



Final Agreement – Representative Public Service Plan

Annual dashboard 2021–2022

**Yukon**

Preamble

This annual dashboard 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.

This report includes Yukon government representation rates for both Yukon First Nation and Indigenous employees. This report also contains information related to programs and services that support broader efforts related to the Breaking Trail Together plan.

Representative Public Service Plan Efforts

Yukon government's collaboration with Yukon First Nation government partners continues 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. This group expanded meetings to include First Nation government executive directors and implementation managers as well as broader participation from Yukon government human resource directors across departments. Through these meetings, the current process was co-designed and agreed upon.

The expanded RPS Working Group identified individuals to form 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."

The plan which was endorsed at the Yukon Forum hosted by Teslin Tlingit Council in September 2019, includes a ten-year strategic plan and a three-year operational plan, which will be renewed in three-year increments. The plan is founded on three pillars:

- Responsive and barrier-free recruitment;
- Culturally safe and supportive work environments; and
- Training and development.

2022 marks the final year of the first operational plan, with work beginning on drafting a new operational plan.

FINAL AGREEMENTS SCHEDULE A – CHAPTER 22

4.0 Government Employment*

Government shall develop and implement a plan which will include measures designed to attain the goals of:

- A representative public service located in the Yukon, taking into account the aboriginal/non-aboriginal and gender make-up of the population of the Yukon

*numbering and wording varies slightly between agreements

Indigenous representation

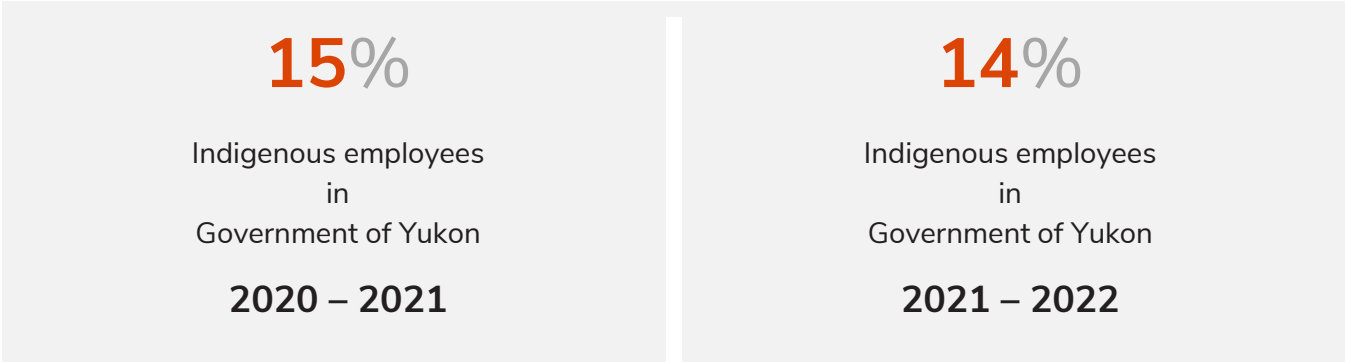
Overall Yukon First Nation and other Indigenous representation

Numbers and ratios of Yukon First Nation and Indigenous government employees are based on Government of Yukon Workforce Census 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. **Not every Yukon government employee responded to the survey and some employees are reluctant to self-identify (voluntary declaration).**

Indigenous representation in Government of Yukon has decreased slightly in 2021–2022.

Approximately:

- 14% of all Yukon Government employees, who self-identified, are of Indigenous ancestry.
- 7% of all Yukon Government employees are of Yukon First Nations ancestry; and
- 7% are of other Indigenous ancestry.



Breakdown of Government of Yukon Indigenous population 2020–2021		Breakdown of Government of Yukon Indigenous population 2021–2022	
51% Yukon FN	22% Non-Yukon FN	50% Yukon FN	23% Non-Yukon FN
23% Metis/Mixed	4% Inuit	24% Metis/Mixed	4% Inuit

Percentages presented may not add up to 100% due to rounding. Percentages derived from total Government of Yukon Workforce Census respondents.

Yukon First Nation and other Indigenous representation breakdown

	Yukon First Nations	# of respondents as of March 31, 2021	# of respondents as of March 31, 2022
Self-governing Yukon First Nations	Carcross / Tagish First Nation	34	31
	Champagne and Aishihik First Nations	33	34
	Kluane First Nation	9	8
	Kwanlin Dün First Nation	20	23
	Little Salmon / Carmacks First Nation	24	19
	First Nation of Na-Cho Nyäk Dun	27	22
	Selkirk First Nation	16	27
	Ta'an Kwäch'än Council	12	18
	Teslin Tlingit Council	27	17
	Trondëk Hwëch'in	43	11
	Vuntut Gwitchin First Nation	24	27
Subtotal Self-governing Yukon First Nations		269	237
Non-self-governing Yukon First Nations	Liard First Nation	19	41
	Ross River Dene Council	21	14
	White River First Nation	4	5
Subtotal non-self-governing Yukon First Nations		46	60
Identified as Yukon First Nation but did not disclose which Yukon First Nation		16	16
Total Yukon First Nation		329	313

Other Indigenous (excluding Yukon First Nations)	# of respondents as of March 31, 2021	# of respondents as of March 31, 2022
Non-Yukon First Nation	144	142
Metis or Mixed	149	150
Inuit	28	25
Identified as Indigenous but did not disclose Indigenous group	26	22
Total Other Indigenous	347	339

Total (Yukon First Nation and other Indigenous)	676	652
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Yukon First Nation and other Indigenous representation by job level and salary

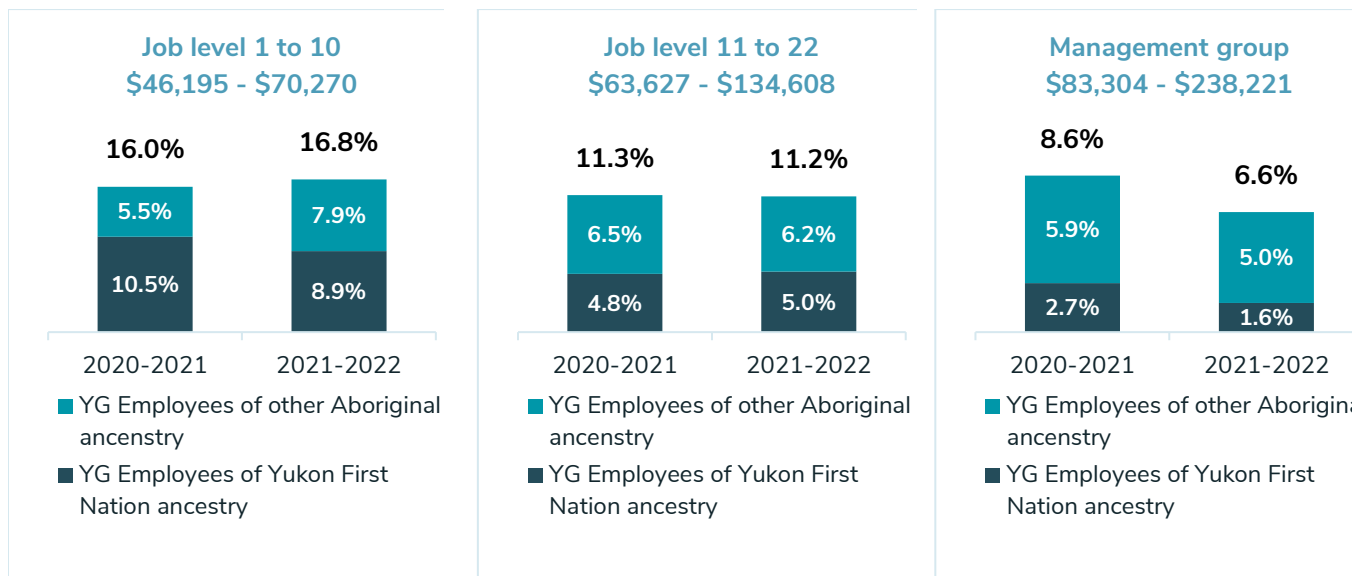
(March 31, 2022)

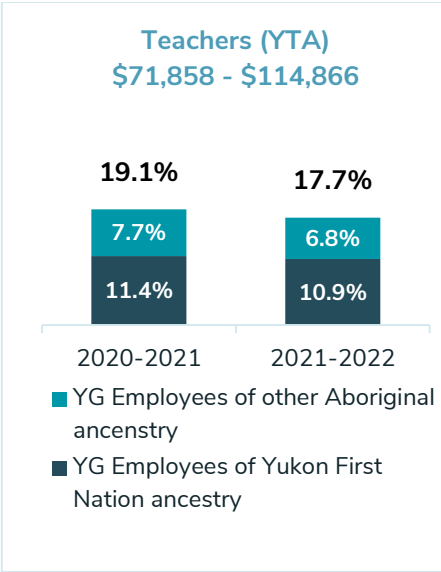
Proportion of Indigenous employees in job level groups

(Grouped by Yukon First Nation and other Indigenous membership)

Within Yukon government, 14% 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.

- Job levels 1 to 10** - approximately 17% of employees are Indigenous and the remaining 83% are non-Indigenous
- Job levels 11 to 22** - approximately 11% of employees are Indigenous and the remaining 89% are non-Indigenous.
- Management group** - approximately 7% of employees are Indigenous and the remaining 93% are non-Indigenous.
- Teachers** - approximately 18% of employees are Indigenous and the remaining 82% are non-Indigenous.





The ratios presented show the percentage of employees who self-identified as Yukon First Nation or other Indigenous people in each job level group based on all Yukon government Workforce Census participants.

Legislative Assembly positions are excluded from the job level analysis.

'Management group' includes:

- Managers (MG);
- Legal Officers (LE); and
- Deputy Ministers (DM).

Educational Consultant level jobs (EC00) and AR00 grouped with 'Job level 11 to 22'.

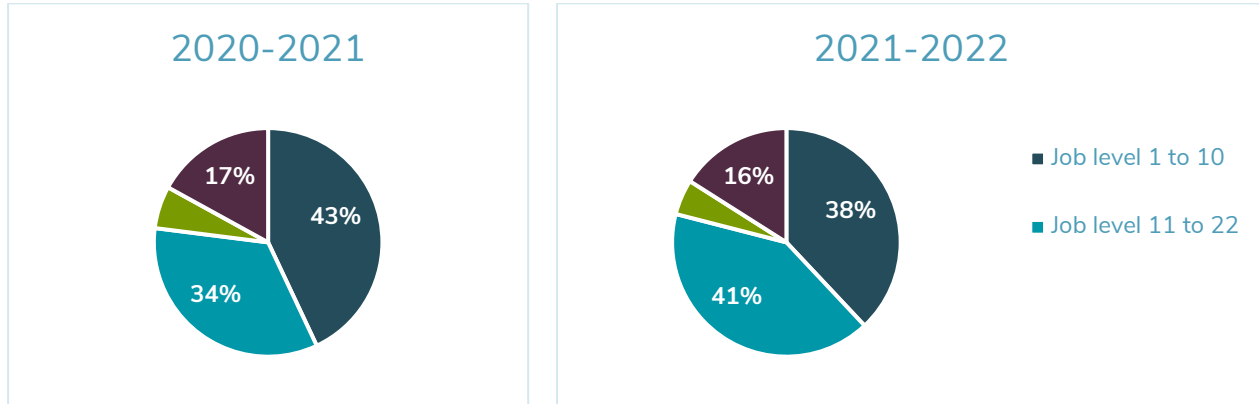


Distribution of Indigenous employees across job level groups

(Grouped by Yukon First Nation and other Indigenous membership)

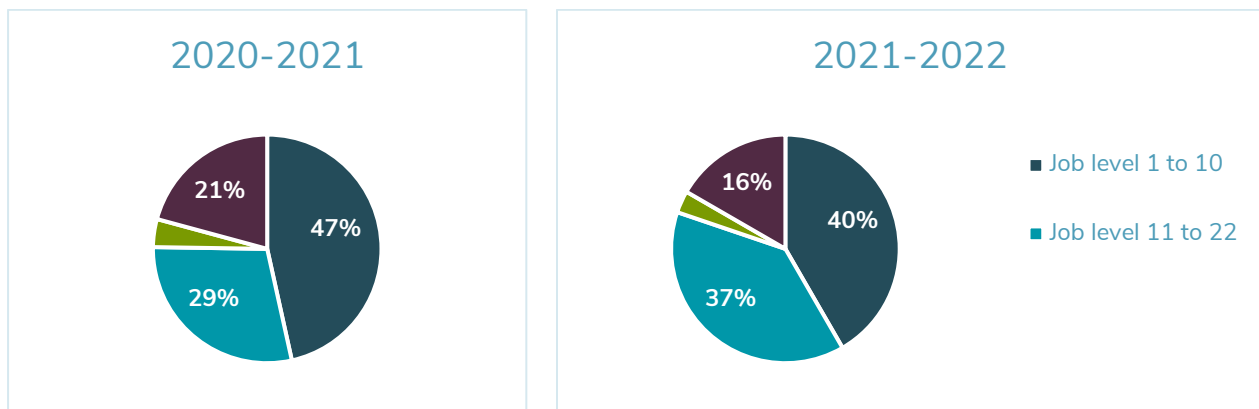
Indigenous employees (Yukon First Nation and other Indigenous groups together)

Of all Indigenous employees in Yukon government, 38% work in job levels 1 to 10, 41% work in job levels 11 to 22, 5% work in management group jobs, and 16% work as teachers (YTA).



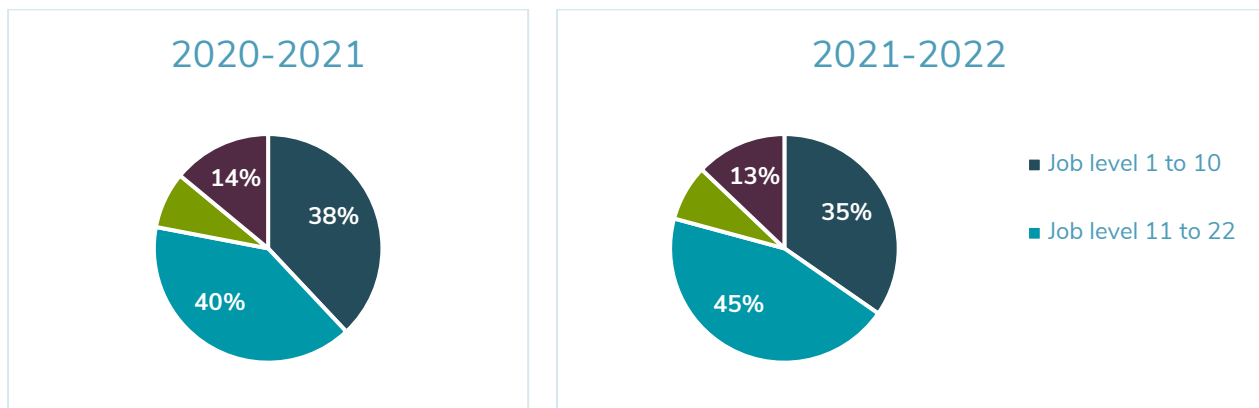
YG employees of Yukon First Nation ancestry

Of all Indigenous employees of Yukon First Nation ancestry in Yukon government, 40% work in job levels 1 to 10, 37% work in job levels 11 to 22, 3% work in management group jobs, and 20% work as teachers (YTA).



YG employees of other Indigenous ancestry

Of all other Indigenous employees in Yukon government, 35% work in job levels 1 to 10, 45% work in job levels 11 to 22, 8% work in Management group jobs, and 13% work as teachers (YTA).



Percentages derived from Government of Yukon Workforce Census respondents that self-identified as Yukon First Nation or other Indigenous persons.

Number of employees Workforce Census response rates by community

(Indigenous and non-Indigenous)

Community	2020–2021		2021–2022	
	# of employees	YG Census response rate ³	# of employees	YG Census respondents rate ³
Beaver Creek	22	77.27%	21	85.71%
Carcross	60	75%	57	73.68%
Carmacks	71	66.20%	70	55.71%
Dawson City	268	58.21%	252	63.49%
Destruction Bay	18	72.22%	15	80%
Faro	44	68.18%	44	59.09%
Haines Junction	130	66.92%	129	74.42%
Mayo	84	65.48%	74	68.92%
Old Crow	41	70.73%	31	70.97%
Pelly Crossing	32	40.63%	70	68.57%
Ross River	61	60.66%	27	59.26%
Teslin	47	78.72%	47	65.96%
Watson Lake	159	67.30%	38	78.95%
Other ¹	72	65.28%	151	67.55%
Whitehorse	5349	77.02%	5606	75.83%
Total²	6458	67.32%	6632	69.87%

Indigenous representation by community

Community	Percentage of Indigenous census respondents 2020–2021 ³	Percentage of Indigenous census respondents 2021–2022 ³
Beaver Creek	30%	44%
Carcross	28%	33%
Carmacks	57%	51%
Dawson City	16%	18%
Destruction Bay	38%	58%
Faro	10%	15%
Haines Junction	22%	20%
Mayo	48%	49%
Old Crow	79%	67%
Pelly Crossing	50%	50%
Ross River	59%	40%
Teslin	19%	55%
Watson Lake	25%	31%
Other ¹	52%	27%
Whitehorse	12%	12%
Total	36%	38%

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

2 Total 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 Government of Yukon 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 Workforce Census response rates by department

(Indigenous and non-Indigenous)

Department	2020–2021		2021–2022	
	# of employees	Census response rate ⁴	# of employees	Census response rate ⁴
French Language Services / Women’s Directorate	36	69.44%	39	66.7%
Community Services	384	76.82%	396	76.8%
Economic Development	57	85.96%	59	83.1%
Education	1531	60.88%	1514	57.5%
Energy, Mines and Resources ¹	283	92.93%	287	89.9%
Environment	260	88.08%	288	85.1%
Executive Council Office	105	81.90%	94	91.5%
Finance	98	85.71%	79	84.8%
Highways and Public Works ²	969	79.36%	1019	80.8%
Health and Social Services	1850	74.11%	1947	75.6%
Justice	331	82.48%	369	80.2%
Public Service Commission	158	91.77%	179	87.7%
Tourism and Culture	164	82.32%	157	82.2%
Workers Compensation Health and Safety Board	93	91.40%	90	88.9%
Yukon Housing, Liquor, and Lotteries ³	175	77.1%	174	74.7%
Total⁴	6505	80.59%	6681	80.4%



Indigenous representation by department

Department	Percentage of Indigenous census respondents 2020–2021	Percentage of Indigenous census respondents 2021–2022
French Language Services / Women's Directorate	12%	12%
Community Services	13%	11%
Economic Development	15%	14%
Education	18%	17%
Energy, Mines and Resources ¹	9%	10%
Environment	8%	8%
Executive Council Office	16%	18%
Finance	6%	5%
Highways and Public Works ²	23%	22%
Health and Social Services	13%	11%
Justice	8%	9%
Public Service Commission	19%	18%
Tourism and Culture	11%	11%
Workers Compensation Health and Safety Board	5%	4%
Yukon Housing, Liquor, and Lotteries ³	14%	10%
Total YG⁴	13%	14%

¹ Includes Yukon Development Corporation

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

³ Yukon Housing, Yukon Liquor Corporation, and Lotteries Yukon have been amalgamated into one category

⁴Total YG may be lower than the sum of all departments as employee working in 2 or more departments are only counted once.

⁵ Percentages are derived from total Yukon government 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.



Breaking Trail Together Operational Plan Highlights

Highlights of the first operational plan include:

- The Yukon government Indigenous hiring preference pilot being extended from the originally intended eighteen-months, to the full duration of the Breaking Trail Together strategic plan until 2029.
- The development of new ways of sharing temporary assignment opportunities between governments has resulted in an increase in secondments between Yukon government and First Nation governments and organizations; this sharing of capacity and knowledge benefits everyone involved.
- The Yukon Government Indigenous Summer Student Program has been developed to attract Indigenous youth to careers at Yukon government, with positions beginning summer 2023.
- A corporate project aimed at assessing Yukon government's staffing practices is underway, with the goal of identifying and addressing barriers to employment for marginalized groups.
- Work has begun on development of an Elder-in-Residence Program that will help to bring traditional Indigenous knowledge to many Yukon government programs and services and provide Indigenous Yukon government employees with a culturally appropriate support in the workplace.

We anticipate that not all action items identified in the first operational plan will be complete within the three-year timeframe, those action items will be the foundation of the second operational plan.

