



Breaking Trail Together

An Inclusive Yukon Public Service

Representative Public Service Plan

*Public Sector Service Delivery
Council*

February 25, 2020

Yukon Context

- Population of Yukon – approximately 41,408 (September 2019);
- Unemployment Rate – 5.0% (January 2020);
- Aboriginal people comprise approximately 23% of Yukon's population (federal census 2016);
- 14 First Nations are located in Yukon;
- 11 of 14 First Nations have signed Final Agreements which include self-government provisions; and
- Across Canada, there are 25 self-government agreements.

Yukon Context – Final Agreements

- Often referred to as ‘modern-day treaties’;
- Legal agreements made between federal government, Government of Yukon and individual Yukon First Nations;
- Contain all provisions of ‘Umbrella Final Agreements’ with addition of specific provisions which apply to individual First Nations; and
- Chapter 22 of each Final Agreement includes a provision which obligates Government to develop and implement a plan to “attain the goals of a representative public service”.

Breaking Trail Together – Representative Public Service Plan

- Addresses YG’s Final Agreement obligation within Chapter 22 to “attain the goals of a representative public service located in the Yukon”;
- Consistent with our government’s priority of “strong government to government relationships with First Nations to foster reconciliation”; and
- The new plan was developed in collaboration with Yukon First Nation government representatives through an established bilateral table, the Representative Public Service Working Group.

Breaking Trail Together – Representative Public Service Plan

- Includes a ten-year strategic plan and a three-year operational plan which will be renewed in three year intervals;
- Breaking Trail Together includes three pillars:
 - Responsive and barrier-free recruitment;
 - Culturally safe and supportive work environments; and
 - Training and development opportunities.
- Operational plan includes 25 actions including a pilot project where all Yukon government competitions will be preferenced to qualified Aboriginal candidates with a priority given to Yukon First Nation candidates.

Preference Pilot Project

- YG to preference all competitions to Aboriginal people with a priority to Yukon First Nation applicants;
- Will begin April 1st, 2020 for 18-months;
- Competitions will remain open to all candidates;
- Yukon First Nation/Aboriginal candidates must still demonstrate merit before being considered for preference, meaning that candidates must have the required knowledge, abilities and suitability for any position.

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Responsive and barrier-free recruitment – Additional Actions

- Develop community staffing guideline – Teslin Pilot;
- Develop a competency framework that allows for alternative staffing assessments; and
- Identify opportunities to attract post-secondary students for internships and employment opportunities.

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Culturally safe and supportive work environments – Additional Actions

- Research options to create an “Elder in Residence” position to support Aboriginal employees;
- Learning opportunities that support further development of inter-cultural competencies; and
- Identify opportunities to co-host Aboriginal Employee Forum events with First Nation governments that promote reconciliation.

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Training and development – Additional Actions

- Hold more training events outside of Whitehorse and open to First Nation government employees;
- Hold seats in YG training events for employees of First Nation governments; and
- Explore opportunities to collaborate with First Nation governments for joint learning initiatives such as an Aboriginal Leadership Conference.

Aboriginal Recruitment and Development Program

The Aboriginal Recruitment and Development Program (ARDP) is an internal Yukon government initiative to support the hire and advancement of Aboriginal employees. The program's short-term goal is to help Aboriginal people overcome barriers to employment and build their capacity to compete for government jobs. This is primarily achieved by providing program participants with relevant training and work experience. This program is designed as a cost share initiative between the Public Service Commission and YG departments.

Aboriginal Employees' Forum

The Aboriginal Employees' Forum (AEF) began in 2007 to help new Aboriginal employees as they transition into Yukon government. An employee network, the AEF provides members with opportunities to meet colleagues from other departments, access a cultural support system and build relationships with Aboriginal role models.

The AEF offers cultural programming and professional development opportunities which are selected by AEF members annually.

Over the years our group has transformed into a recruiting and retention mechanism for Aboriginal employees and supports and demonstrates Yukon government's commitment for reconciliation.

AEF – Orange Shirt Day



AEF – Orange Shirt Day



AEF – Roc your Mocs

Yukon

ROCK YOUR MOCS



Most Creative Group Photo



Yukon

Aboriginal Employee Award of Honour

The Aboriginal Employees Award of Honour (AEAH) was established in 2009 and recognizes significant accomplishments of Yukon government Aboriginal public servants who provide outstanding service or contributions to the Yukon government, fellow employees or to the Yukon public.

Since the inception of these awards, there have been 121 nominees, 28 recipients, 3 special recognition awards and one posthumous award.

Aboriginal Employee Award of Honour



Temporary Assignments

Temporary assignments, otherwise known as secondments, between First Nations governments and the Government of Yukon is another component of Breaking Trail Together. Temporary assignments foster mutual understanding of the workplace and enhance capacity of all governments. Furthermore, temporary assignments can help to address shortages of qualified personnel, increase the effectiveness of inter-governmental relationships and provide employees with career advancement opportunities.

Employment Related Services

Individuals seeking employment assistance for the Government of Yukon can contact Diversity Services where a Diversity Consultant will discuss the program and services that are available. Diversity Services can provide:

- Hiring process information;
- Resume assistance;
- Interview preparation; and
- General career advice.

Thank you

For more information contact:

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