22 Review set for 2015 as required in Yukon First Nation Final Agreements.

Since the joint reinvigoration of the RPS Plan, both the Government of Yukon and participating self-governing Yukon First Nations have committed to work together to ensure the strategies and activities outlined in the plan can be reached and that a First Nation component of a representative public service can be achieved.

BACKGROUND

Chapter 22 (22.4.1) of Yukon First Nation Final Agreements (11) states that the Yukon government is legally obligated to facilitate training and professional development opportunities for Yukon Indian People so that they have access to employment opportunities within the Yukon public service. Moreover, the Yukon government is obligated to increase Aboriginal representation in all levels and occupations across government (technical, professional, and managerial).

22.4.1

“Where public service employment opportunities exists, Government shall assist in facilitating training and professional development of Yukon Indian People so that they have access to such employment opportunities, with a particular emphasis on increasing over a reasonable period of time the number of Yukon Indian People in technical, managerial and professional positions within the public service.”

Chapter 22 Schedule A also mandates the Yukon government to develop and implement a representative public service plan. This plan shall take into consideration the Aboriginal/non-Aboriginal and gender makeup of Yukon and needs to address training, public information, counseling, workplace support, targeted recruiting, and preferential hiring.

In 2011, a new Final Agreement-Representative Public Service Plan (FA-RPSP) was developed in collaboration between the Public Service Commission and eight self-governing Yukon First Nations. This reinvigorated corporate plan has three components (five-year-strategy, three-year-operational Plan, a five-year ongoing implementation plan) and is the primary tool to assist departments in achieving a First Nation component of a representative public service.

- A five year Strategic Plan sets the framework for attaining the goal of proportional Aboriginal/non-Aboriginal representation in the Yukon government, including Goals, Objectives, Strategies and Performance Measures;
- The Operational Plan outlines how the Strategic Plan will be accomplished and how tracking of progress toward meeting the goals and objectives will occur. The Operational Plan is a three-year plan and is a rolling document that will be reviewed and revised annually as items are completed or if changes are needed; and

- The Implementation Plan is an internal document used by PSC and departments to assist with corporate implementation.

An RPS Bilateral Working Group is in place and functions as an advisory body and includes representatives from the Public Service Commission and nine Yukon First Nations (Champagne & Aishihik First Nations, Carcross/Tagish First Nation, Kwanlin Dun First Nation, First Nation of Nacho Nyak Dun, Little Salmon/Carmacks First Nation, Selkirk First Nation, Teslin Tlingit Council, Trondëk Hwëch'in and the Vuntut Gwitchin). This group meets quarterly to discuss FA-RPSP progress.

Aboriginal Workforce Services (AWS) is a new unit of Corporate Human Resource Staffing, and is mandated to work with departments to implement the activities outlined in the FA-RPSP. Moreover, this unit is responsible for monitoring statistics and developing various reports, as well as managing the First Nation Training Corps, First Nation Temporary Assignments, and the Aboriginal Employees Forum.

Staff Development Branch (SDB) plays an equally important role for successful implementation. Staff Development is commonly referred to as the "Other side of the FA-RPSP" as they are responsible for building employee capacities through training and professional development, all of which support the overall recruitment and retention efforts of the Yukon government.

The FA-RPSP is not just about increasing representation, but being proactive, building internal capacities so our Aboriginal employees are prepared for promotional opportunities. There are a number of tools at Staff Development's disposal which are designed to help employees reach their professional goals and aspirations. To assist with FA-RPSP implementation the branch acquired two Yukon First Nation employees this year: a Staff Development Consultant & an Aboriginal Career Support Counsellor.

4.1 – OBJECTIVE

Proportional representation of Aboriginal people in Yukon government workforce in different occupations and classification levels

Performance Measures

- Aboriginal Hire Ratio*: The percentage of people hired externally who self-identify as Aboriginal
- Yukon First Nation Hire Ratio*: The percentage of people hired externally who self-identify as Yukon First Nation members
- Proportion of Aboriginal and non-Aboriginal employees by job level and by broad job categories

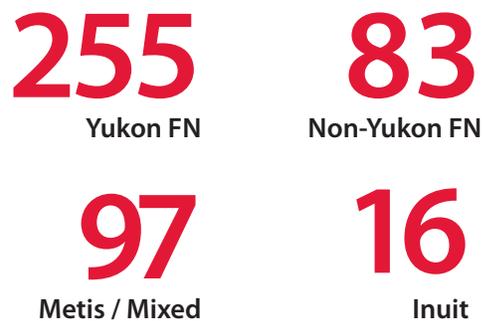
Demographics

According to the Federal National Household Survey (2011), Yukon’s population was approximately 33,320. Yukon Bureau of Statistics reported that in July 2012 Yukon’s population grew to record breaking proportions with almost 36,000 people living in the territory. However, despite the population rise, the overall Aboriginal population dropped from 25% (2006 Federal Census) to 23% in 2011.

YG Workforce Census

The Yukon government Workforce Census is a voluntary internal survey conducted by the Public Service Commission. This survey is confidential and is offered to all new employees upon hire. The following data sets are solely based on voluntary declarations and in effect as of April 1, 2013.

YG ABORIGINAL DEMOGRAPHICS



YG EMPLOYEE DEMOGRAPHICS



Note: Some Aboriginal employees are reluctant to self-identify their ancestry; therefore this data does not reflect the actual Aboriginal employee count. Over the last year, the Public Service Commission has been exploring more effective and accurate ways to collect employee data particularly when hiring under employment equity.

* Currently, YG does not have a mechanism in place to track this information. PSC and the Yukon Bureau of Statistics are exploring options relative to the YG Workforce Census (internal) to establish more effective ways to collect this data and report on these performance measures.

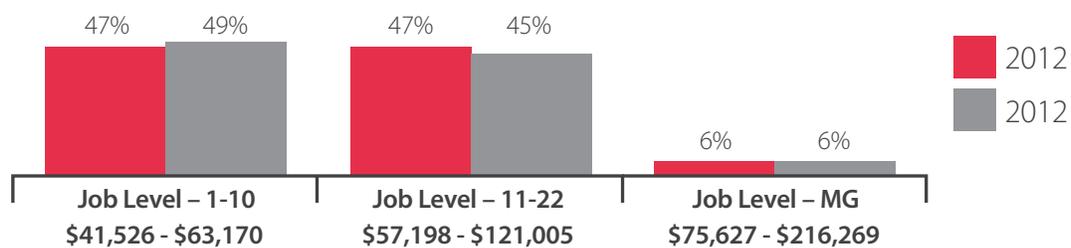
YUKON FIRST NATION REPRESENTATION BREAKDOWN (BASELINE DATA)

YUKON FIRST NATION AGREEMENT BENEFICIARIES	# OF EMPLOYEES
CARCROSS / TAGISH FIRST NATION	33
CHAMPAGNE & AISHIHIK FIRST NATIONS	30
KLUANE FIRST NATION	10
KWANLIN DUN FIRST NATION	20
LITTLE SALMON / CARMACKS FIRST NATION	15
FIRST NATION OF NA-CHO NYAK DUN	24
SELKIRK FIRST NATION	10
TA'AN KWÄCH'ÄN COUNCIL	9
TESLIN TLINGIT COUNCIL	28
TRONDĚK HWĚCH'IN	30
VUNTUT GWITCHIN	17
TOTAL	226

YUKON FIRST NATIONS - WITHOUT AGREEMENTS	# OF EMPLOYEES
LIARD FIRST NATION	13
ROSS RIVER DENE COUNCIL	12
WHITE RIVER FIRST NATION	4
TOTAL	29

OTHER ABORIGINAL CATEGORIES	# OF EMPLOYEES
NON-YUKON FIRST NATION	83
METIS/ MIXED	97
INUIT	16
DID NOT STATE	2
TOTAL	198

ABORIGINAL EMPLOYEES BY JOB LEVEL & SALARY (MARCH 31)



STRATEGY 4.1.2

Target educated Aboriginal youth in particular and new entrants to the workforce in general for hiring into the YG public service

Youth Recruitment and Retention

The recruitment and retention of youth (under 30) remains a priority for the Government of Yukon. Since the 2008 economic downturn, many of Canada's other jurisdictions have been developing and implementing strategies to tackle the under-representation of this demographic and Yukon is no exception. PSC is working on the development of a Youth Recruitment and Retention Strategy that will work in tandem with the FA-RPSP and its efforts with the recruitment and retention of Aboriginal youth.

Career Fairs

When invited, Aboriginal Workforce Services coordinates YG participation in Yukon First Nation and NGO sponsored career fairs. Career fairs are an effective way to introduce high school, college or university graduates to various government occupations while promoting government as a career choice.

This year the Yukon government was invited to participate in four career fairs:

- Vuntut Gwitchin / FH Collins (Whitehorse)
- White River (Beaver Creek)
- Liard First Nation (Watson Lake)
- YUWIN (Whitehorse)

Public Information Sessions

In addition to career fairs, public information sessions are another vehicle to expose the general public to the Yukon public service. These interactive sessions provide a basic understanding of YG hiring practices, E-recruiting, resume assistance and what to expect in an interview. In 2012/13 staff from CHRS facilitated seven community information sessions, which included: Dawson City, Mayo, Carmacks, Carcross, Watson Lake, and two in Haines Junction.

Yukon College

As per the FA-RPSP Implementation Plan, representatives from Yukon College and PSC met in 2012 to explore options related to practicum placements for post-secondary students. Practicums provide students with short-term, hands-on work experience in their field of study and are usually a component of the course curriculum. Yukon College has provided a list of programs that promote these placements; CHRS is currently reviewing and evaluating these options and will approach departments in 2013. This joint endeavour is expected to continue throughout 2013/14.

Student Training Employment Program

The Student Training Employment Program (STEP) is a wage subsidy program that provides paid work-experience opportunities for full-time post-secondary students and recent post-secondary graduates. This program, offers a wide-range of positions in both public and private sectors and gives Yukon students an opportunity to obtain practical work experience within their field of study.

2012 marked the first year where both YG departments and Yukon First Nations had the opportunity to preference their STEP positions to people of Aboriginal ancestry.

Of the 72 YG STEP positions offered this year, 11 were preferenced to people of Aboriginal ancestry in various departments: Education (1), Environment (4), Community Services (2), Highways & Public Works (2), Tourism & Culture (1), and Worker's Compensation Health & Safety Board (1).

In addition to the YG STEP positions, the Kwanlin Dun First Nation opted to preference all five of their positions.

Note: All departments and Yukon First Nations are encouraged to preference various STEP positions.

GradCorps

The GradCorps internship program provides recent Yukon post-secondary graduates with valuable work experience to help improve their employment prospects. GradCorps assignments are for one year and positions typically align with the student's field of study. In May of this year, the GradCorps program went under a comprehensive review. Recommendations of this review suggest that this program needs to be restructured in order to maximize training opportunities.

Although this program will be restructured, 2012 was the first year where two positions were specifically designated for Aboriginal students (one restricted to Yukon First Nations and the other preferenced to persons of Aboriginal ancestry).

Restricted – Human Resources Assistant (AR10) Health & Social Services (Filled by an existing YG employee)

Preference – Assistant Natural Resource Officer (ST13) Energy, Mines & Resources (Unsuccessful in hiring)

Note: Unfortunately, funding for these positions was returned as the positions were not filled.

STRATEGY 4.1.3

Use additional methods that have proven effective in increasing representation of equity target groups in Canadian governments

First Nation Training Corps

The First Nation Training Corps (FNTC) continues to be one of the primary programs that offer training and employment opportunities for people of Yukon First Nation ancestry. As a capacity development tool, this program encourages the external hiring and internal promotions in a range of occupations at various levels within the Yukon government. It also allows for both levels of government to

collaboratively work together and find ways to address shortages, strengthen program areas, and provide recent graduates and champions with work experience to successfully compete for YG competitions.

In 2012/13 the FNTC budget was approximately \$917,000.00. There were 23 active positions; nine completed their training, which resulted in eight permanent positions and one term;

2012/2013 FNTC OVERVIEW				
DEPARTMENT	FIRST NATION	POSITION	LEVEL	FIRST NATION
COMMUNITY SERVICES	CTFN	ASSESSOR	AR-14	SUCCESSFUL - PERMANENT
EDUCATION	FNNND	PROJECT OFFICER	AR-13	SUCCESSFUL - PERMANENT
EDUCATION	TTC	FIRST NATION EXPERIENTIAL CONSULTANT	AR-10	IN PROGRESS
EDUCATION	CTFN	STUDENT FINANCIAL SERVICES OFFICER	AR-13	IN PROGRESS
ENERGY, MINES & RESOURCES	TTC	GIS TECHNICIAN	ST-11	TERM
ENVIRONMENT	FNNND	REGIONAL FISH & WILDLIFE TECHNICIAN	ST-14	IN PROGRESS
ENVIRONMENT	LSCFN	CONSERVATION OFFICER	ST-14	IN PROGRESS
HEALTH & SOCIAL SERVICES	KDFN	SOCIAL WORKER	SS-16	IN PROGRESS
HIGHWAYS & PUBLIC WORKS	KFN	BUILDING ENGINEER 4TH CLASS	ST-10	IN PROGRESS
HIGHWAYS & PUBLIC WORKS	CAFN	DATA ENTRY / FILE CLERK	AR-05	IN PROGRESS
HIGHWAYS & PUBLIC WORKS	CAFN	BUILDING ENGINEER 4TH CLASS	ST-10	IN PROGRESS
HIGHWAYS & PUBLIC WORKS	TTC	HEAVY EQUIPMENT MECHANIC APPRENTICE	TR-13	IN PROGRESS
JUSTICE	TKC	DEPUTY WORKERS' ADVOCATE	AR-16	IN PROGRESS
JUSTICE	MULTIPLE YFNS	CORRECTION OFFICER I (SIX POSITIONS)	IS-12	3 SUCCESSFUL - PERMANENT
PUBLIC SERVICE COMMISSION	CTFN	STAFFING AND ADMINISTRATION OFFICER	AR-10	SUCCESSFUL - PERMANENT
PUBLIC SERVICE COMMISSION	CAFN	ADMINISTRATIVE ASSISTANT	AR-06	SUCCESSFUL - PERMANENT
PUBLIC SERVICE COMMISSION	TTC	ABORIGINAL CAREER SUPPORT LIAISON	SS-12	SUCCESSFUL - PERMANENT
PUBLIC SERVICE COMMISSION	CTFN	STAFF DEVELOPMENT CONSULTANT	MG-06	IN PROGRESS



eleven assignments are currently in progress. Since the revised FA-RPSP, departments that offer term or permanent positions at the end of training receive priority for funding.

YFN Correction Officer I Recruiting Drive

This joint recruiting drive is the first of its kind; to support the objectives of the FA-RPSP and to address the need for Aboriginal corrections officers, the Department of Justice and the Public Service Commission jointly developed and implemented the YFN Correction Officer I Recruiting Drive. This collaborative approach specifically targeted Yukon First Nation citizens, provided six weeks of on-the-job, paid training and those who successfully completed their training requirements were exempted into permanent positions (AR-12). Of the six participants, three went into permanent positions with Corrections.

FNTC Evaluation

In 2012, under the direction of the Public Service Commissioner, Vector Research conducted an independent analysis of the FNTC program to evaluate its efficiency and effectiveness. Recommendations from this review indicated that several key program areas needed improvement in order to maximize the program's potential and to better align with the objectives of the FA-RPSP. Preliminary planning for the FNTC restructure has begun, program re-profiling is expected to continue throughout the 2013 / 14 fiscal year.

2012/2013 PREFERRED COMPETITIONS

DEPARTMENT	POSITION	JOB TYPE	DESIGNATION
COMMUNITY SERVICES	FINANCIAL OPERATIONS CLERK (AR-08)	PERMANENT	ABORIGINAL ANCESTRY
EDUCATION	FIRST NATIONS CURRICULUM DEVELOPER X 2 (AR-15)	PERMANENT	ABORIGINAL ANCESTRY
EDUCATION	RECRUITMENT AND PROGRAM ASSISTANT (AR-08)	PERMANENT	ABORIGINAL ANCESTRY
ENERGY, MINES & RESOURCES	ASSISTANT NATURAL RESOURCE OFFICER (GRADCORPS ST-13)	INTERNSHIP	ABORIGINAL ANCESTRY
ENVIRONMENT	ADMINISTRATIVE & RESEARCH ASSISTANT (AR-07)	TERM / TEMP	ABORIGINAL ANCESTRY
ENVIRONMENT	WILDLIFE HARVEST COORDINATOR (ST-15)	PERMANENT	YUKON FIRST NATION ANCESTRY
ENVIRONMENT	FISH & WILDLIFE COORDINATOR (ST-16)	CASUAL	ABORIGINAL ANCESTRY
ENVIRONMENT	PARK OFFICER (AR-12)	SEASONAL	ABORIGINAL ANCESTRY
ENVIRONMENT	ASSISTANT PARK RANGER – TOMBSTONE (SS-09)	CASUAL	YUKON FIRST NATION ANCESTRY
ENVIRONMENT	PARK RANGER – TOMBSTONE (ST-11)	ON-CALL	YUKON FIRST NATION ANCESTRY
ENVIRONMENT	PARK INTERPRETER X 2 (AR-08)	SEASONAL	ABORIGINAL ANCESTRY
HEALTH & SOCIAL SERVICES	ADMINISTRATIVE ASSISTANT – TESLIN (AR-08)	PERMANENT	ABORIGINAL ANCESTRY
HIGHWAYS & PUBLIC WORKS	MANAGER – FINANCE & ADMINISTRATION (AR-14)	PERMANENT	ABORIGINAL ANCESTRY
HIGHWAYS & PUBLIC WORKS	HEAVY EQUIPMENT OPERATOR I X 2 (OS-10)	PERMANENT	YUKON FIRST NATION ANCESTRY
HIGHWAYS & PUBLIC WORKS	HEAVY EQUIPMENT OPERATOR II – UNDERFILL (OS-10)	PERMANENT	YUKON FIRST NATION ANCESTRY
HIGHWAYS & PUBLIC WORKS	BUILDING MAINTENANCE WORKER (OS-08)	PERMANENT	ABORIGINAL ANCESTRY
JUSTICE	CORRECTIONS OFFICER I – CASUAL TRAINING POSITION (IS-12)	CASUAL	YUKON FIRST NATION ANCESTRY
PUBLIC SERVICE COMMISSION	MANAGER – RECRUITMENT AND STAFFING (MG-05)	PERMANENT	ABORIGINAL ANCESTRY
TOURISM & CULTURE	FIRST NATION HERITAGE TRAINING COORDINATOR (AR-11)	TERM / TEMP	ABORIGINAL ANCESTRY

Aboriginal Preferred Competitions

Preferential competitions is a recruiting tool that departments can use to increase their representation for any of the designated groups identified in the Employment Equity Policy -

GAM 3.55 (Aboriginal, people with disabilities, women). Departments are encouraged to use this recruitment option when the position has:

- A high number of Aboriginal clients;
- Regular interactions with Yukon First Nations;

- A mandate to implement the provisions in the Final Agreements; or when
- Hiring in the communities.

In 2012/13 there were 22 Aboriginal-preferenced competitions throughout the Yukon government, 15 were preferenced to people of Aboriginal ancestry, while the remaining seven were preferenced to Yukon First Nation ancestry. Since the reinvigoration of the FA-RPSP, departments are beginning to utilize this recruiting option more frequently.

Note: Of the 22 positions that were preferenced, departments were successful in either attracting or hiring a qualified candidate for 13 positions.

Restricted Competitions

Restricted Competitions are another recruitment option that departments have at their disposal. Restricting competitions only allows for a specific designated group to be considered for those competitions. Typically, this tool is used for positions that require a certain gender (i.e. female corrections officers), internal competitions and the First Nation Training Corps. Over the last year, departments have begun to restrict other competitions specifically for Aboriginal and Yukon First Nation people.

Other than the FNTC, there were eight other competitions that were restricted to either Aboriginal or Yukon First Nation people, these included:

Note: Of the eight restricted positions, one department was unsuccessful in either attracting or hiring a qualified candidate.

2012/13 RESTRICTED COMPETITIONS			
DEPARTMENT	POSITION	JOB TYPE	RESTRICTED GROUP
EXECUTIVE COUNCIL OFFICE	CABINET POLICY ASSISTANT (AR-12)	PERMANENT	ABORIGINAL ANCESTRY
COMMUNITY SERVICES	ELECTRICAL INSPECTOR (TR-14)	PERMANENT	ABORIGINAL ANCESTRY
ENVIRONMENT	JR. POLICY ANALYST (AR-12)	CASUAL	YUKON FIRST NATION
ENERGY, MINES & RESOURCES	ADMINISTRATIVE ASSISTANT (AR-07)	TERM / TEMP	YUKON FIRST NATION
JUSTICE	CLIENT ADMINISTRATION OFFICER (AR-11)	TERM / TEMP	YUKON FIRST NATION
HIGHWAYS & PUBLIC WORKS	HUMAN RESOURCES OFFICER	PERMANENT	YUKON FIRST NATION
HIGHWAYS & PUBLIC WORKS	FINANCIAL AND ADMINISTRATIVE ASSISTANT (AR-07)	PERMANENT	YUKON FIRST NATION
YUKON LOTTERY COMMISSION	SALES REPRESENTATIVE	TERM / TEMP	ABORIGINAL ANCESTRY

Exemptions

Exemptions continue to be an effective way for Aboriginal people to enter the public service. Departments have the ability to propose exemption for those who fall under the Employment Equity Policy; these exemptions requests are approved by the Public Service Commission and cannot be appealed as per the Collective Agreement. Departments are regularly encouraged to use this option whenever logistics permit.

It is evident that this option is being utilized more frequently when departments are recruiting for positions. Compared to previous years, there has been a significant improvement in departmental exemptions. In 2012/13 there were 21 exemptions (17 - Yukon First Nation / Four – Aboriginal). These included:

2012/13 EXEMPTIONS			
DEPARTMENT	POSITION	JOB TYPE	YUKON FIRST NATION / ABORIGINAL
COMMUNITY SERVICES	EMERGENCY PREPAREDNESS PLANNER (AR-14)	TERM / TEMP	YUKON FIRST NATION
ECONOMIC DEVELOPMENT	FINANCE CLERK (AR-09)	TERM / TEMP	YUKON FIRST NATION
EDUCATION	PROJECT OFFICER (AR-13)	TERM / TEMP	YUKON FIRST NATION
EDUCATION	PROJECT OFFICER (AR-13)	PERMANENT	YUKON FIRST NATION
EDUCATION	SCHOOL RECEPTIONIST – SECRETARY (AR-06)	PERMANENT	ABORIGINAL
EDUCATION	STUDENT INFORMATION ASSESSMENT ASSISTANT (AR-07)	PERMANENT	YUKON FIRST NATION
ENERGY MINES & RESOURCES	ADMINISTRATIVE ASSISTANT (AR-07)	TERM / TEMP	YUKON FIRST NATION
EXECUTIVE COUNCIL OFFICE	EXECUTIVE ASSISTANT (AR-08)	TERM / TEMP	YUKON FIRST NATION
EXECUTIVE COUNCIL OFFICE	CABINET POLICY ASSISTANT (AR-12)	PERMANENT	ABORIGINAL
HEALTH & SOCIAL SERVICES	HUMAN RESOURCE ASSISTANT (AR-10)	PERMANENT	YUKON FIRST NATION
HIGHWAYS & PUBLIC WORKS	SAFETY AND SECURITY COORDINATOR (AR-11)	PERMANENT	YUKON FIRST NATION
HIGHWAYS & PUBLIC WORKS	HUMAN RESOURCES OFFICER (AR-11)	PERMANENT	YUKON FIRST NATION
HIGHWAYS & PUBLIC WORKS	MANAGER – FINANCE & ADMINISTRATION (AR-14)	PERMANENT	YUKON FIRST NATION
HIGHWAYS & PUBLIC WORKS	HEAVY EQUIPMENT OPERATOR II (OS-10)	PERMANENT	YUKON FIRST NATION
JUSTICE	CORRECTION OFFICER I (IS-12) X 3 POSITIONS	PERMANENT	YUKON FIRST NATION
PUBLIC SERVICE COMMISSION	DEPARTMENTAL RECEPTIONIST (AR-05)	TERM / TEMP	YUKON FIRST NATION
PUBLIC SERVICE COMMISSION	ABORIGINAL CAREER SUPPORT COUNSELLOR (AR-14)	PERMANENT	YUKON FIRST NATION
TOURISM & CULTURE	FIRST NATIONS HERITAGE ADVISOR (AR-13)	PERMANENT	ABORIGINAL
YUKON HOUSING CORPORATION	TENANT RELATIONS OFFICER (AR-10)	TERM / TEMP	ABORIGINAL

4.2 – OBJECTIVE

Contribute to well-functioning government-to-government relationships that strengthen both Yukon government and First Nations' governments

Performance Measures

- Evaluation survey results from Yukon government employees and from First Nation governments' employees attending training courses that are delivered in partnership between the governments*
- Number of new Yukon government staff attending courses on the legal obligations of treaties and on Yukon First Nations' cross-cultural courses
- Number of secondments and temporary assignments of YFNG staff to Yukon government jobs

STRATEGY 4.2.1

Create a greater understanding between Yukon government and Yukon First Nations

Aboriginal Programming

Yukon government continues to increase awareness of Yukon First Nation People, by offering training on

- Yukon First Nation History, Culture, Agreements & Self-Government; and
- Traditional Knowledge.

These two courses offer employees an opportunity to learn directly from Yukon First Nations about their heritage and provide a First Nation perspective relative to their land claims agreements.

Yukon First Nation History, Culture, Agreements & Self-Government Course Audit

In 2012, this program underwent a comprehensive audit in collaboration with five Yukon First Nations.

This audit was led by Legend Seekers, an outside facilitator. Participants took part in the regular four-day curriculum and on the fifth day, made recommendations for program restructuring.

Legend Seekers Research Inc. was tasked with researching and updating the curriculum. In early 2013 the revised curriculum was finalized and the new program is anticipated to rollout in 2013/14.

Yukon First Nation, History Culture Agreements & Self Government participants in 2012/13

35

Traditional Knowledge Workshop Participants in 2012/13

35

*The Staff Development Branch is developing an evaluation framework to better report on the performance measure (4.2) assigned to Aboriginal programming.

STRATEGY 4.2.2

Demonstrate accountability and transparency in government-to-government relationships associated with this FA-RPSP

Departments and the FA-RPSP

Since the reinvigoration of the new FA-RPSP, Aboriginal Workforce Services has been meeting with YG senior management teams to introduce the new plan and to discuss implementation. To date, presentations have been delivered to 10 departments, the Yukon Housing and Liquor Corporation and the Yukon Lottery Commission. Departments included: Community Services, Economic Development, Education, Environment, Executive Council Office, Finance, Health & Social Services, Highways and Public Works, Justice, and the Worker's Compensation Health & Safety Board.

In early spring 2012, an FA-RPSP presentation was delivered to all Human Resource staff at an HR Symposium sponsored by the Yukon government. This presentation gave an overview of the FA-RPSP, corporate statistics, programs and services and next steps. Over the 2013/14 fiscal year, AWS will be meeting with individual departments to present detailed statistics and to discuss long-term FA-RPSP implementation strategies.

Yukon First Nations and the FA-RPSP

In addition to departmental presentations, AWS also met with four Yukon First Nations to promote awareness of programs and services available and implementation of the FA-RPSP. These included: Carcross/Tagish First Nation, Champagne and Aishihik First Nations, Kwanlin Dun First Nation and the Trondëk Hwëch'in. Each of the 11 self-governing First Nations was sent emails proposing community visits to discuss implementation.

Within that time, AWS also provided various updates to the RPS Bilateral Working Group including the Tripartite Land Claims & Implementation Working Group.

Note: The FA-RPSP Strategy and Operational Plan have been posted on the Yukon government website and distributed to all YG departments, Yukon First Nations and unions (YEU/YTA).

STRATEGY 4.2.3

Promote regular exchanges of employees between Yukon and First Nation governments

Temporary Assignments

Temporary Assignments (TAs) are another option for departments when recruiting for short or long-term assignments or for hard-to-fill positions. TAs have proven to be an effective way to build capacity for the Government of Yukon and First Nation governments. These assignments foster a mutual and greater understanding of different governance systems, policies and procedures, as well as giving individuals a different perspective on any given subject. As part of the FA-RPSP and to address labour shortages, a greater emphasis is being placed on temporary assignments. Departments and First Nations are encouraged to use this option when feasible. In the 2012/13 fiscal year, there were no Yukon First Nation government employees on a temporary assignment with Yukon government. However, three YG employees accepted assignments with Yukon First Nations, these included:

- Chief Operating Officer (Economic Development to the First Nation of Nacho Nyak Dun)
- Executive Director (Education to Liard First Nation)
- Human Resources Consultant (Yukon Housing to the Kwanlin Dun First Nation)

Note: Yukon First Nation government employees can be considered for internal YG TA postings, and if a First Nation is considering a TA within their organization, that posting can be added to the YG employment website upon request.

4.3 – OBJECTIVE

Yukon government is a desirable place for Aboriginal people to work

Performance Measures

- Number of Aboriginal people enrolled in career development training or having a coach / mentor
- Number of Aboriginal people enrolled in leadership and management training courses

Aboriginal Employees Forum

Another tool used for recruitment and retention of Aboriginal employees and that supports the objectives of the FA-RPSP is the Aboriginal Employees Forum (AEF). This forum is open to all YG Aboriginal (First Nation, Inuit & Metis) employees and was designed to create a work environment that accommodates First Nation culture and assists Aboriginal employees with their entrance into Yukon government. It provides members a forum where First Nation employees can network, learn corporate organizational values, have a cultural support system, and access to Aboriginal role models.



A steering committee is in place comprised of Aboriginal employees from various departments. The committee functions as an advisory body that organizes forum themes and professional development opportunities. In the upcoming year, the role of this committee will change and be expanded. It's anticipated that this expanded committee will have representatives from each department and

will play a greater role in YG Aboriginal inclusion efforts.

Since inception (2008) the AEF has been gaining momentum on a number of levels. With over 110 active participants and the development of programs such as the Aboriginal Employees Award of Honour (a recognition award), the Bridge of Trust Program (a harassment resolution tool), and the award winning Power of Inclusion campaign, the forum has made this government's inclusion efforts highly visible.

STRATEGY 4.3.1

Increase pride in being Aboriginal for those in the Yukon government workforce

2012/2013 Activities

Aboriginal employees participated in various activities throughout the year; these forums and training opportunities were a direct result from the AEF planning session. Activities included:

- AEF Annual Planning Session
- Respectful Workplace Office Restructuring
 - Approximately 35 Aboriginal employees took part in a special forum to provide an Aboriginal perspective for the restructuring of Respectful Workplace Office.
- Aboriginal Empowerment – (Wab Kinew)
 - Renowned motivation speaker Wab Kinew facilitated a special forum that focused on Aboriginal empowerment, self-determination, the art of storytelling, and maximizing professional opportunities.

Professional Development

Members of the Aboriginal Employees Forum participated in four training initiatives:

- Guiding Circles I and II
- Guiding Circles - Train the Trainer
- Telling Your Story
- Three seats were designated and filled by Aboriginal employees in the 2012 Supervisory Success Program.

Aboriginal Selections Training

In addition to the AEF training, CHRS has begun drafting Aboriginal Selections curriculum. This training will be made available to employees from Yukon First Nation and YG employees who are interested in sitting on interview panels for competitions. The intent of the workshop is to increase the pool of qualified Aboriginal people who can participate on hiring committees. Once the list is established, departments will be encouraged to access this pool when recruiting for executive level positions, preferred / restricted competitions or when hiring in the communities.

Aboriginal Employee Website

The AEF website is a joint initiative between several branches of the Public Service Commission. This website will be a one-stop-shop for all AEF activities. It will include a calendar of events, history, steering committee minutes, information on all Aboriginal YG programs & services, photos, message board and a moccasin telegraph (blog). Preliminary work is underway, site completion and launch is anticipated for fall 2013 and will take place at a special AEF forum.

Aboriginal Employees Award of Honour

The Aboriginal Employees Award of Honour (AEAH) was created in 2009 to recognize the accomplishments of Yukon government Aboriginal employees. The award provides an opportunity for the Yukon government to acknowledge the outstanding work of its Aboriginal employees. It showcases Aboriginal employees' talents, strengthens pride in the organization, and calls attention to the good work of the Yukon public service.

Over the last several years this award has been gaining momentum. The 2012/13 award ceremony was held on November 30, 2012 at the Kwanlin Dun Cultural Centre. More than 110 Aboriginal employees, including Premier Pasloski and several ministers attended the event to pay tribute to nominees and recipients, as well as to celebrate the year's successes.



YG photo: Roberta Sembsmoen, left, and Helen Gartner received the 2012 Aboriginal Employees Award of Honour for their contributions to the public service.

Since inception, there have been 59 employees nominated for the award and 10 recipients, including an additional special recognition award. Past recipients included:

- 2009 - Stephen Reid (Education) and Alice McCulley (Environment)
- 2010 - Larry Bill (Environment), Fran Etzel (Education), and Sharon Kerr (Justice)
- 2011 - Mida Donnessey (Education), Melanie Bennett (Education) Richard Gordon (Environment), and Mollie Roy (Health & Social Services)
- 2012 – Helen Gartner (Health & Social Services) and Roberta Sembsmoen (Energy, Mines and Resources)

STRATEGY 4.3.2

Support Aboriginal employees in succeeding in the Yukon government work environment

First Nation Governance & Public Administration Program

To support several strategies of the FA-RPSP, the Executive Council Office has designated several seats in the First Nation Governance & Public Administration Program (FNGPA) specifically for Aboriginal employees. This executive level program consists of 10 accredited courses that are being delivered on a part-time basis over a three-year-period. Upon completion, students will receive a FNGPA certificate from Yukon College.

To date, approximately 12 seats have been allocated for Aboriginal employees (six were filled). Modules have included: Accountability & Fiscal Management, Communications/Strategic Management, Power & Influence and Public Policy. Nearly \$3,600 in training fees was waived.

Career Assessment Centre

The Career Assessment Centre (CAC) is a unit within Staff Development that provides a number of career development services for public service employees. CAC staff offers expert advice in areas such as: career coaching and planning, assisting with career development plans, facilitating Myers Briggs Type Indicator and Guiding Circles workshops.

Over the last several years, all Aboriginal employees have been invited and encouraged to access career development services. In 2012/13 this unit has had 93 Aboriginal employees' access services and attend targeted training. To further assist career development efforts, Aboriginal employees continue to receive top corporate priority in terms of tuition reimbursement through the Professional Technical Training Program.

Aboriginal Development Program

To support the FA-RPSP and to address numerous requests from members of the AEF to participate in higher-level training, the Staff Development Branch created the Aboriginal Development "Pilot" Program (ADP). This leadership program consists of 14 modules delivered over a 23-day-period throughout the spring and fall. Comparable to other YG leadership programs (Supervisory Success & Management Development), the ADP program is specifically tailored to Aboriginal employees, with a focus on Aboriginal traditions, virtues and values.

This one-of-a-kind program invites participants to explore and share their personal journeys through self-awareness and reflection. It also gives employees a chance to discover who



they are as a leader, draws upon their personal strengths and assesses what their individual developmental needs are in order to become effective leaders within the organization.

The initial intake for this pilot program took place in early spring 2013, 15 Aboriginal employees from various departments, occupations and levels were accepted into the ADP. The total cost for program development including implementation is approximately \$60,000.00.

Bridge of Trust

With approval from the Deputy Ministers Review Committee (DMRC) the Bridge of Trust project began April 1, 2009 and involves Aboriginal support persons who assist in building a “bridge of trust” between Respectful Workplace Office (RWO) and Aboriginal employees who may be experiencing conflict related issues in the workplace.

A support person provides basic information on the RWO’s role / mandate, and can be used as a sounding board or to provide options for resolution. If Aboriginal employees enter into a resolution process, a support person may accompany them to meet with RWO staff until such time as they are comfortable meeting with them on their own.

Note: New Respectful Workplace Office policies and processes were implemented in 2012/13. A special AEF focus group discussion was held in August to gain an Aboriginal perspective on what a new policy would look like. More than 40 Aboriginal employees took part in this full-day initiative.



CONCLUSION

As the first year of implementation comes to end, it is evident that the new FA-RPSP has had an impact and is gaining momentum. Departmental Human Resources are looking beyond the status quo and starting to see the value of the FA-RPSP as opposed to viewing it as a legal requirement. Over the upcoming year, staff from AWS will be working closely with departments to look at long-term FA-RPSP strategic planning, with a greater emphasis on recruiting Aboriginal youth and post-secondary graduates. The restructuring of the FNTC and Grad Corps will allow government to maximize training and employment opportunities for Aboriginal people and will better position Yukon government to tap into a significant labour pool of next generation employees.

The new Terms of Reference for the AEF Steering Committee will elevate employee involvement in Aboriginal inclusion efforts and will contribute to the retention of Aboriginal employees. Continued support from Deputy Ministers, the Land Claims & Implementation

Secretariat and the Public Service Commission will ensure this organization continues to work proactively in a way that not only supports the obligations of the Agreements, but celebrates Aboriginal diversity and builds capacity within. The FA-RPSP and its initiatives will position the Yukon government to become a leader in employment equity and an employer of choice for Aboriginal people.

Although there's still a long way to go in achieving a representative public service, a continuous and strategic approach between departments, First Nations, and the PSC is vital to ensure overall project success. Moreover, this collaborative effort will ensure that the organization and Self-governing Yukon First Nations are maximizing the benefit of the FA-RPSP and Implementation funding, so there will be tangible results when the Operational Plan expires and when the Chapter 22 Review begins (2015).

Government of Yukon, Public Service Commission

www.psc.gov.yk.ca

Corporate Human Resource Services Branch

Find out more about the Final Agreement – Representative
Public Service Plan at www.psc.gov.yk.ca/policy/rpsp.html

