

Final Agreement –
Representative Public Service Plan

Annual Dashboard 2014-2015

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Objective 4.1

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

Numbers and ratios of Yukon First Nation/Aboriginal people for the Fiscal Year 2014-15 are based on the 2014 YG Workforce Census conducted by the Yukon Bureau of Statistics on behalf of the Public Service Commission, census forms received subsequently by the Public Service Commission, and additional data sources. Numbers for the Fiscal Year 2013-14 are based on the 2012 YG Workforce Census.

Not every YG employee responded to the survey and some employees are reluctant to self-identify (voluntary declaration).

Aboriginal representation

Overall Yukon First Nation and other Aboriginal representation

13%
Aboriginal employees in YG
2013-14

14%
Aboriginal employees in YG
2014-15

Breakdown of YG Aboriginal population 2013-14		Breakdown of YG Aboriginal population 2014-15	
56% Yukon FN	19% Non-Yukon FN	57% Yukon FN	19% Non-Yukon FN
21% Metis/Mixed	3% Inuit	21% Metis/Mixed	3% Inuit

Percentages presented may not add up to 100% due to rounding and/or respondents not stating which Aboriginal demographic they belong to. Percentages are derived from total YG Workforce Census respondents.

Yukon First Nation and other Aboriginal representation breakdown

Self-governing Yukon First Nations	# of respondents on March 31, 2014	# of respondents on March 31, 2015
Carcross / Tagish First Nation	30	32
Champagne & Aishihik First Nations	28	28
Kluane First Nation	9	8
Kwanlin Dun First Nation	16	14
Little Salmon / Carmacks First Nation	15	21
First Nation Of Na-Cho Nyak Dun	27	25
Selkirk First Nation	10	15
Ta'an Kwäch'än Council	8	11
Teslin Tlingit Council	21	21
Trondëk Hwëch'in	27	43
Vuntut Gwitchin	18	20
Total	209	238

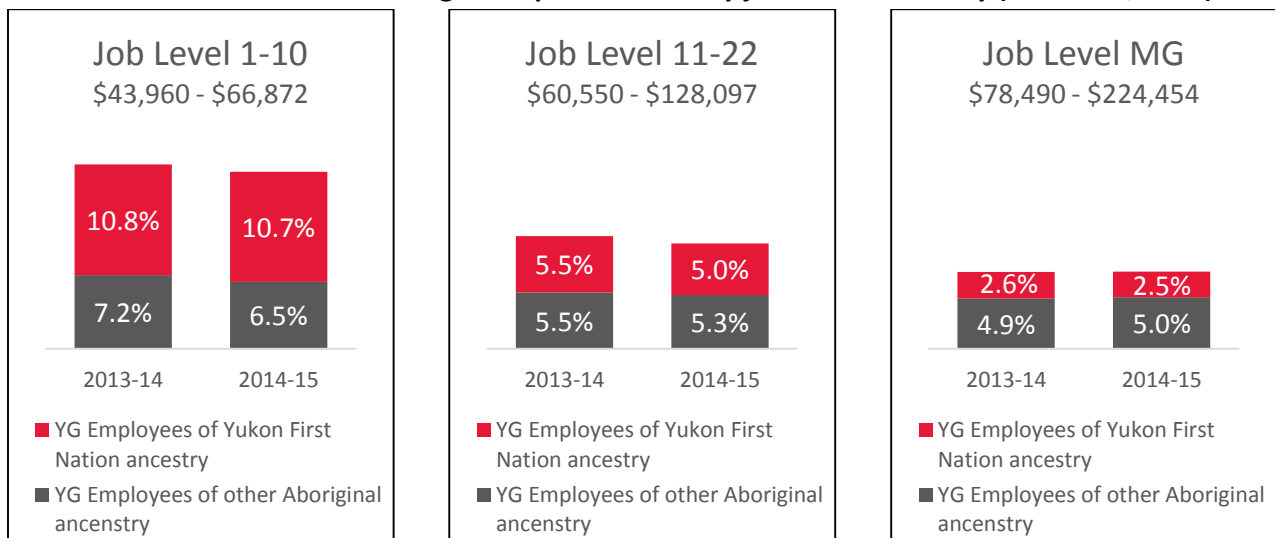
Non-self-governing Yukon First Nations	# of respondents on March 31, 2014	# of respondents on March 31, 2015
Liard First Nation	14	17
Ross River Dene Council	7	19
White River First Nation	3	7
Total	24	43

Yukon First Nation	# of respondents on March 31, 2014	# of respondents on March 31, 2015
Did not state	-	19

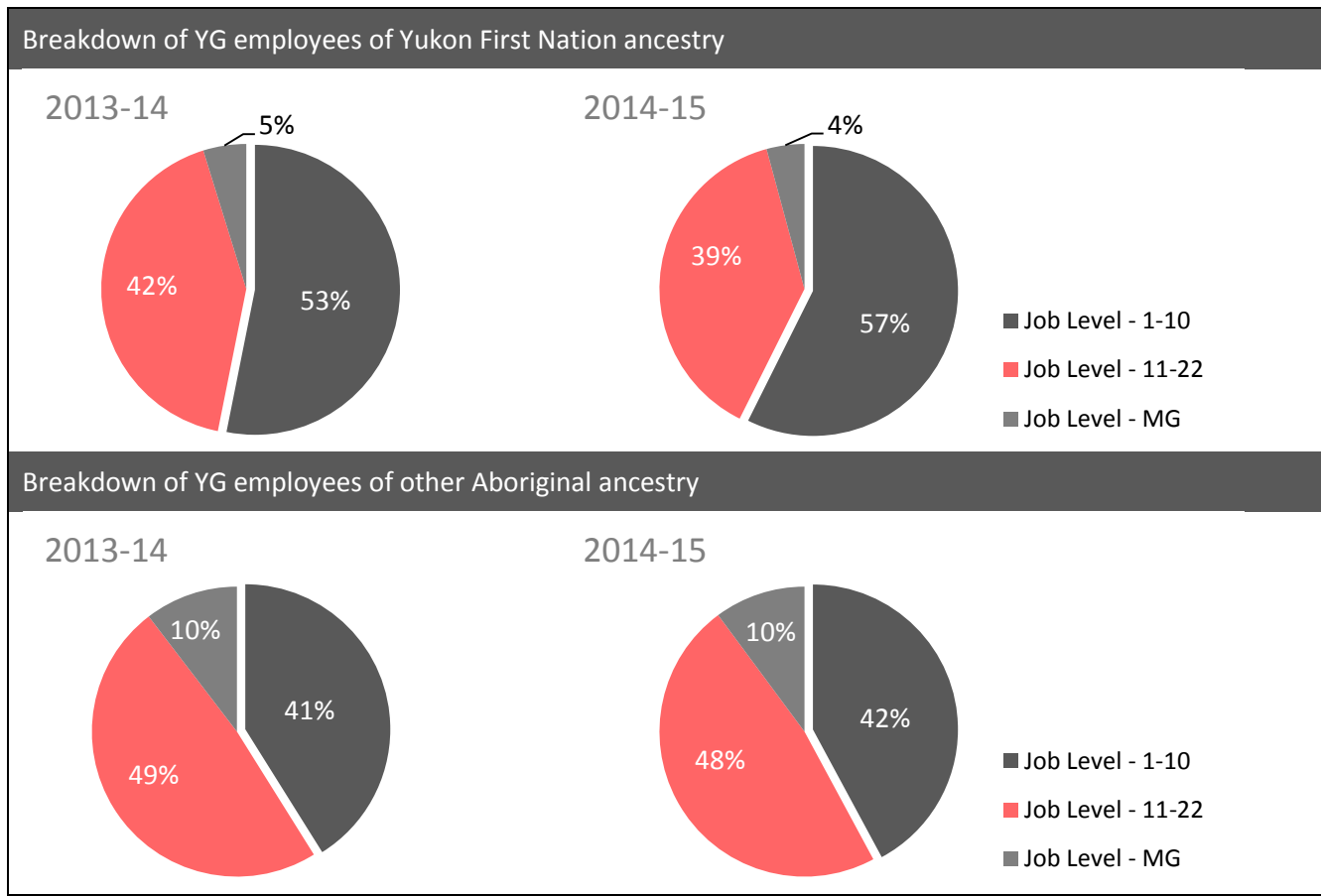
Aboriginal (excluding Yukon First Nations)	# of respondents on March 31, 2014	# of respondents on March 31, 2015
Non-Yukon First Nation	82	101
Metis/ Mixed	90	112
Inuit	14	16
Did Not State	4	44
Total	190	273

The total number of employees that have identified as Aboriginal has increased from 423 in March 2014 to 573 in March 2015. In addition to ongoing FA-RPSP initiatives and activities to increase Aboriginal representation in Yukon government, factors contributing to that increase include: revised YG Workforce Census conducted in 2014, on-going data collection from all new hires, and the use of supplementary sources of information.

Yukon First Nation and other Aboriginal representation by job level and salary (March 31, 2015)



The ratios presented show the percentage of employees who self-identified themselves as Yukon First Nation or other Aboriginal people in each job level group based on all YG Workforce Census participants. YTA and Legislative Assembly positions are excluded from the job level analysis. 'Job Level MG' includes managers (MG), Legal Officers (LE) and Deputy Ministers (DM); Educational Consultant level jobs (EC00) are grouped with 'Job Level 10-22'.



Percentages are derived from YG Workforce Census respondents that self-identified as Aboriginal persons.

Number of employees and YG Workforce Census response rates by community

Community	2013-14		2014-15	
	Number of YG employees	YG census response rate ³	Number of YG employees	YG census response rate ³
Beaver Creek	22	36.4%	22	72.7%
Carcross	46	69.6%	48	77.1%
Carmacks	60	43.3%	57	75.4%
Dawson City	202	50.0%	199	78.4%
Destruction Bay	15	46.7%	16	87.5%
Faro	35	62.9%	35	82.9%
Haines Junction	101	63.4%	101	81.2%
Mayo	61	62.3%	66	81.8%
Old Crow	36	33.3%	31	64.5%
Pelly Crossing	25	36.0%	29	65.5%
Ross River	49	32.7%	51	70.6%
Teslin	42	35.7%	43	69.8%
Watson Lake	137	57.7%	139	74.1%
Other ¹	68	45.6%	65	69.2%
Whitehorse	4369	62.1%	4388	82.7%
Total YG²	5266	60.3%	5280	81.5%

Aboriginal representation in YG by community

Community	Percentage of Aboriginal respondents to the YG census - 2013-14 ³	Percentage of Aboriginal respondents to the YG census - 2014-15 ³
Beaver Creek	*	31%
Carcross	28%	25%
Carmacks	54%	56%
Dawson City	18%	28%
Destruction Bay	71%	62%
Faro	*	*
Haines Junction	20%	21%
Mayo	47%	42%
Old Crow	58%	68%
Pelly Crossing	44%	44%
Ross River	56%	46%
Teslin	33%	29%
Watson Lake	20%	24%
Other ¹	39%	49%
Whitehorse	11%	11%
Total YG	13%	14%

¹ Other includes communities such as Stewart Crossing and Tagish as well as work camps.

² Total YG may be lower than the sum of all communities as employee working in 2 or more communities are only counted once.

³ Percentages are derived from total YG Workforce Census respondents in each community by dividing the number of employees for which any information has been provided by the total number of employees within the community. Response rates in communities vary significantly and can be very low compared to Whitehorse.

* Small numbers are repressed to avoid identification.

Number of employees and YG Workforce Census response rates by department

Department	2013-14		2014-15	
	Number of YG employees	YG census response rate ⁴	Number of YG employees	YG census response rate ⁴
French Language Services/Women's Directorate	24	70.8%	24	100%
Community Services	354	60.2%	356	78.1%
Economic Development	62	67.7%	61	93.4%
Education	1092	56.0%	1101	72.6%
Energy, Mines & Resources ¹	299	74.9%	289	97.6%
Environment	243	67.5%	256	85.9%
Executive Council Office	116	68.1%	124	94.4%
Finance	56	82.1%	56	96.4%
Highways and Public Works ²	907	58.1%	909	82.1%
Health and Social Services	1316	53.1%	1299	77.8%
Justice	316	59.8%	315	84.4%
Public Service Commission	122	74.6%	118	94.9%
Tourism & Culture	159	71.1%	155	87.1%
Workers Compensation Health & Safety Board	85	78.8%	91	94.5%
Yukon Housing & Lottery	89	78.7%	91	92.3%
Yukon Liquor Corporation	67	67.2%	68	85.3%
Total YG³	5268	60.3%	5280	81.5%

Aboriginal representation in YG by department

Department	Percentage of Aboriginal respondents to the YG census 2013-14	Percentage of Aboriginal respondents to the YG census 2014-15
French Language Services/Women's Directorate	*	*
Community Services	10%	12%
Economic Development	15%	10%
Education	15%	17%
Energy, Mines & Resources ¹	13%	10%
Environment	14%	12%
Executive Council Office	17%	13%
Finance	*	2%
Highways and Public Works ²	19%	23%
Health and Social Services	11%	12%
Justice	11%	9%
Public Service Commission	14%	16%
Tourism & Culture	12%	11%
Workers Compensation Health & Safety Board	*	5%
Yukon Housing & Lottery	16%	17%
Yukon Liquor Corporation	9%	9%
Total YG	13%	14%

¹ Includes Yukon Development Corporation

² Includes Property Management Agency, Fleet Vehicle Agency, Queens Printer

³ Total YG may be lower than the sum of all departments as employee working in 2 or more departments are only counted once.

⁴ Percentages are derived from total YG Workforce Census respondents in each department by dividing the number of employees for which any information has been provided by the total number of employees within the department.

* Small numbers are suppressed to avoid identification.

Activities

Student Training Employment Program (STEP)

2013-14	2014-15
<ul style="list-style-type: none"> - 59 YG STEP positions - One position was preferred to people with Aboriginal ancestry 	<ul style="list-style-type: none"> - 58 YG STEP positions - One was preferred to persons of Aboriginal ancestry in Community Services (1) - Six were preferred to people of Yukon First Nation ancestry: Energy, Mines and Resources (2) Environment (4)

GradCorps internships for recent Yukon post-secondary graduates

2013-14	2014-15
<ul style="list-style-type: none"> – Two designated positions offered: – Human Resource Assistant (AR10) Health & Social Services Restricted to Yukon First Nation filled (by existing YG employee) – Assistant Natural Resource Officer (ST13) Energy, Mines & Resources Preferred to Yukon First Nation unfilled (no candidates) 	<ul style="list-style-type: none"> – Two designated positions offered: – Conservation Officer Trainee (ST14) Department of Environment Restricted to Aboriginal people filled – Assessment & Remediation Project Manager (ST15) Department of Environment Restricted to Aboriginal people unfilled (no candidates certified)

Career fairs

2013-14	2014-15
<ul style="list-style-type: none"> – YG was invited to one Yukon First Nation sponsored career fair: Liard First Nation (Watson Lake) 	<ul style="list-style-type: none"> – YG was invited to two Yukon First Nation sponsored career fairs: First Nation Of Na-Cho Nyak Dun (Mayo) Liard First Nation (Watson Lake) – YG attended YUWIN career fair in Whitehorse

Public information sessions

2013-14	2014-15
<p>CHRS staff facilitated</p> <ul style="list-style-type: none"> – one community information session: Haines Junction (1) – monthly session at Employment Central in Whitehorse (11) 	<p>CHRDS staff facilitated</p> <ul style="list-style-type: none"> – one community information session: Haines Junction (1) Watson Lake (1) – monthly info sessions at Employment Central in Whitehorse (11) – info session at the Yukon College in Whitehorse (1)

Collaboration with Yukon College

2013-14	2014-15
<ul style="list-style-type: none"> – PSC and representatives from Yukon College have met to explore options relative to practicum placements for post-secondary students. PSC is in the process of reviewing these options to gauge the best course of action in moving forward. This joint effort is anticipated to continue throughout 2014/15. 	<ul style="list-style-type: none"> – PSC is reviewing options. – Yukon College has been identified as a stakeholder in the revised FA-RPS Operational Plan

First Nation Training Corps (FNTC) / Aboriginal Recruitment and Development Program (ARDP)

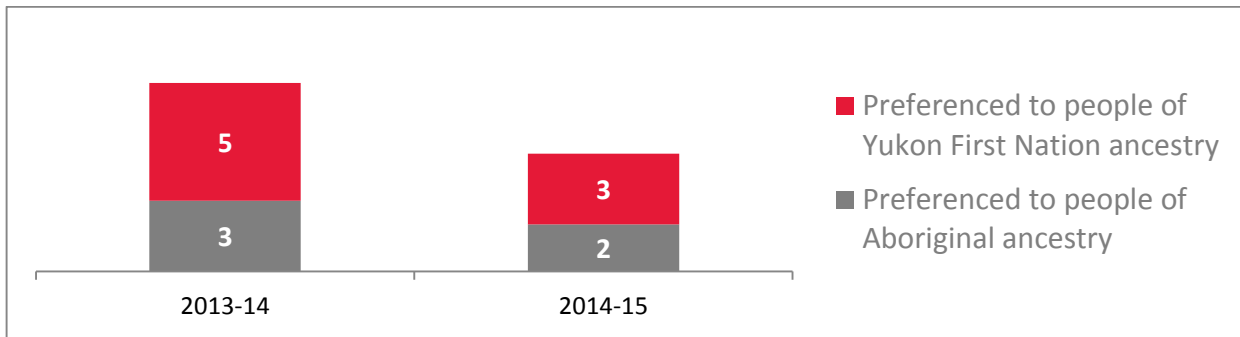
2013-14	2014-15
<ul style="list-style-type: none"> - Budget: approximately \$917,000 - FNTC program under review - 14 active positions - Four completed (leading to three permanent positions, one participants returned to work for First Nation after completing the training) - Two participants resigned during or shortly after the training - Eight training positions in progress 	<ul style="list-style-type: none"> - Budget: approximately \$917,000 - FNTC program review completed, changed to ARDP (Aboriginal Recruitment and Development Program) - Ten active positions - Seven completed (leading to two permanent positions) - Three training positions in progress

2014-15 FNTC overview

Department	First Nation	Position	Status
Environment	First Nation Of Na-Cho Nyak Dun	Regional Fish & Wildlife Technician (ST14)	Successful*
Environment	Little Salmon / Carmacks First Nation	Conservation Officer (ST14)	In Progress
Environment	Little Salmon / Carmacks First Nation	Assistant Environmental Monitoring Officer (ST10)	In Progress
Highways & Public Works	Tr'ondëk Hwëch'in	Senior Custodial Worker (OS06)	Successful - AOC
Highways & Public Works	Teslin Tlingit Council	Equipment Shop Labourer (OS05)	Successful*
Highways & Public Works	White River First Nation	Heavy Equipment Operator I/II(OS08/OS10)	Successful - Casual
Highways & Public Works	Teslin Tlingit Council	Heavy Equipment Mechanic Apprentice (TR13)	Successful – Permanent
Justice	Tr'ondëk Hwëch'in	Articling Student (LE01)	In Progress
Justice	Selkirk First Nation	Human Resources Assistant (AR10)	Successful – Permanent
Tourism & Culture	Champagne & Aishihik First Nations	First Nations Archives-Records Officer (SS08)	Successful – trained for CAFN

* Training was successfully completed and the trainee left Yukon government because no suitable position was secured or for personal reasons.

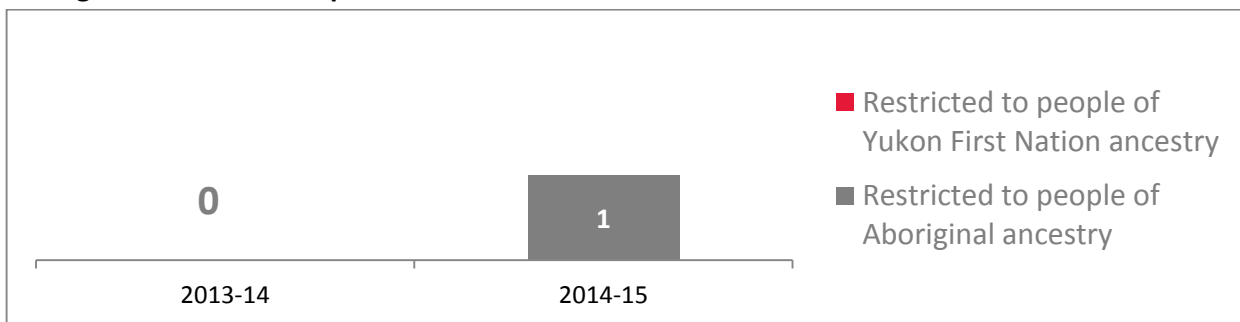
Aboriginal preferred competitions



2014-15 Preferred competitions

Department	Position	Job Type	Designation
Education	First Nation Curriculum Developer (AR15)	Term/Temp	Yukon First Nation ancestry
Tourism & Culture	Cultural Heritage Training Coordinator (AR11)	Term/Temp	Yukon First Nation ancestry
Women's Directorate	Aboriginal Women's Policy & Program Manager (AR15)	Term/Temp	Yukon First Nation ancestry
Environment	Park Ranger, Herschel Island (ST11)	Seasonal	Aboriginal ancestry
Justice	Corrections Officer 1 - Casual Training (IS12)	Casual	Aboriginal ancestry

Aboriginal restricted competitions

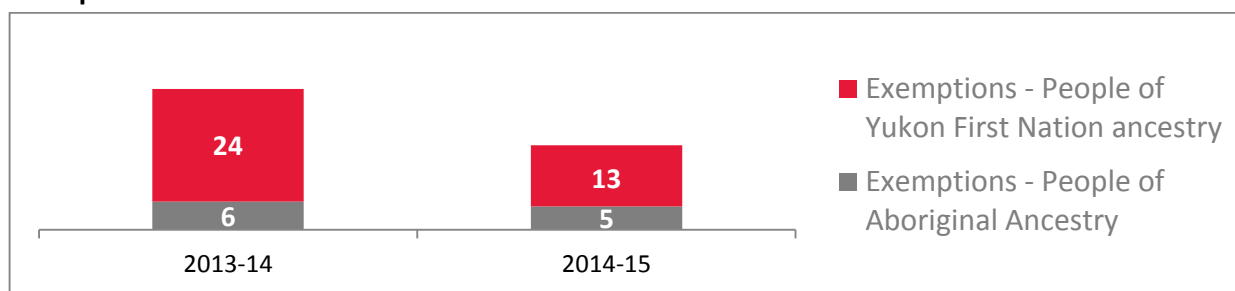


FNTC and GradCorps positions are listed separately. Some departments may be reluctant to restrict competitions as it could limit the number of candidates. If no suitable candidate can be found, the competition would have to be repeated.

2014-15 Restricted competitions

Department	Position	Job Type	Designation
Health & Social Services	First Nation Liaison Worker (SS12)	Term/Temp	Aboriginal Ancestry

Exemptions



2014-15 Exemptions

Department	Position	Job Type	Designation
Energy, Mines & Resources	Mining Administration Officer (AR11)	Permanent	Yukon First Nation ancestry
Environment	Park Interpreter (AR08)	Seasonal	Yukon First Nation ancestry
Health & Social Services	Assets Coordinator (AR11)	Permanent	Yukon First Nation ancestry
Health & Social Services	Home Support Worker (IS08)	Permanent	Yukon First Nation ancestry
Highways & Public Works	Administrative Assistant (AR07)	Term/Temp	Yukon First Nation ancestry
Highways & Public Works	Administrative Assistant (AR07)	Permanent	Yukon First Nation ancestry
Highways & Public Works	Road Foreperson, Destruction Bay (OS15)	Permanent	Yukon First Nation ancestry
Highways & Public Works	Heavy Equipment Mechanic (TR13)	Permanent	Yukon First Nation ancestry
Highways & Public Works	HEO II (OS10)	Term/Temp	Yukon First Nation ancestry
Public Service Commission	Office Administrator (AR09)	Permanent	Yukon First Nation ancestry
Tourism & Culture	Cultural Heritage Training Coordinator (AR11)	Permanent	Yukon First Nation ancestry
Tourism & Culture	Receptionist (AR06)	Permanent	Yukon First Nation ancestry
Yukon Lottery Commission	Sales Representative (AR07)	Permanent	Yukon First Nation ancestry
Education	School Administrative Assistant (AR08)	Permanent	Aboriginal ancestry
Environment	Human-Wildlife Conflict Prevention Officer (ST11)	Term/Temp	Aboriginal ancestry
Health & Social Services	Custodial Worker (OS03)	Term/Temp	Aboriginal ancestry
Public Service Commission	Manager, Diversity Services (MG05)	Permanent	Aboriginal ancestry
Public Service Commission	Human Resource Development Consultant (MG06)	Term/Temp	Aboriginal ancestry

FNTC/ARDP and Gradcorps positions are listed separately.

Objective 4.2

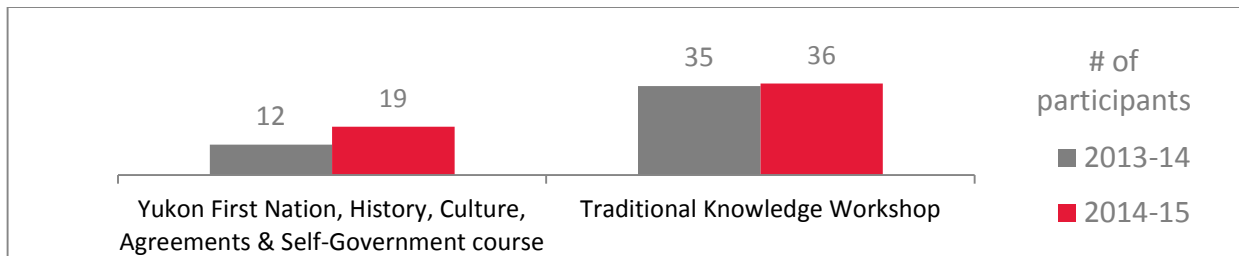
Contribute to well-functioning government-to-government relationships that strengthen both Yukon government and First Nations' governments

Education of Yukon government staff

Evaluation of survey results from Yukon government employees and from First Nation governments' employees attending training courses that are delivered in partnership between the governments

2013-14	2014-15
<ul style="list-style-type: none"> - No joint training delivered 	<ul style="list-style-type: none"> - Staff Development Branch (SDB) re-examined all of their leadership programs in 2014-15. As a result, there were no joint training courses delivered with First Nation governments. SDB is working with First Nations governments to identify training opportunities.

Number of Yukon government staff attending courses on the legal obligations of treaties and on Yukon First Nation's cross-cultural courses

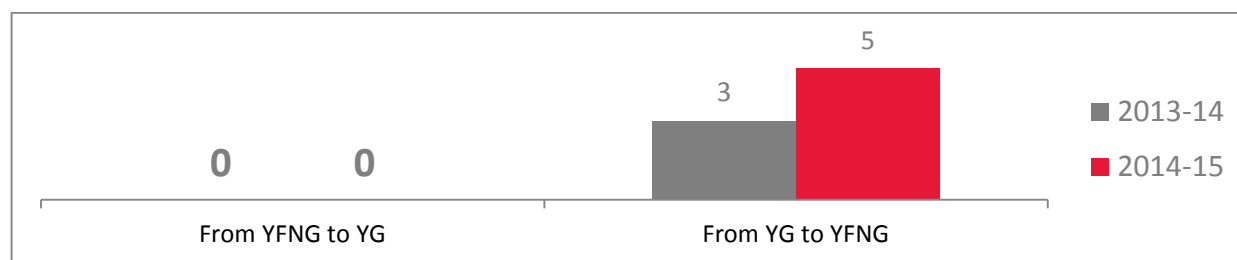


Yukon First Nation, History, Culture, Agreements & Self-Government course

2013-14	2014-15
<ul style="list-style-type: none"> - Legend Seekers were unavailable for part of the reporting period resulting in limited course offerings 	<ul style="list-style-type: none"> - Legend Seekers were unavailable for part of the reporting period resulting in limited course offerings. One class was delivered to 21 participants. Of those, 19 were YG employees, one was from Tr'ondek Hwech'in, and one from Yukon Environmental Socio-Economic Assessment Board.

Temporary Assignments

Temporary Assignments between Yukon government and First Nations' governments



2014-15 Temporary Assignments between governments

From YG department	To First Nation	Position
Women's Directorate	Kwanlin Dun First Nation	Executive Director
Economic Development	Selkirk First Nation	Executive Director
Economic Development	First Nation Of Na-Cho Nyak Dun	Chief Operating Officer
Energy, Mines & Resources	Carcross/Tagish First Nation	Land Use Planner
Energy, Mines & Resources	Teslin Tlingit Council	Policy Analyst

Activities

Departments and FA-RPSP

2013-14	2014-15
<ul style="list-style-type: none"> - Presentations to 12 departments - Communications with HR community 	<ul style="list-style-type: none"> - Presentations on new FA-RPSP strategy based on Yukon Labour Market analysis to all Deputy Ministers and Department of Health and Social Services - Communications with HR community

Yukon First Nations and FA-RPSP

2013-14	2014-15
<ul style="list-style-type: none"> - Aboriginal Workforce Services met with five First Nations to promote awareness and services: Carcross/Tagish FN Champagne and Aishihik FN Kwanlin Dun FN Trondëk Hwëch'in Teslin Tlingit Council - Various online communications with self-governing First Nations 	<ul style="list-style-type: none"> - Yukon Labour Market Analysis developed and discussed with FA-RPSP Working Group - Two meetings with RPS Bilateral Working Group, developed and agreed on FA-RPSP Operational Plan for 2014-16 - Presentations on new FA-RPSP strategy based on Yukon Labour Market Analysis to tripartite Implementation Working Group - Various online communications with self-governing First Nations

Post-secondary Lists

2013-14	2014-15
<ul style="list-style-type: none"> Received post-secondary lists from two First Nations: Kwanlin Dun FN Champagne and Aishihik FN 	<ul style="list-style-type: none"> Received updated post-secondary list from one First Nations: Kwanlin Dun FN Selkirk First Nation Developed template and data sharing agreement for Post-Secondary list

Objective 4.3

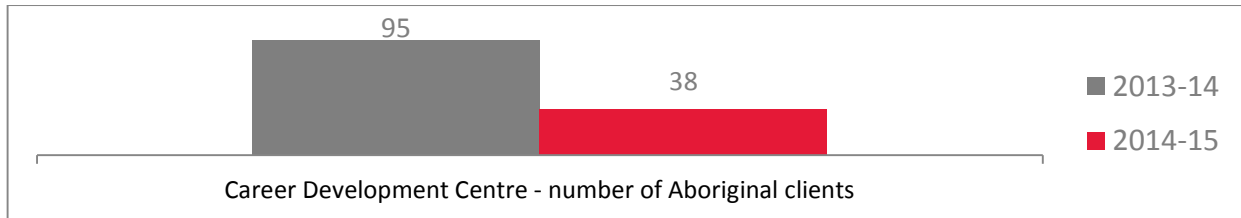
Yukon government is a desirable place for Aboriginal people to work

Career development training or having a coach / mentor

Guiding Circles

2013-14	2014-15
<ul style="list-style-type: none"> Guiding Circles I and II and Telling Your Story were offered two times in the reporting period 26 participants in total, five of which were from Yukon First Nation Governments 	<ul style="list-style-type: none"> Guiding Circles I and II and Expanding the Circle were offered once in the reporting period Six participants in total, two of whom were from Yukon First Nation Governments (Carcross/Tagish FN and Teslin Tlingit Council)

Career Development Centre

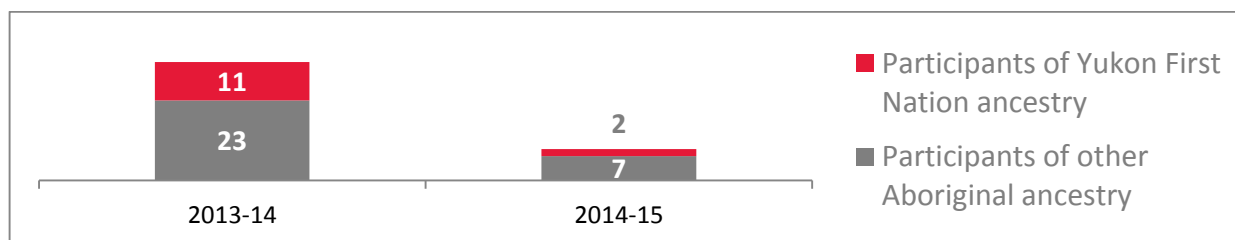


Services provided include any of the following: career coaching and planning, career development and MBTI assessments.

Leadership and management training

Professional Technical Training Program (PTTP)

When evaluating funding requests, preference is given to people of Yukon First Nation/Aboriginal ancestry.



Numbers are derived from YG Workforce Census respondents that self-identified as Aboriginal persons.

Aboriginal Development Program

2013-14	2014-15
<ul style="list-style-type: none"> – 15 participants graduated – Program went under review after the pilot was completed 	<ul style="list-style-type: none"> – SDB was re-examining all their leadership programs and the Aboriginal Development Program did not run during the reporting period.

Other training

2013-14	2014-15
<ul style="list-style-type: none"> – Four seats in Supervisory Success Program dedicated to Aboriginal employees – Several modules for the First Nation Governance and Public Administration Program had designated seats specifically for YG Aboriginal employees, seven seats were filled. 	<ul style="list-style-type: none"> – During the reporting period, the Supervisory Success Program and the Management Development Program did not run. – The Yukon Government Leadership Forum graduated in November. Three of the 25 participants were YFN; two were other Aboriginal people.

Activities

Aboriginal Employees Forum

2013-14	2014-15
<ul style="list-style-type: none"> – Several workshops held throughout the reporting period: – Power of Inclusion campaign: 12 Aboriginal employees – Berry picking workshop (one day): 11 Aboriginal and Non-Aboriginal employees – Birch bark pen & paper clip holder work-shop (four days): 14 employees 	<ul style="list-style-type: none"> – Traditional Painted Carved Paddles (two days and two evenings): Total of 11 Aboriginal and non-Aboriginal employees. <p>Several AEF Steering Committee meetings and Forums:</p> <ul style="list-style-type: none"> – AEF Steering Committee meeting: preparing for AEF Planning Forum, revising new Terms of Reference for Steering Committee members

2013-14	2014-15
<ul style="list-style-type: none"> - Hand games and drum making workshop: six Aboriginal and six Non-Aboriginal participants - Traditional medicines workshop (one day): 11 Aboriginal and Non-Aboriginal employees - Traditional fish scale art (one day): six Aboriginal and 6 Non-Aboriginal employees - Beaded business card holders (one day): 12 Aboriginal and Non-Aboriginal employees - Design of AEF button blanket 	<ul style="list-style-type: none"> - Collaboration meeting with Staff Development on professional development opportunities - AEF forum on planning calendar of events & updates - AEF Steering Committee meeting: planning AEF year end gathering & AEAH awards ceremony and updates

Aboriginal Award of Honour

2013-14	2014-15
<ul style="list-style-type: none"> - Aboriginal Award of Honour ceremony held (six nominations, recipients Kevin Johnstone/Environment, Margaret Tom/Health & Social Services, Janet McDonald/Education) 	<ul style="list-style-type: none"> - AEAH Selection Committee met twice to select recipients and to review selection criteria. - Aboriginal Award of Honour ceremony held on November 28th, 2014 (nine nominations; recipients John P. Jones/Highways & Public Works, John Burdek, Executive Council Office)

Aboriginal Selections Training

2013-14	2014-15
<ul style="list-style-type: none"> - Drafting Aboriginal Selections curriculum ongoing 	<ul style="list-style-type: none"> - Under review

Aboriginal employee website

2013-14	2014-15
<ul style="list-style-type: none"> - Website active on SharePoint and updated regularly 	<ul style="list-style-type: none"> - Website active on SharePoint and updated regularly

Bridge of Trust

2013-14	2014-15
<ul style="list-style-type: none"> - Program under review pending Respectful Workplace Office programming and offerings 	<ul style="list-style-type: none"> - RWO reported on activities in October 2014, ongoing discussion with AEF members on best approach to promote a respectful workplace