



MR. TOM BEAULIEU
MLA, TU NEDHE - WIILIDEH

JUL 22 2016

Oral Question 158-18(2) Aboriginal Representation in the GNWT Public Service

During Question Period on June 3, 2016, you asked about developing a new strategy for increasing Priority One employees across the Government of the Northwest Territories (GNWT) public service, including the development of a human resources plan by each department.

The GNWT is guided by *20/20: A Brilliant North*, the long-term strategic plan for the Northwest Territories public service, which emphasizes the importance of a representative workforce.

The Department of Human Resource 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. These initiatives include:

- The Aboriginal Employee Advisory Committee (AEAC) works to identify strategies to assist the GNWT in recruiting and retaining Aboriginal employees. The AEAC also provides recommendations to the GNWT on ways to enhance the government as an employer of choice among Indigenous Aboriginal people.
- The Aboriginal Management Development Program is intended to facilitate work force planning for senior management and management positions by developing qualified Aboriginal persons to fill senior management and management roles, and to increase the representation of Aboriginal persons in senior management and management.
- The Leadership Development Program provides eligible managers and emerging managers with comprehensive training and development to ensure that a consistent core of management competency is available in the GNWT workforce. Participants are selected by departments and agencies, with priority placement provided to employees identified under the Affirmative Action Policy.
- 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.

The Department is currently reviewing the Aboriginal Management Development Program and, in consultation with the AEAC, will be developing options to increase the Program's effectiveness.

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In regards to human resource plans, GNWT departments and agencies are working to develop and implement human resource plans to meet GNWT priorities, departmental mandates, and address human resource needs. The development of human resource plans is done by individual departments and agencies, with the Department of Human Resources providing advice and support in the process.

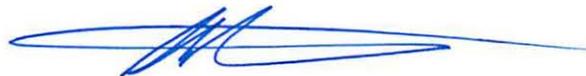
The following seven departments have completed their human resource plans and are in the implementation phase:

- Environment and Natural Resources;
- Finance;
- Transportation;
- Aboriginal Affairs and Intergovernmental Relations;
- Public Works and Services;
- Municipal and Community Affairs; and
- Education, Culture and Employment.

The following eight departments/agencies are in the planning and/or development stage of their human resource plans:

- Justice;
- Executive;
- Lands;
- Housing;
- Legislative Assembly;
- Human Resources;
- Health and Social Services; and
- Industry, Tourism and Investment.

As I said in my oral response, I am committed to working with departments to more effectively utilize existing initiatives, and to hear from them about their priorities and activities. The Department of Human Resources continues to work towards recruiting and retaining a competent, effective, and representative workforce.



Glen Abernethy
Minister of Human Resources

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