



Image Credit – Andrew Strain, Tourism and Culture, Government of Yukon

Breaking Trail Together – Representative Public Service Plan

Annual Report 2025 - 2026

Representation Matters

This annual report documents Yukon government's (YG) progress on achieving a representative public service as outlined within Schedule A – Chapter 22 of each Yukon First Nation Final Agreement

Preamble

This report includes Yukon government representation statistics for both Yukon First Nation and Indigenous employees. It also contains information related to programs and services that support broader efforts related to initiatives identified in the Breaking Trail Together Operational Plan.

Representative Public Service Plan (RPSP) Working Group

Yukon government's collaboration with Yukon First Nation government partners works through an established bilateral Representative Public Service (RPS) Working Group.

First Nation government representatives on the RPS Working Group are typically human resource managers, education staff or employment and training staff. The core group is often expanded to include First Nation government executive directors and implementation managers, supported by broader participation from YG human resource professionals. The current Representative Public Service Operational Plans are co-designed and agreed upon through these meetings. The expanded RPS Working Group identified individuals who would act as members of a development team, consisting of representatives from:

- Ta'an Kwäch'än Council;
- Kwanlin Dün First Nation;
- Tr'ondëk Hwëch'in;
- Champagne and Aishihik First Nation;
- Kluane First Nation;
- the First Nation of Na-Cho Nyäk Dun; and
- the Government of Yukon.

The development team drafted Yukon government's new representative public service plan, entitled "Breaking Trail Together, an Inclusive Yukon Public Service."



Image Credit – Tourism and Culture, Government of Yukon

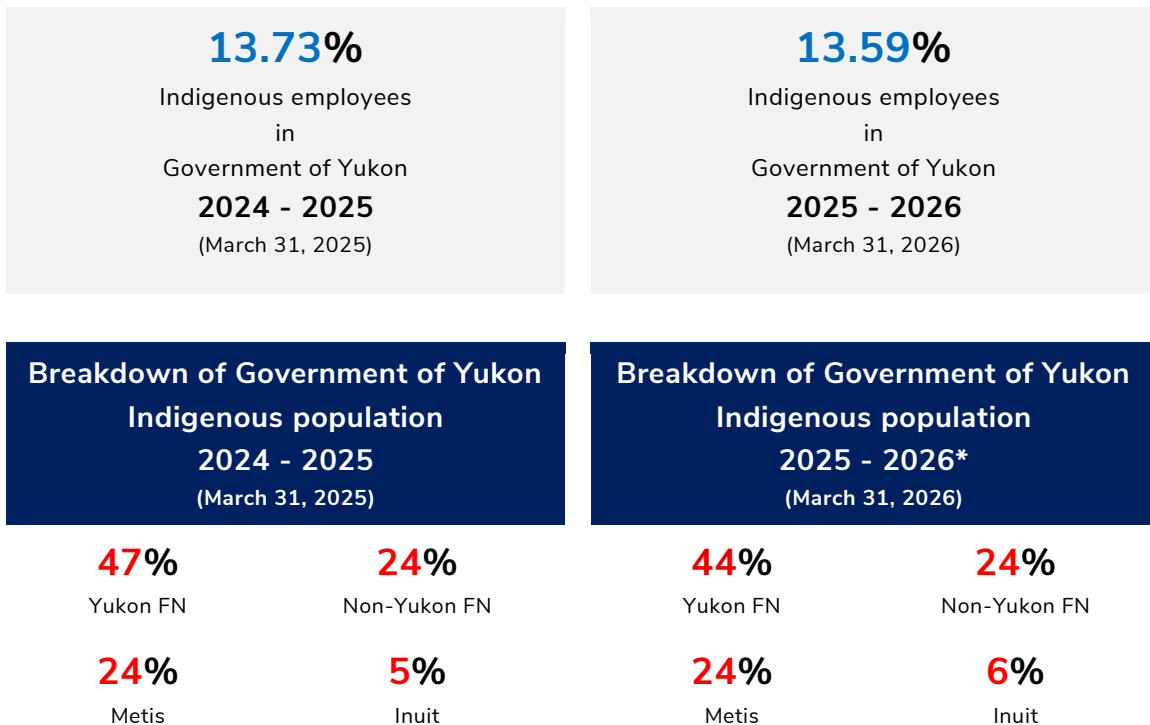
Indigenous Representation

Overall Yukon First Nation and other Indigenous representation

Numbers and ratios of Yukon First Nation and Indigenous government employees are based on Government of Yukon Workforce Census. The census is conducted by the Yukon Bureau of Statistics and gathered via the Government of Yukon Employee Self-Identification Form and additional data sources. The data is collected on behalf of the Public Service Commission.

While all employees receive surveys and an opportunity to self-identify as Yukon First Nation or Indigenous, such identification is voluntary. Not every Yukon government employee opts to complete the survey or otherwise self-identify.

Based on the completed Self-Identification Forms and survey, Indigenous representation in Government of Yukon has experienced a decrease from 13.73% in 2025 to 13.59% as of March 31, 2026.



* 2% variance based on number of Indigenous populations who did not specify Non-Yukon FN, Metis or Inuit.

Overall Yukon First Nation and other Indigenous representation

Yukon First Nation		# of respondents as of March 31, 2025	# of respondents as of March 31, 2026
Self-Governing Yukon First Nations	Carcross / Tagish First Nation	32	28
	Champagne and Aishihik First Nations	29	29
	Kluane First Nation	5	3
	Kwanlin Dün First Nation	22	18
	Little Salmon / Carmacks First Nation	23	23
	First Nation of Na-Cho Nyäk Dun	26	23
	Selkirk First Nation	17	18
	Ta'an Kwäch'än Council	11	12
	Teslin Tlingit Council	26	21
	Tr'ondëk Hwëch'in	38	36
	Vuntut Gwitchin First Nation	12	12
	Liard First Nation	18	22
Yukon First Nations without Final Agreements	Ross River Dena Council	14	15
	White River First Nation	8	10
Identified as Yukon First Nation but did not disclose which Yukon First Nation		13	10
Total Yukon First Nation		294	280
Other Indigenous (excluding Yukon First Nations)		# of respondents as of March 31, 2025	# of respondents as of March 31, 2026
Non-Yukon First Nation		154	153
Metis		150	144
Inuit		36	36
Other		26	23
Total Other Indigenous		366	356
Total (Yukon First Nation and other Indigenous)		660	636

Number of Indigenous employees by department based on self-identification

Department	2024-2025	2025-2026
	% Indigenous Representation ¹	% Indigenous Representation ¹
Community Services	13.10%	13.25%
Economic Development	5.45%	7.81%
Education	17.07%	16.71%
Elections	0%	0%
Energy, Mines and Resources	8.88%	9.52%
Environment	7.80%	8.98%
Executive Council Office	16%	13.25%
Finance	3.17%	3.13%
French Language Services Directorate	0%	0%
FVA	55.56%	50%
Health and Social Services	10.22%	10.10%
Highways and Public Works	24.06%	24.53%
Justice	8.33%	9.16%
Legislative Assembly	0%	0%
Public Service Commission	18.54%	16.44%
Tourism and Culture	11.72%	10.45%
Women and Gender Equity Directorate	30%	30%
Workers Compensation Board	4.88%	3.95%
Yukon Development Corp	0%	20%
Yukon Housing Corporation	15.52%	13.11%
Yukon Liquor Corporation	14.29%	11.54%
Yukon Lottery Commission	0%	0%
Total	13.73%	13.59%

¹ Data derived from the Government of Yukon Employee Self Identification Form as of March 31, 2026.

Indigenous representation by community based on employee self-identification

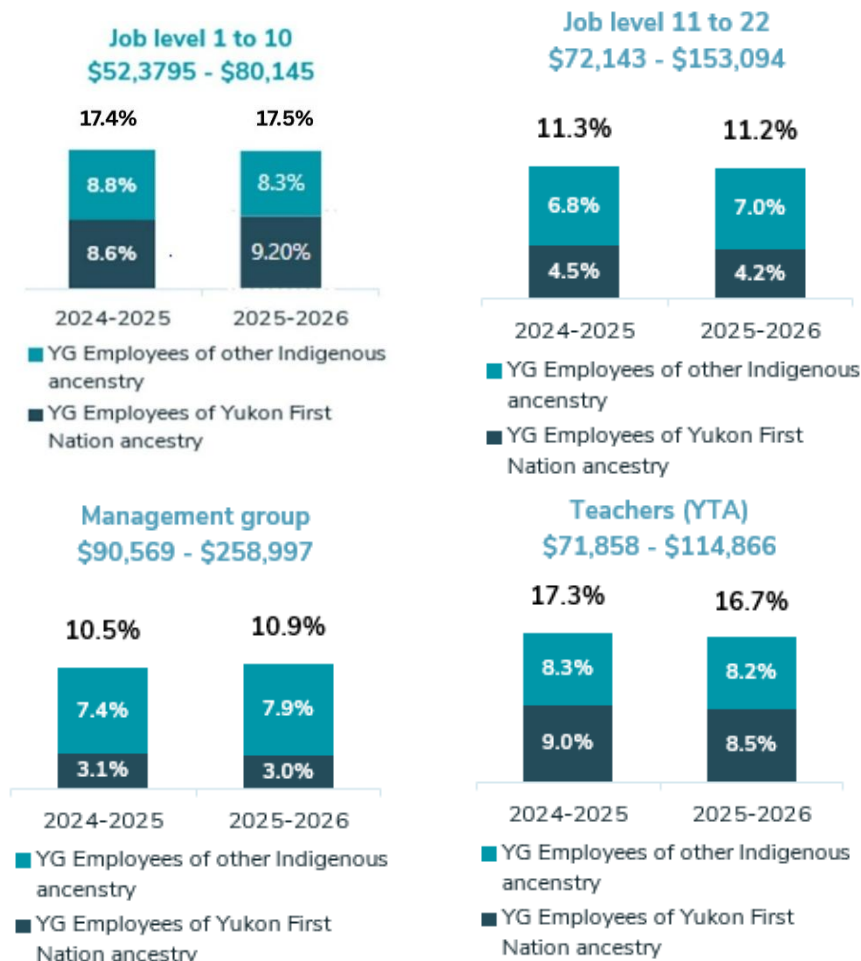
Community	2024-2025	2025-2026
	% Indigenous Representation ¹	% Indigenous Representation ¹
Beaver Creek	45.45%	68.42%
Blanchard	66.67%	60%
Burwash Landing	100%	0%
Carcross	38.64%	30.95%
Carmacks	55%	53.85%
Dawson City	14.63%	14.29%
Destruction Bay	37.50%	50%
Drury Creek	50%	0%
Eagle	0%	100%
Faro	20%	13.33%
Fraser	80%	50%
Haines Junction	19.48%	19.48%
Inuvik	100%	100%
Klondike	42.86%	33.33%
Lake Laberge	0%	0%
Mayo	34.04%	36.17%
Ogilvie	40%	40%
Old Crow	63.64%	60%
Pelly Crossing	66.67%	63.64%
Ross River	52%	62.50%
Stewart Crossing	33.33%	33.33%
Swift River	100%	100%
Tagish	0%	0%
Teslin	36.67%	25%
Tuchitua	0%	0%
Watson Lake	25.26%	30%
Whitehorse	11.23%	10.97%
Total²	13.73%	13.59%

¹ Data derived from the Government of Yukon Employee Self Identification Form
– March 31, 2026

Yukon First Nation and other Indigenous representation by job level / salary

As stated, within Yukon government, 13.59% of (self-disclosing) employees are of Indigenous ancestry. The following charts show the proportion of Indigenous employees in job level groups according to Workforce Census respondents.

Jobs classified at levels 1 – 10	▪ Approximately 17.5% of employees identify as Indigenous.
Jobs classified at levels 11 – 22	▪ Approximately 11.2% of employees identify as Indigenous.
Management jobs classified as “MG”	▪ Approximately 10.9% of employees identify as Indigenous.
Teachers, legal officers, and regulatory administrators	▪ Approximately 16.73% of employees identify as Indigenous.



* Salaries are unchanged from 2025 as YEU and YG remain in Collective Bargaining. Updated salaries for 2026 will be reflected in the 2026 – 2027 RPSP Annual Report.

‘Management Group’ results include Managers (MG), Legal Officers (LE), and Deputy Ministers (DM).

Educational Consultant levels jobs (EC00) and AR00 are grouped with ‘Job level 11 to 22’

Representation Progress

Breaking Trail Together (BTT) Operational Plan Progress Update

The following is an overview of the projects and initiatives accomplished in 2025/2026 to support the **Breaking Trail Together** operational plan progress on achieving a representative public service as outlined within Schedule A – Chapter 22 of each Yukon First Nation Final Agreement

Elder In-Residence Project (EIR)

- The Elder In-Residence was launched in 2024.
- The Elder In-Residence supports new YG employees, contributing to learning and development initiatives, workplace cultural safety, and participates in hiring panels to bring Indigenous perspectives into recruitment and retention in YG.

Secondments with Yukon First Nation Governments & Indigenous Organizations

- Yukon government continues to support secondments, enabling Yukon Government employees to work with Yukon First Nation governments and Indigenous organizations. Along with supporting Yukon First Nation employees to gain experience within Yukon Government.
- This work has helped to build shared capacity, strengthen relationships, and foster mutual understanding across governments.

Indigenous Training Program (ITP)

- Yukon government continues to support the expansion of the Indigenous Training Program (ITP) in partnership with the Department of Community Services.
- This program is designed to increase access to training & career opportunities that support Yukon First Nation and Indigenous youth employment, skills development and career development.

Indigenous Recruitment and Development Program (IRDP)

- This IRDP program continues to provide meaningful work experience, mentorship, and pathways into the Yukon public service for Indigenous candidates.
- In 2025-2026, the IRDP program supported funding for 16 Indigenous individuals, including:
 - 1 Grad Corps position
 - 5 entry level positions (Level 1 to Level 10)
 - 8 mid-range positions (level 11 to Level 22), and
 - 2 management level positions (MG 06)
- The Diversity and Inclusion Branch allocated maximum funding for the IRDP in 2025 – 2026. It is expected the fund will also reach maximum allocation for the 2026 – 2027 fiscal year.

Embed Traditional Knowledge Project

- This project focuses on updating job descriptions, implementing alternative assessment practices, and acknowledging and valuing traditional knowledge, culture, and language in job classification and evaluation, and will continue in the 2027 – 2029 BTT Operational Plan.

Cultural Safety and Anti-Racism Project

- Work on this project will continue into the 2027 – 2029 Operational Plan.
- Several courses are offered to Yukon government and Yukon First Nation government employees by the Organizational Development Branch to support cultural safety in the workplace.

Indigenous Employees Forum (IEF)

- Yukon government continues to support YFN and Indigenous employees through the Indigenous Employees Forum and it's Indigenous focused training, leadership development opportunities, Indigenous Employees Awards of Honour, and cultural activities.
- These activities supported learning, reflection, and visible recognition of Yukon First Nation and Indigenous cultures and histories within the public service.
- Several events and learning opportunities were offered to IEF members and all indigenous employees in 2025/2026.

Review Teslin Pilot Project

- The Review Teslin Pilot Project was completed in 2025. The final recommendations resulted in new Community Staffing Guidelines which were reviewed and adopted by the RSP Working Group.

Learning & Development Opportunities

- In 2025-2026, Yukon Government offered several courses and training sessions supporting Truth and Reconciliation (including employees of YFN governments). 750 YG and YFNG employees attended these courses in 2025/2026.
- Courses offered (online and in person) in 2025/2026:
 - *Introduction to Cultural Safety*
 - *Residential School Awareness*
 - *YFN 101*
 - *Addressing Racism*
 - *Allyship*
 - *Advancing Reconciliation*
 - *Lateral Kindness*
 - *Perspectives of Power: Understanding Privilege & Equity*
 - *The Blanket Exercise*
 - *Understanding the Umbrella Final Agreement*
 - *Indigenous Governance Systems and Leadership (IEF)*
 - *Respectful Workplace / Conflict Management programming*
- Additional Diversity, Equity, Inclusion, and Belonging (DEIB)-informed leadership and workplace skills programming is offered based on availability and demand and can vary. Some of these courses were offered in person in communities.

Leadership Intensive Program (LIP)

- Yukon government's new Leadership Intensive Program (LIP) is another key contribution to Breaking Trail Together commitments for a representative public service.
- The program:
 - embeds Diversity, Equity, Inclusion, and Belonging (DEIB) as a core element of leadership development.
 - emphasizes cultural and psychological safety within a cohort-based learning model.
- supports new leaders in building self-awareness, inclusive practices, and engagement across diverse perspectives.

Recruitment & Retention best practices

- **Student Training and Employment Program (STEP) Student Hiring**
 - Continued utilization of the Yukon First Nation & Indigenous Hiring Preference (YFNIHP) for the annual STEP student hiring.
 - Statistically, a department that uses the hiring preference will continue to be successful in hiring indigenous students back in the department, or in YG in the future.
- **Yukon First Nation and Indigenous Hiring Preference (YFNIHP) and Secondments**
 - In addition to applying preference to every competition, departments actively support employees in taking secondment opportunities with Yukon First Nation governments to build capacity and gain new skills and knowledge.
 - At any given time, a department that is active in secondments can have between 1-5 employees on secondments with YFN governments.
- **Indigenous Employees' Forum (IEF)**
 - Departmental support for Yukon First Nation and Indigenous employees to take part in the Indigenous Employees' Forum (IEF) through membership, the steering committee and participation in IEF activities.

Breaking Trail Together initiatives for 2027-2029

Yukon Government meets quarterly with Yukon First Nation Government representatives via the **Representative Public Service Working Group (RPSWG)** to identify priority projects for the operational plan supporting the 10-year Breaking Trail Together Strategy. The 2027 – 2029 Breaking Trail Together Operational Plan is in development and is expected to be finalized in the fall/winter 2026.