

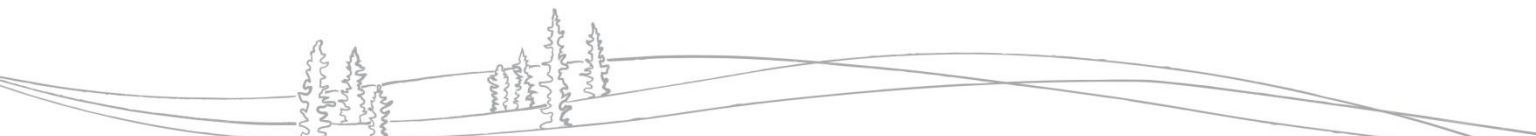


# GNWT Recruitment & Retention Challenges & Approaches

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Public Sector Service Delivery Council

February 22, 2023

Government of  
Northwest Territories





The Northwest Territories is a vast jurisdiction, covering more than 1.35 million square kilometers.

In 2021, the NWT Bureau of Statistics reported the population of the NWT as 45,504.

Diverse and culturally rich, approximately half of the territory's residents are Indigenous.

#### 11 Official Languages:

Dëne Sųłíné Yatıé (Chipewyan)

Nēhiyawēwin (Cree)

Dinjii Zhu' Ginjik (Gwich'in)

Inuinnaqtun

ᐃᐅᐅᐅᐅ (Inuktitut)

Inuvialuktun

Sahtúot'inę Yatı (North Slavey)

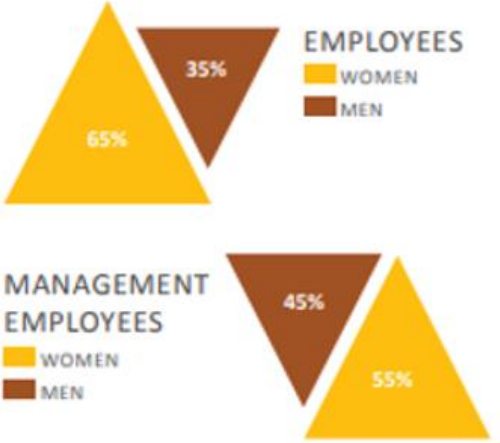
Dene Zhatıé (South Slavey)

Tıchq Yatı

Français (French)

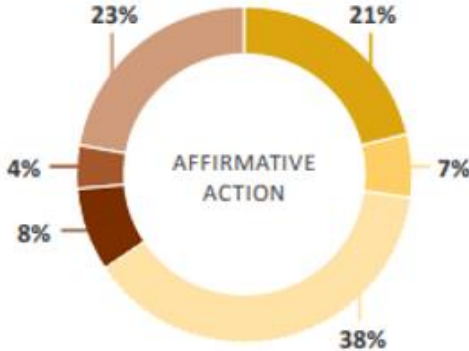
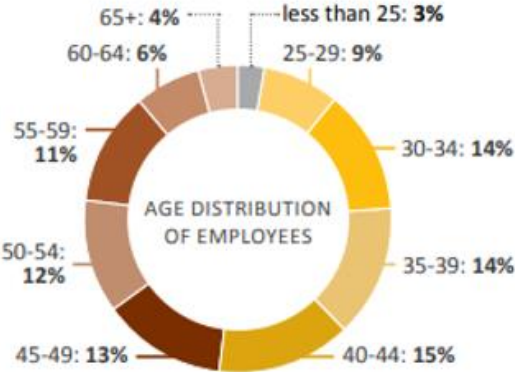
English

# A NWT Public Servant



**43.9 yrs**  
AVERAGE AGE

**7.9 yrs**  
AVERAGE LENGTH OF SERVICE



- Indigenous Aboriginal Women
- Indigenous Non-Aboriginal Women
- Non-Aboriginal Women
- Indigenous Aboriginal Men
- Indigenous Non-Aboriginal Men
- Non-Aboriginal Men

# GNWT Challenges

**Housing** in smaller communities and Yellowknife candidates are declining job offers due to lack of housing options \*

Want to **Work Remotely** from other parts of Canada \*

**Salary**

**Health Recruitment/Retention** - Difficult to fill but consistent across all sectors  
National challenges are felt here and across the country.

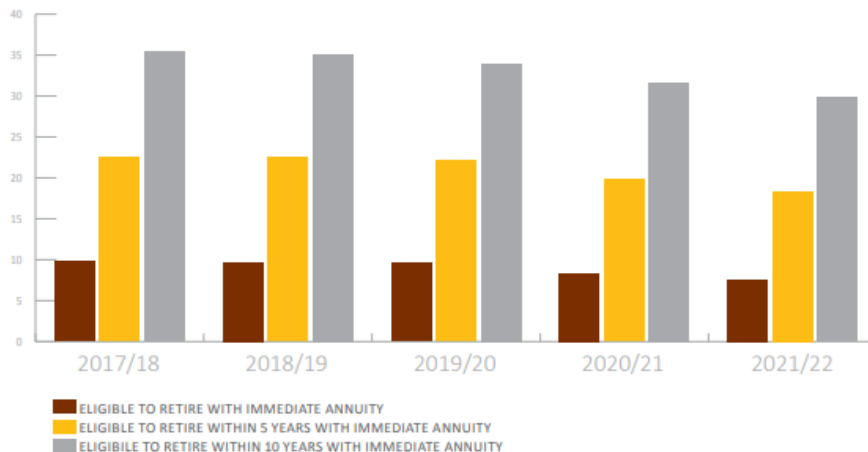
**Fewer applicants** generally in competitions

**No Qualified Candidates**

**85%**

THE GNWT'S EMPLOYEE  
RETENTION RATE

RETIREMENT ELIGIBILITY OVER THE NEXT TEN YEARS (AS AT MARCH 31, 2021)



# GNWT Approaches

**Focus on who's here - appeal to lifestyle - pay and benefits – opportunity!**

- Internal Mobility
- Indexed Pension (mirrors Federal)
- Benefits: Holidays, deferred leave, education leave, relocation
- Indigenous Recruitment and Retention Framework - *new!*
- Healthcare
  - ✓ 20 graduating Nursing students already have conditional job offers waiting for them
  - ✓ Nurse Practitioner Grads hired from local program
  - ✓ Planning to hire LPN's from program

- The **Regional Recruitment Program**: provides a link between vacant regional positions and local northern residents through on-the-job training.
- The **Indigenous Career Gateway Program**: supports the career objectives of Indigenous NWT residents interested in a career with the territorial government.
- The **Summer Student Employment Program**: offers work experience and competitive salaries to support northern post-secondary students. This valuable work experience enhances their employment prospects upon graduation.
- The **Internship Program**: provides unique employment opportunities to recent northern graduates through internships with GNWT departments. This valuable work experience enhances their employment prospects and helps retain skilled northern workers.

## RECRUITING NORTHERNERS TO PUBLIC SERVICE

Regional Recruitment Program Hires



Indigenous Career Gateway Program Hires



Summer Student Employment Program Hires



Internship Program Hires



■ 2018/19 ■ 2019/20 ■ 2020/21 ■ 2021/22

## DEVELOPING AN EFFECTIVE NWT PUBLIC SERVICE



# Come Join Us!

- [Spectacular NWT](#)
- [Careers](#)
- [GNWT Position  
and Salary Information](#)



(Submitted to CBC North by Cline Thériault)

