



Government of Nunavut **Public Service Annual Report** 2023-24



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» About the Public Service Annual Report

The 2023-24 Public Service Annual Report provides a summary of the overall administration, management, and development of the public service. It takes stock of progress on advancing strategic human resource priorities and highlights accomplishments aimed at supporting employees and strengthening the Government of Nunavut's (GN) capacity to deliver effective, timely and culturally relevant programs and services to Nunavummiut.



Inuuqatigiitsiarniq

Respecting others, relationships and caring for people.



Tunnganarniq

Fostering good spirits by being open, welcoming and inclusive.



Pijitsirniq

Serving and providing for family and/or community.



Aajiiqatigiinni

Decision-making through discussion and consensus.



Pilimmaksarniq/Pijariuqsarniq

Development of skills through observation, mentoring, practice and effort.



Piliriqatigiinni/Ikajuqtigiinni

Working together for a common cause.



Qanuqtuurniq

Being innovative and resourceful.



Inuuqatigiitsiarniq

Respecting others, relationships and caring for people.



Avatittinnik Kamatsiarniq

Respect and care for the land, animals, and the environment.

Minister's Message

Hon. David Akeeagok

As Minister responsible for the Public Service Act, I am pleased to present the 2023-2024 Public Service Annual Report.

This annual report not only showcases the achievements of the Department of Human Resources over the past year, but also helps highlight the critical role that Government of Nunavut employees play in carrying out our Katujjiluta mandate, and delivering programs and services that respond to the needs of Nunavummiut.

In 2023-24, my department's focus has been on empowering employees through robust recruitment, training, and development initiatives. It is vital that our workforce reflects Nunavut's population which is why Inuit employment remains front and centre in our work.

A new Nunavut-Wide Hiring Policy was introduced this year, aimed at strengthening this government's commitment to decentralization and supporting individuals and local economies by giving employees greater flexibility in choosing their community of work.

Recognizing that employee well-being is paramount, we have prioritized mental health and wellness initiatives that foster healthy individuals and workplaces. Our mediation and support services allow us to address concerns promptly and maintain a positive working environment.

As we look to the future, my department remains dedicated to meeting the diverse and evolving needs of employees, departments and the people and communities we serve. We are committed to finding new and innovative ways to build human resources capacity at all levels of government in a challenging and competitive post-pandemic labour market.

By working together, we will continue to build and develop a public service that contributes to the advancement of our territory and the well-being of our people.

Qujannamiik,
Honourable David Akeeagok
Minister Responsible for the Public Service Act

2023-24 Public Service Government of Nunavut One of Canada's 100 Top Employers

The Government of Nunavut (GN) has been recognized as one of Canada's Top 100 Employers for its commitment to creating a positive work environment across multiple categories. This distinction highlights our efforts in fostering employee well-being, offering competitive benefits, promoting diversity and inclusion, and implementing programs that support work-life balance. The recognition reflects the GN's dedication to attracting and retaining talented individuals while contributing to the development of the territory.

For the seventh consecutive year, the GN was recognized as one of Canada's Top 100 Employers including Best Employer for Recent Graduates. For the third year in a row, the GN was recognized as one of Canada's leading Diversity Employers, and as a top employer for youth due to its dedicated initiatives aimed at creating opportunities for young people in the territory. This includes programs focused on internships, co-op placements, and entry-level positions that provide valuable work experience.

The GN prioritizes mentorship and training, helping youth develop essential skills for their future careers. Additionally, the government supports educational initiatives, scholarships, and workshops that engage young residents, fostering a sense of community and encouraging their active participation in the workforce. This recognition underscores GN's commitment to empowering the next generation and developing a skilled workforce for the territory.

The GN's recognition includes notable programs, such as the Amaaqaarniq Education Program, Career Broadening Program, Sivuliqtisat Internship and the Hivliqtikhanut Leadership Development. These programs highlight the initiatives that help remove barriers to post-secondary education and training for eligible Inuit employees, and nurture emerging leadership for Inuit employees.

To read more about the GN's key benefits and human resources programs for students and young people, please visit our Canada's Top Employers Competition online profile:
<https://reviews.canadas-top100.com/top-employer-nunavut-government#>



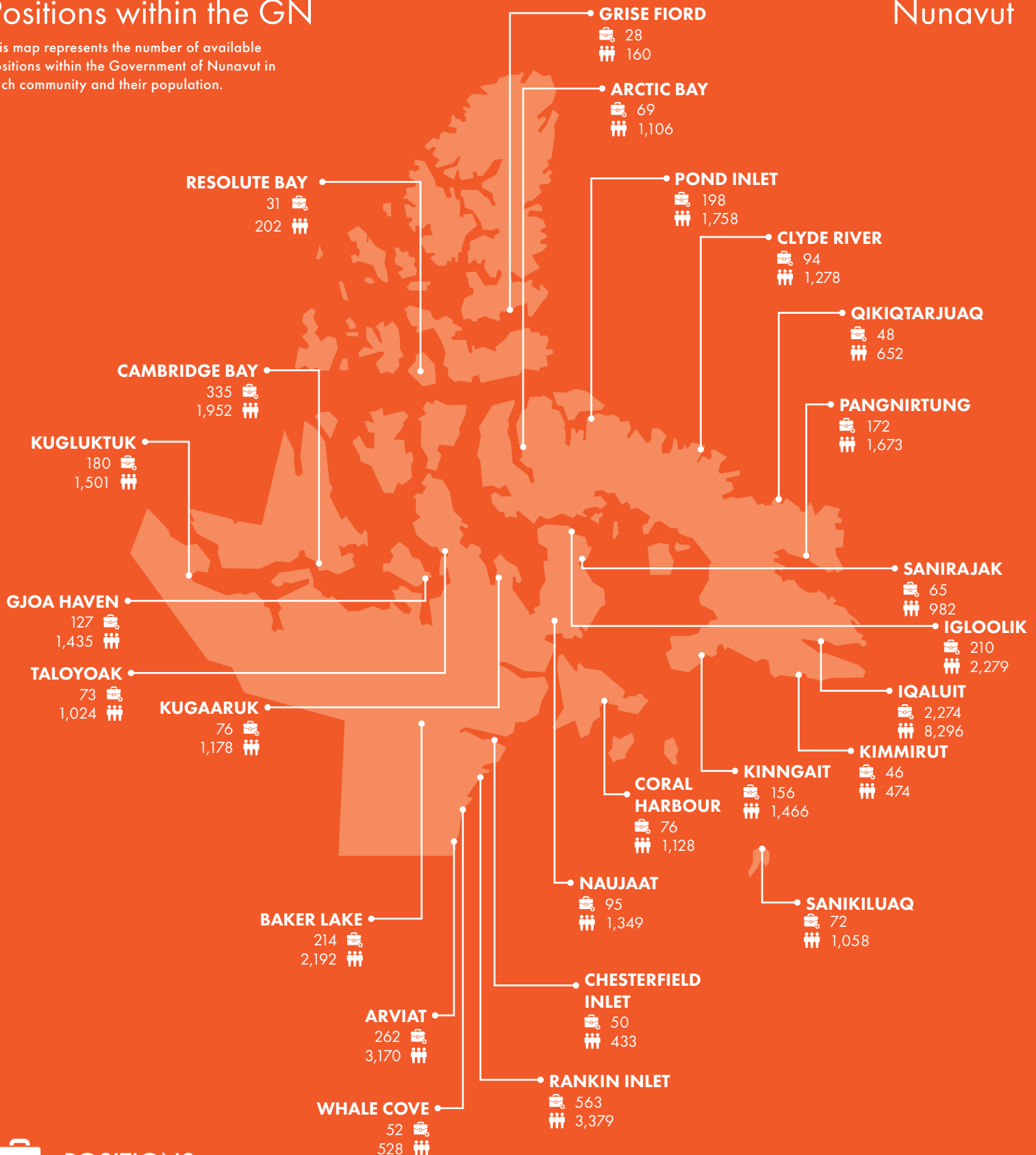
5,591 **

Combined total Positions within the GN

This map represents the number of available positions within the Government of Nunavut in each community and their population.

40,673 *

People live in Nunavut



POSITIONS



POPULATION

* Statistics from Nunavut Bureau of Statistics, as of July 1, 2023
** All positions within the GN, NAC, and QEC as of March 31, 2024

Public Service Overview

Employee Groups

The majority of GN employees are represented by one of three in bargaining units, each with a distinct collective agreement:

- **Nunavut Teachers' Association (NTA)** – collective agreement: in effect until June 2025.
- **Nunavut Employees Union (NEU)** – collective agreement in effect until September 30, 2024.
- **Nunavut Employees Union Qulliq Energy Corporation (QEC)** – collective agreement in effect until December 31, 2024.

The Government of Nunavut's participation in the negotiations of these collective agreements is led by the Employee Relations division of the Department of Human Resources.

There are two other groups of non-unionized employees whose terms and conditions of employment fall outside of the three bargaining units:

- Excluded Employees, and
- Senior Management.

Human Resource Costs

The following table provides an overview of human resource costs, including compensation and benefits for all public servants, for the 2023-24 fiscal year:

Public Service Human Resources Costs (\$000)	
	2023-24
Regular Salaries	\$463,133,144
Overtime	\$35,203,995
Northern Allowance	\$94,260,104
Employer Costs	\$85,113,852
(Public Service Pension Plan, Canada Pension Plan, Employment Insurance, Health & Dental Coverage, Long-Term Disability, etc.)	
Other Compensation	\$30,521,637
Workers' Safety and Compensation Commission	\$8,967,412
Housing Allowance	\$3,607,748
Inuktitut Language Incentive/Bilingual Bonus	\$3,062,954
Total	\$723,870,846

2023-24 Employees by Group and Status

	Filled Positions	Inuit	Non-Inuit
NEU	1,935.00	1,239	696
NTA	838.00	294.10	544.00
Excluded	582.00	267.00	315.00
Senior Management	207.00	51.00	156.00
	3,562.00	1,851.00	1,711.00

A Year in Highlights

2023-24 Public Service



5,591

Total Public Service Positions

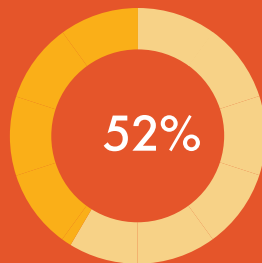
Total Positions Filled

3,650

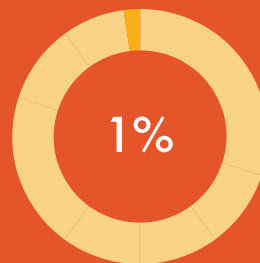
Total Vacancies

1,940

Nunavut Inuit Employed



Inuit Employment Increase



Casual Nunavut Inuit Moved Into Term/Indeterminate

125

Nunavut Inuit Direct Appointments

153

Median Salary

\$104,041

Average Length of Service

9.23 Years

Average Age

46



1 year of service

359



Female Inuit Employees

66%



Male Inuit Employees

34%



20 years of service

382

333

Transfer Assignments

Inuit Employment Increase From:

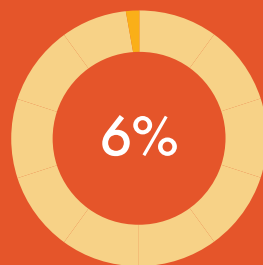
1,675 To 1,907

Between 2023-24

232

Nunavut
Inuit Hired

Public Service
Capacity Growth



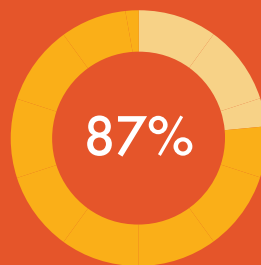
813

Recipients of Inuktitut
Language Incentive

175

Nunavut Inuit
Summer
Students

Nunavut Inuit
Summer Students



102

Recipients of
Bilingual Bonus

\$723,870

Total Compensation [in \$000]
Salaries, Overtime, Northern Allowance, Employer
Costs & Benefits, WSCC, Housing Allowance, and
Language Incentives

\$3,063

Total Inuktitut Language
Incentives and Bilingual
Bonuses [in \$000]

Total Number of Casuals
Decreased to

1,019

Compared to

1,053

in 2022-23

\$44.13/hr

Average Wage Rate for Casuals



» Strengthening Public Service

In 2023-24, the Government of Nunavut (GN) implemented several significant policies and strategic appointments that marked a shift in the public service's approach to addressing the challenges posed by the post-pandemic decline in capacity that was felt throughout Canada.

Nunavut-Wide Hiring Policy

This policy allows for an eligible position to be advertised with multiple potential locations of work; the successful candidate can work from a Nunavut community where there is available workspace instead of a position's designated community.

The Nunavut-Wide Hiring Policy contributes to the GN's commitment to Inuit employment and decentralization, grounded in the belief that the best public service includes people from across the territory.

Comprehensive GN Salary Review

An independent, multi-phase review was initiated by the Departments of Finance and Human Resources to identify and address any gaps in salaries and pay structure comparative to the market to ensure that the GN is competitive.

A subsequent phase of the review will focus on broader recommendations and initiatives that could be undertaken to make the GN an "Employer of Choice."

Expedited Direct Appointments

A new process to streamline and speed up the process of direct appointing to public service jobs while maintaining the objective review and oversight required with respect to non-competitive appointments.

In support of Article 23 of the Nunavut Agreement, expedited direct appointments may only be considered for Nunavut Inuit.

Remote Hiring Policy

This policy provides for the temporary (term) hiring of employee to work remotely in a GN position from a location other than the designated GN workplace on a full-time basis.

The Remote Hiring Policy is an interim measure to address critical capacity challenges within the GN with eligibility limited to specialized hard-to-fill positions.

Appointment of Nunavut-Based Ethics Officer

The Ethics Officer is an independent position established under the Public Service Act to handle complaints of wrongdoing within Nunavut's public service.

Following an extensive Expression of Interest process, Joseph Murdoch-Flowers was appointed to the role in February 2024.

This marks the first time a Nunavut-resident serves as Ethics Officer.

Student Career Fair

In March 2024, a career fair was held in Iqaluit, offering both in-person and virtual options to promote careers and job opportunities with the Government of Nunavut. Students from across the territory, as well as Nunavummiut enrolled in post-secondary programs outside the territory, were able to connect and explore a wide range of summer employment opportunities.



Summer Student Career Fair (photos above) was held in March 2024 and had students interacting with potential careers and employers in person and virtually..



» Recruitment & Staffing

Employee Retention and Turnover

Employee retention in the Government of Nunavut (GN) remains a strong priority, showing our commitment to creating a positive and supportive workplace. Our employees are motivated by an environment that values professional growth, community involvement, work-life balance, and Inuit Societal Values—especially *Tunnganarniq* (creating a welcoming and respectful environment) and *Inuuqatigiitsiarniq* (respecting and caring for others).

This supportive culture helps our employees feel valued and stay with the GN for the long term. Strong retention not only supports delivery of consistent and effective services to communities across Nunavut.

To support this, the GN continues to offer a competitive pay and benefits package. This includes salaries, pensions, bonuses for long service, staff housing, household and northern allowances, various types of leave, and many training and development opportunities.

Staff turnover is measured by the number of indeterminate or term employees who leave the GN each year, for reasons such as retirement, resignation, end of term, layoffs, or, rarely, dismissal.

Retaining skilled and committed employees is key to addressing staffing challenges and maintaining strong government services for Nunavummiut.

>> In 2023–24, our retention rate was 87.25%.

Staff Housing Allocation

The Staff Housing Allocation Committee assigns staff housing units according to set procedures. The Department of Human Resources chairs the committee, which is comprised of Assistant Deputy Ministers from all GN departments and operates on the Inuit Societal Values of *Aajiqatigiinni* (decision-making through discussion and consensus) and *Piliriqatigiinni* (working together for a common cause).

Under the Staff Housing Policy, Deputy Heads of each represented department or public body can prioritize positions to meet operational requirements and departmental Inuit employment goals and objectives. While the committee assigns staff housing to competitions, the Nunavut Housing Corporation (NHC) manages the assignment of specific staff housing units and the ongoing maintenance requirements of housing units.

Direct Appointments

Direct appointments allow the Government of Nunavut to fill specific positions without using the standard competitive process. This approach is mainly used to meet urgent operational needs or to hire individuals with specialized skills or experience.

In alignment with Article 23 of the Nunavut Land Claims Agreement and the GN’s commitment to Inuit employment, direct appointments are an important tool for increasing Inuit representation in the public service. The process prioritizes qualified Nunavut Inuit, helping to build a workforce that reflects the population it serves.

By streamlining hiring, direct appointments support timely service delivery and contribute to a skilled, representative, and resilient Inuit workforce.

>> In 2023-24, there were 156 direct appointments compared to 68 in 2022-23. Of these, 153 (98%) were Nunavut Inuit.



Total Hires

328



Total Active Competitions

423



Nunavut Inuit Direct Appointments

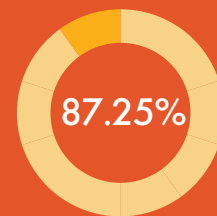
153



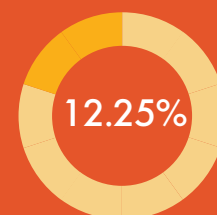
Nunavut Inuit Term and Indeterminate Hires

157

Retention Rate



In 2024, the average national rate of turnover is 11.9% and GN’s is 12.25%.



Direct Appointments by Department and Status

Direct appointments by department and status:

Department/Public Body	Total	Inuit	Non-Inuit
CGS	14	14	0
CH	3	2	1
EDT	9	9	0
EDU	43	42	1
EIA	1	1	0
ENV	4	4	0
FIN	10	10	0
FS	4	4	0
HEA	38	38	0
HR	4	4	0
JUS	6	6	0
NAC	2	1	1
NHC	6	6	0
OLA	0	0	0
QEC	12	12	0
Total	156	153	3

Direct Appointments by Community and Status

Direct appointments by community and status:

Community	Total	Inuit	Non-Inuit
Arctic Bay	1	1	0
Arviat	4	4	0
Baker Lake	16	16	0
Cambridge Bay	9	8	1
Clyde River	5	5	0
Coral Harbour	1	1	0
Edmonton	1	1	0
Gjoa Haven	3	3	0
Grise Fiord	1	1	0
Igloolik	13	13	0
Iqaluit	44	42	2
Kinngait	4	4	0
Kugaaruk	1	1	0
Kugluktuk	4	4	0
Nauyasat	1	1	0
Pangnirtung	4	4	0
Pond Inlet	13	13	0
Qikiqtarjuaq	2	2	0
Rankin Inlet	19	19	0
Resolute Bay	1	1	0
Sanikiluaq	3	3	0
Sanirajak	2	2	0
Taloyoak	2	2	0
Whale Cove	1	1	0
Winnipeg	1	1	0
Total:	156	153	3

Term and Indeterminate Hires by Department and Status

Term/Indeterminate Hires by department and status*

Department/Public Body	Total	Inuit	Non-Inuit
CGS	41	8	33
CH	4	3	1
EDT	6	3	3
EDU	39	26	13
EIA	7	4	3
ENV	6	1	5
FIN	23	4	19
FS	32	13	19
HEA	96	65	31
HR	16	7	9
JUS	52	20	32
OLA	6	3	3
TOTAL	328	157	171

*Does not include casual, relief, direct appointments, appointments, transfers, Nunavut Arctic College (NAC), Nursing, teaching (NTA) positions, or QEC.

Term and Indeterminate Hires by Community and Status

Hires by community and Nunavut Inuit status:

Community	Total	Inuit	Non-Inuit
Arctic Bay	4	3	1
Arviat	9	8	1
Baker Lake	4	3	1
Cambridge Bay	22	16	6
Chesterfield Inlet	2	2	0
Clyde River	2	2	0
Coral Harbour	3	3	0
Gjoa Haven	6	6	0
Igloolik	11	9	2
Iqaluit	175	43	132
Kimmirut	2	1	1
Kinngait	4	3	1
Kugaaruk	11	11	0
Kugluktuk	12	7	5
Nauyasat	2	2	0
Pangnirtung	11	5	6
Pond Inlet	4	1	3
Qikiqtarjuaq	4	2	2
Rankin Inlet	29	20	9
Resolute Bay	3	3	0
Sanikiluaq	3	3	0
Sanirajak	1	1	0
Taloyoak	4	3	1
Total:	328	157	171

Transfer Assignments by Department and Status

The GN offers employees the opportunity to transfer either internally within their home departments or to another department within the GN to gain experience or meet operations requirements. In 2023-24, there were a total of 333 on a transfer assignment.

Transfer Assignments by Department and Status:

Department/Public Body	Total	Nunavut Inuit	Non-Inuit
CGS	28	6	22
CH	9	4	5
EDT	20	11	9
EDU	72	16	56
EIA	12	6	6
ENV	13	5	8
FIN	28	9	19
FS	27	10	17
HEA	44	17	27
HR	23	11	12
JUS	27	11	16
NAC	20	14	6
NHC	8	2	6
OLA	2	1	1
Totals	333	123	210

Terminations

Department	Total	Unit	Total
CGS	35	EXC	69
CH	6	NEU	199
EDT	8	NTA	161
EDU	196	SRM	25
EIA	4	Grand Total	454
ENV	7	*Terminations include retirements, resignations, end of term, lay-offs, and in rare cases, dismissals.	
FIN	18		
FS	16		
HEA	99		
HR	10		
JUS	27		
NAC	14		
NBCC	1		
NHC	10		
OLA	3		
Grand Total	454		

*Terminations include retirements, resignations, end of term, lay-offs, and in rare cases, dismissals.

Job Competition & Hiring

The following charts represent the breakdown of the hires and competitions for the 2023-24 fiscal year:

	Total hires with start dates in 2023-2024*	Nunavut Inuit hired*	Non-Inuit hired*	Positions advertised during fiscal year**	Competitions**
HQ	175	44	131	324	380 competitions for 492 positions
Qikiqtaaluk	49	32	17	44	66 competitions for 75 positions
Kivalliq	49	38	11	55	101 competitions for 107 positions
Kitikmeot	55	43	12	n/a*	n/a*
Total	328	157	171	423	547

*Issue with data for Kitikmeot. Information to be made available upon update.

** Includes competitions by the Department of Human Resources only.

Casual and Relief Employment

The Government of Nunavut (GN) hires casual and relief employees to meet short-term or urgent operational needs. According to the Public Service Act, a casual employee is defined as someone “employed to perform work of a temporary or casual nature or in an emergency.” Casual positions are often used to support special projects, manage increased workloads, or provide coverage for employees on leave.

A relief employee is defined as a person “employed on an indeterminate or term basis to provide services ordinarily delivered by other employees, as and when needed, or in emergency situations.”

Casual employment serves as a valuable entry point into the public service, offering learning and development opportunities that can lead to term or indeterminate positions. While departments are encouraged to prioritize long-term staffing solutions, casual hiring remains an important tool for addressing immediate capacity challenges.

>> In 2023–24, there were 1,019 active casual assignments across the GN. Of these, 552 positions—representing 50%—were held by Nunavut Inuit, supporting the government’s commitment to Inuit employment.

>> In 2023-24, 125 casual employees transitioned into term or indeterminate roles, demonstrating the effectiveness of casual employment as a pathway to more permanent public service careers.

Casual Assignment by length of service

Year of Service	# of Casuals	%	Nunavut Inuit	Non-Inuit
<1 year	716	70%	359	357
1-2 years	164	16%	97	67
2 years +	139	14%	96	43
Total	1,019	100%	552	467

2023-24 Casual Assignments by gender and status

Category	DEPT	QEC	Total
Female	665	0	665
Male	354	0	354
Female Nunavut Inuit	387		387
Female non-Inuit	278		278
Male Nunavut Inuit	165		165
Male non-Inuit	189		189
Total Nunavut Inuit	552	0	552
Total non-Inuit	467	0	467



Summer Student Equity Employment Program (SSEEP)

The Summer Student Equity Employment Program (SSEEP) is an initiative designed to provide summer employment opportunities for Nunavut high school, post-secondary students and recent graduates. Students engage in work placements across government departments and develop valuable skills and experience linked to future career opportunities.

SSEEP is integral to empowering the next generation and developing capacity for the public service.

>> 202 students were employed with the Summer Student Equity Employment Program in 2023-24, 175 (87%) Nunavut Inuit.

Summer Student Employment Equity Program

Department	Total	Nunavut Inuit
CGS	25	20
CH	3	2
EDT	8	8
EDU	11	10
ENV	29	25
EIA	4	4
FS	11	11
FIN	11	9
HEA	55	50
HR	5	2
JUS	10	8
OLA	2	2
NAC	10	9
NHC	6	4
QEC	12	11
TOTAL	202	175

The background image shows two women in a professional setting, likely an office or training room. They are seated at a desk, looking down at documents or a laptop. The image is heavily overlaid with a warm orange color, which also serves as the background for the text. The text is in a white, serif font. The first line is 'Career', followed by a large double right-pointing chevron '»', then 'Development' on the next line, and '& Education' on the third line. A thin white horizontal line is positioned below the title.

Career » Development & Education

The Department of Human Resources has several divisions and a number of programs that offer career development and education opportunities for public service employees, and these include the Public Service Training and Sivumuaqatigiit Training Initiatives. These play a crucial role in the Government of Nunavut, dedicated to the development and enhancement of the skills and competencies of the territorial workforce. Its mission is to ensure that public service employees are equipped with the necessary knowledge and abilities to deliver effective and responsive services to Nunavut's communities with a focus on Inuit leadership and career development.

Onboarding

> **The Cultural Orientation Program** is designed to enhance understanding and appreciation of Inuit Societal Values (ISVs) and Inuit culture and traditions. Its goal is to educate participants about the history and culture of Nunavut, while supporting employees in integrating Inuit Qaujimajatuqangit (IQ) and ISVs into their workplace and daily lives.

The orientation features guest speakers, engaging activities, and teachings led by Inuit elders and cultural experts.

>> 14 sessions, 81 participants, 11% Nunavut Inuit

> **Employee Orientation Sessions** are held to allow new employees to learn about the GN operations and organizational culture, training, services and benefits, and topics include: the GN mandate, health and safety, compensation and benefits, and training and development opportunities.

>> 14 sessions, 63 participants, 32% Nunavut Inuit

Policy Skills Development

Aims to build strong policy skills and support increased Inuit employment. The expertise gained in this program supports the delivery and development of policies and programs consistent with Inuit beliefs, values and language.

The participants gain one year of policy work experience and the support of online training and mentorship.

Three cohorts were held in 2023-24:

- Policy Foundations (Nunavut Inuit only cohort)
- Policy Training
- Advanced Policy Training

>> 47 participants, 42 graduates, 33% Nunavut Inuit



28

Cultural & Employee
Orientations delivered

To

144

Participants



42

Graduates in Policy
Skills Development



Above: Inuit-only cohort of the Master Certificate in Project Management gathered for a graduation ceremony on March 13, 2024.

Master Certificate in Project Management, Inuit-Only Cohort

Launched in the 2021-22 academic year, the program is designed to help employees gain valuable experience and provide them the opportunity to earn their Project Management Professional (PMP) designation through the globally recognized Project Management Institute.

In 2024, the program was delivered in partnership with the Schulich School of Business Executive Education Center at York University in Toronto, serving its fifth and Inuit-only cohort.

>> 20 participants, 16 graduates, all Nunavut Inuit

Learning & Development Courses

The GN offers one to five-day education and training opportunities to help employees build the skills they need in their current roles and support their career growth. Training is available in a variety of areas, including:

- Administration,
- Communication,
- Computer Skills,
- Financial Management,
- Supervision and Leadership, and
- Project Management.

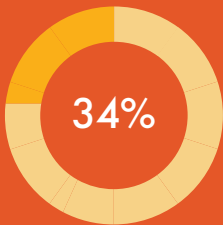


Course Duration:
1 to 5 Days



88
Total Courses
Delivered

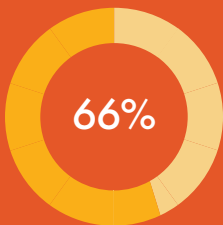
Participating
Nunavut Inuit by %



Regions & Courses:

Kitikmeot - 42
Kivalliq - 13
Qikiqtaaluk - 9
Headquarters - 24

Participating
Non-Inuit by %



Total Participants
1,010

Occupational Training

These occupational training programs are designed to enhance the knowledge and skills of employees already working in their fields, while also supporting those interested in career advancement or a change in direction.

These training opportunities help employees gain the qualifications and experience needed to take the next step in their careers.

In 2023–24, training included several educational series of courses, many of which led to certifications and supported career development. These included:

- **Human Resources Learning Series**
2 cohorts, 50 participants, 28 graduates, 6 (21%) Nunavut Inuit, 22 (79%) Non-Inuit
- **Diversity and Inclusion**
15 participants, 15 graduates, 3 (20%) Nunavut Inuit, 12 (80%) Non-Inuit
- **Administrative Professional Certificate Program**
3 cohorts, 60 participants, 28 graduates, 7 (25%) Nunavut Inuit, 21 (75%) Non-Inuit
- **Pre-Retirement Course**
2 cohorts, 40 participants, 32 graduates, 7 (22%) Nunavut Inuit, 25 (78%) Non-Inuit
- **Career Development Skills**
15 participants, 12 graduates, 2 (17%) Nunavut Inuit, 10 (83%) Non-Inuit
- **Human Resources Captus Academic Program**
40 participants, 9 graduates, 0 Nunavut Inuit, 9 Non-Inuit
- **Master Certificate in Project Management**
30 participants, 27 Non-Inuit graduates

Hivuliqtikhanut Leadership Program

Introduced in 2015 to build leadership capacity while practicing *Qanuqtuurniq* (being innovative and resourceful). The program aims to develop leadership competencies for those in or aspiring toward entry, mid and senior management roles.

Graduates receive advanced standing at Dalhousie University:

- Master of Public Administration
- Master of Information Management

>> 3 Cohorts (1 Inuit-only), 60 participants, 52 graduates, 35 (67%) Nunavut Inuit, 17 (33%) Non-Inuit





Human Resources Learning

The Government of Nunavut continues to invest in Human Resources (HR) training to strengthen public service capacity and increase Inuit representation in the profession.

The following programs were offered in 2023–24: the Human Resources Learning Series (in partnership with the University of Alberta), and the Captus Academic Program (aligned with CPHR Canada standards).

These programs support professional development, certification readiness, and long-term career growth for Nunavut Inuit in HR roles.

- **Human Resources Learning Series**

Delivered in partnership with the University of Alberta's Faculty of Extension, this nine-month modular program included live, virtual instruction across nine courses.

Open to both Inuit and non-Inuit employees, participants earned a Record of Achievement upon completion.

>> 50 participants, 22% Nunavut Inuit

- **Human Resources Captus Academic Program**

This flexible, online program delivered by Captus Press—an educational partner of Chartered Professionals in Human Resources (CPHR) Canada—offered two study options (1 or 2 courses per term) to accommodate different learning needs. The course duration is 20-28 months long, and is fully self-directed.

>> 40 participants, 15% Nunavut Inuit

Specialized Training & Program Development Fund

Administered by the Department of Human Resources' Public Service Training division, the program allocates funding for training developed by departments to address specialized areas of interest. In 2023-24, 17 training proposals were received and approved, with a special focus on the Department of Family Services.

2023-24 Specialized Training Fund (with a focus on Family Services)

Specialized Training Fund Initiative	Funding Approved	Department
Advanced Training for Nurse Practitioners	\$20,000	HEA
Canadian Triage Acuity Scale (CTAS) Training for Nurses	\$9,000	HEA
Contaminant Sampling Training	\$90,500	ENV
Collaborating Training	\$57,000	FS
Manager & Supervisor Training	\$56,124	FS
Receptionist/Clerk Interpreter Training (multi-year)	\$32,740	FS
Mental Health First Aid-Inuit (multi-year)	\$40,000	FS
StepWise Training	\$200,256	FS
GN Learning & Development & Occupational Training Programs	\$511,040	HR
Human Resource Investigator Training	\$270,000	HR

2023-24 Program Development Fund

Program Development Fund Initiative	Dept.	Funding Approved
Onboarding Program for GN Employees (multi-year)	HR	\$100,000
Human Resource Training Certificate Program	HR	\$100,000
Core Training (multi-year)	FS	\$184,905

Training Travel Fund

The Travel Training Fund is designed to support Nunavut Inuit employees by providing essential financial assistance for training and education, including the costs of travel.

This fund specifically covers travel costs for those who need to leave their home communities to pursue educational opportunities. By facilitating access to training, the fund aims to increase enrollment among Inuit employees, ultimately enhancing their skills and broadening their career prospects.

Through this initiative, we are committed to empowering the communities, contributing to decentralization and fostering a more skilled workforce in Nunavut.

The following Sivumuaqatigiit Training Initiatives are funded using Settlement Agreement funds overseen by the Nunavut Implementation Panel.

Career Broadening Program

The Career Broadening Program provides Inuit employees the opportunity to enhance their skills and experience through work assignments in areas of their choice for up to 12 months per assignment. Participants can undertake a total of three assignments, each guided by a personalized learning plan tailored to their individual development goals, such as acquiring management skills or preparing for special project leadership roles. Employees maintain their home position salary while they broaden their professional expertise and prepare for future career advancements within the organization.

>> 2 participants in 2023-24.

>> 15 career-broadening assignments have been established since the inception of the program in 2017.

Amaqtaarniq Education Leave Program

Launched in 2017, the Amaqtaarniq Education Leave Program is designed to improve access to post-secondary education for Nunavut Inuit public service employees. It supports eligible indeterminate, term, and casual Inuit employees in pursuing specialized education for positions that are difficult to fill.

The program covers tuition fees, books, and relocation expenses. Additionally, it provides an allowance equivalent to 100% of the employee's base salary for the academic year plus one additional month, helping to ease financial barriers during their studies.

>> 9 participants are currently enrolled and 2 are scheduled to graduate in 2024.

>> 36 Inuit have participated in the program to date.

Sivuliqtiksat Internship Program

The Sivuliqtiksat Internship Program, launched in 2002, aims to boost Inuit representation in managerial roles and provide professional development. Lasting 1 to 3 years, the program focuses on positions outside Iqaluit and encourages competitive applications. Interns follow a personalized learning plan, attend bilingual group sessions to build leadership skills, and receive mentorship from experienced professionals.

Compensation varies based on the target position's pay level, with HR covering a percentage of the salary over the internship duration. Additionally, interns can access up to \$25,000 annually for their learning initiatives, supporting their growth and development.

>> In 2023-24, 7 interns started in the program.

>> Since 2002, Sivuliqtiksat has had a total of 79 internships.



2

Career Broadening Program
Participants in 2023-24

15

Career Broadening
Assignments in Total



2

Amaqtaarniq Education
Leave Graduates



7

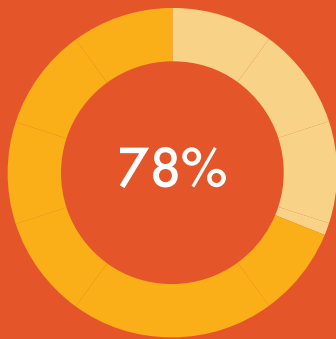
Interns Started in the
Sivuliqtiksat Internship Program



71

Total Participants in
Education Leave

Nunavut Inuit Participating
in Education Leave



20

Nunavut Inuit Participants
from the
Department of Education

Education Leave

The program offers indeterminate employees leave with potential funding for full-time post-secondary studies. This program is separate from the Inuit employment initiative that is the Amaqtaarniq Education Leave program.

>> 71 participants, 51 (78%) Nunavut Inuit, 20 Non-Inuit

2023-24 Education Leave

Department	Inuit	Non-Inuit	Total
CH	1	0	1
CGS	2	0	2
EDT	1	0	1
EDU	20	5	25
EIA	1	0	1
ENV	0	1	1
FS	4	3	7
FIN	2	1	3
HEA	5	5	10
HR	10	1	11
JUS	3	1	4
NAC	2	3	5
NHC	0	0	0
QEC			
OLA	0	0	0
Total	51	20	71

Important to note the data above does not include the following:

1. Additional Nunavut Inuit employees on education leave during 2023-24 through the separate Amaqtaarniq Education Leave Program for Nunavut Inuit employees.
2. Additional Dept of Education employees on education leave during 2023-24 through a separate Professional Development fund set aside for teachers (educators) under the Nunavut Teachers' Association Collective Agreement.

The number of employees per department accounts for those in an education leave program under the Human Resource Manual (HRM), section 309 at some point in 2023-24.



» Long-Term Service Awards

The Government of Nunavut honours the long-term commitment of employees who have continuously contributed to public service. To recognize their achievement, Long Term Service Awards are held for employees that recognize 5, 10, 15, 20, 25, 30, 35, 40, 45 and even 50+ years of continuous service (in 5 year increments) of continued and uninterrupted public service.

While the in-person Long Term Service Awards were halted during the pandemic, in 2023-24, the Department of Human Resources restarted the celebrations, the first of which was held in Pangnirtung to show GN's sincere appreciation of all valued employees who have reached these significant milestones in their continuous service to Nunavut.

The ceremonies held in 2023-24 were:

- **February 15, 2024, in Pangnirtung**
- **March 14 and 15, 2024, in Iqaluit**
- **March 27, 2024 in Kinngait**

Inuit Qaujimajatuqangit (IQ) Days

The GN provides an opportunity for all departments and public bodies to organize full days or half-days of Inuit cultural immersion programs and activities, also known as Inuit Qaujimajatuqangit (IQ) days.

Inuit Qaujimajatuqangit days provide an opportunity for immersive experiences and development of greater understanding of Inuit Societal Values, Inuktitut languages and traditions.

Inuit Qaujimajatuqangit translates to Inuit Traditional Knowledge, Inuit Traditional Technology, or Inuit Traditional Institution. Organized by Inuit leaders, the IQ days are a way to experience the connection with the land, crafts, traditional knowledge, and the beauty of Nunavut.

Each department or public body can dedicate two full days or four half days per year for planned events that may involve and promote:

- Cross-cultural understanding among Inuit and non-Inuit employees
- Time spent on the land, survival skills and nature appreciation
- Traditional Inuit cultural activities that facilitate team building and learning new skills, such as: iglu building, sliding, cutting up firewood, cooking, barbecuing, ice-fishing, berry picking, fetching ice for water, games, songs and more.
- Teachings and stories from Elders and Inuit cultural experts





Above: Department of Community and Government Services (CGS) employees gathered for Berry Picking as part of their IQ Days activities.



» Employee Relations, Job Evaluation and Workplace Wellness

Employee Relations within the Government of Nunavut plays a crucial role in fostering a positive work environment, promoting effective communication, and ensuring a strong and collaborative workforce. The primary objective of Employee Relations is to cultivate a workplace culture that values respect and Inuit Societal Values aligning with the needs of our diverse communities and employees. Its priority is guiding client departments and public bodies on grievance administration, dispute resolution, collective agreement negotiation, policy interpretation, disciplinary action, investigations, and performance management.

Grievances

Grievances are formal complaints raised by individual or a group employees regarding perceived violations of the collective agreement. They provide a vital process for addressing disputes involving working conditions, overtime assignments, promotions, disciplinary actions, and other workplace matters.

The grievance process ensures compliance with the collective agreement while promoting open dialogue and maintaining positive workplace relations. This approach to resolving conflict protects employee rights, supports fair treatment, and fosters positive workplace relations. When necessary, grievances protect employee rights and can be escalated to arbitration, and, if necessary, enable a fair and binding resolution to workplace issues.

>> In 2023-24, 3 policy individual grievances and 54 individual grievances were submitted in total.

Job Evaluation

Job Evaluation (JE) ensures that all GN positions are designed and evaluated based on a fair classification structure for all positions. JE plays a significant role in organizational design and provides counsel on the functional effectiveness of major GN organizational strategies. JE works closely with departments to provide organizational diagnostics, identify potential program and operational inefficiencies, and offer structural recommendations to help the GN achieve its goals and objectives.

>> In 2023-24, 2,331 staffing actions were processed.

2023-24 Staffing Actions

Action Type	2022-23	2023-24
DA	91	101
ITA	90	88
JARNS	255	408
JARSR	781	553
NEWNS	39	41
NEWSR	154	68
CSA	670	619
RESA	252	248
SSEEP	224	205

CSA: Casual Staffing Action

DA: Direct Appointment

ITA: Internal Transfer Assignment

JARNS: Job Action Request – No Staffing required (ex. procession reporting changes or updates to coding)

JARSR: Job Action Request – Staffing Required

NEWNS: New position – No Staffing Required

NEWSR: New position – Staffing Required

RESA: Relief Employee Staffing Action

SSEEP: Summer Student Employment Equity Program

Return-to-Work

The Return-to-Work program is designed to support employees in their safe and timely reintegration into the workplace following illness or injury. By offering modified duties and accommodations, the program aims to minimize workplace disruptions while promoting employee health and productivity. Benefits for employers include reduced costs, improved employee morale, and compliance with relevant regulations, while employees gain enhanced well-being, job security, and a maintained sense of income and social connection. Ultimately, this collaborative effort fosters a positive work environment that values the health and recovery of all employees.

>> In 2023-24, 210 accommodations/returns to work were processed.

Respectful and Harassment-Free Workplace

The Government of Nunavut is unwavering in its commitment to preventing harassment and bullying, recognizing that a safe and inclusive workplace is fundamental to the well-being of all employees. By actively promoting a culture of respect and dignity, we aim to empower individuals to thrive without the fear of discrimination or intimidation. Our robust policies and comprehensive training programs serve as vital tools in this mission, ensuring that everyone has access to the support and resources they need. This commitment is not just a priority but a core value, underscoring our dedication to fostering an environment where every individual feels valued and empowered to contribute their best.

>> In 2023-24, 60 complaints received; 26 investigated, 7 founded.

Ethics Officer

The role of the Ethics Officer is to receive and investigate allegations of wrongdoing in the Nunavut public service. Where wrongdoing is found, the Ethics Officer makes recommendations to address the wrongdoing.

The Ethics Officer provides an alternative and independent method for Nunavut public servants to disclose wrongdoing that comes to their attention and assures them and all Nunavummiut – that disclosures will be investigated and addressed promptly, fairly, and effectively.

>> In 2023-24, 13 disclosures of wrongdoing; 6 unfounded, 5 withdrawn/abandoned/declined, 2 investigations ongoing.

Employee and Family Assistance

In alignment with Pijitsirniq—the Inuit societal value of serving and caring for one’s family and community—the Government of Nunavut is committed to supporting the holistic well-being of its employees and their loved ones. One key way this is achieved is through the Employee and Family Assistance Program (EFAP).

EFAP is a free, confidential service available 24 hours a day, seven days a week, to all GN employees and their eligible family members. The program is designed to reflect the unique realities of living and working in Nunavut, incorporating Inuit culture, values, and language into its approach.

EFAP offers a wide range of professional support services to help employees manage both personal and work-related challenges, and these include:

- Mental health and emotional well-being support, such as individual or family counseling
- Financial advice and planning assistance
- Legal consultations on non-work-related matters
- Support for substance use issues and recovery resources

- Stress management, crisis support, and tools for building resilience
- Work-life balance resources, including parenting and relationship support

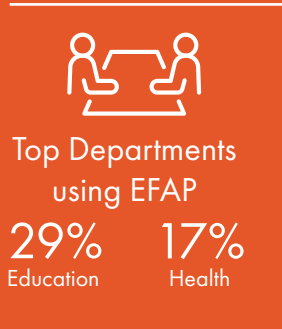
These services are delivered in a respectful, culturally responsive manner and are easily accessible by phone, online, or in person (where available). The program’s confidentiality ensures that employees can seek support without concern for privacy.

By offering these services, the GN aims to foster a supportive and healthy workplace culture that promotes personal growth, job satisfaction, and overall employee retention. EFAP plays an important role in ensuring that employees and their families have the resources they need to thrive—both at work and in their communities.

GN employees and their families can access the EFAP, including confidential substance abuse help, by calling 1-800-663-1142 or visiting homewoodhealth.com online.

EFAP services are offered in Inuktitut through an interpreter, as well as in English and French.

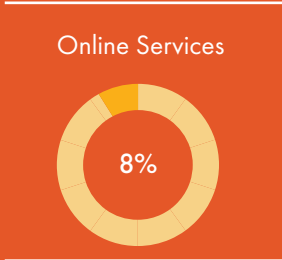
281 Cases during the 2023 - 2024 year



208 Cases for Counselling Services
For a total of: **603 Hours**

20 Cases for Life Smart Services
For a total of: **55 Hours**

23 Cases for Online Services
For a total of: **85 Hours**



8 out of 10 Participants used Counselling Services

- By Age Groups**
- 21 - 30 utilized *Life-Smart Coaching*
 - 31 - 40 utilized *Career Counselling*
 - 41 - 50 utilized *Childcare and Parenting Support services*
 - 51 - 60 Utilized *Elder and Family Care services*

Sources

The PSAR takes information from several sources to provide a comprehensive representation of the public service. The sources include:

Towards a Representative Public Service (TRPS), March 31, 2024

TRPS is a snapshot of employment statistics reported quarterly on the GN website. These statistics represent the Inuit employment level within the GN in several categories: by occupational group, community, region, and department/public body. This statistical data can be used to predict future trends. The Department of Human Resources prepares this report with participation from all departments and public bodies. (See Appendix A).

Establishment Report, 2023-24 Fiscal Year

Data from the Establishment Report represents a current snapshot of ePersonality, the GN's human resources information system. ePersonality records all relevant public service work assignment data. Through ePersonality, the Master Establishment Report is generated, which provides the public service statistics used within our PSAR. Some analysis of employee numbers and statistics is based on the Establishment Report, which has an information collection window timed differently than the TRPS report. The timing of the different reports may result in some misalignment of the totals. However, the overall percentages remain aligned. Since this report contains personal and private employee information, it is not publicly available.

Nunavut Bureau of Statistics

The Nunavut Bureau of Statistics (NBS) is the GN's central statistical public body. It collects, records, analyzes, and distributes statistical data on Nunavut to Nunavummiut and across Canada. It makes data available to assist the GN in decision-making, planning, implementation, and evaluations and shares information with the public. NBS also manages and conducts surveys for Nunavut in conjunction with Statistics Canada. The NBS data used for this report is available on the NBS website.

Appendix A: Additional Source Data

Appendix B: Acronyms

Appendix A:

Additional Source Data

2023-24 Bilingual Bonuses

Total Employees		Total (\$)
Bilingual Bonus *		
Inuit	0	\$0.00
Non-Inuit	95	\$149,502.67
ILI-Level 1 **		
Inuit	53	\$89,275.70
Non-Inuit	2	\$7,588.18
ILI-Level 2 **		
Inuit	565	\$1,762,805.66
Non-Inuit	5	\$9,128.47
ILI-Level 3 **		
Inuit	195	\$1,044,653.50
Non-Inuit	0	\$0.00
Total	915	\$3,062,954.00

* Bilingual Bonus includes French

** ILI = Inuktitut Language Incentive

Capacity and Inuit employment by department 2023-24 (from TRPS March 31, 2024)

Total Positions					Nunavut Inuit					
Department	Total Positions	vacancies	filled	% Capacity	Hired	% IEP (2023-24)	% IEP (2022-23)	% IEP (2021-22)	% IEP (2020-21)	% Change IEP
CGS	461	182	279	61%	116	42%	43%	41%	43%	1%
CH	112	49	62	55%	48	77%	77%	82%	81%	-5%
EDT	157	62	95	61%	63	66%	62%	63%	61%	3%
EDU	1,559	316	1,226	79%	619	50%	48%	47%	48%	3%
ENV	141	56	85	60%	56	66%	53%	49%	49%	17%
EIA	120	46	74	62%	46	62%	76%	82%	80%	-20%
FS	261	88	173	66%	58	34%	60%	60%	63%	-27%
FIN	238	93	145	61%	111	77%	44%	40%	40%	37%
HEA	1,408	613	785	56%	430	55%	52%	52%	50%	3%
HR	170	86	84	49%	51	61%	55%	57%	58%	4%
JUS	484	196	288	60%	133	46%	48%	43%	44%	3%
OLA	45	19	26	58%	35	135%	45%	45%	53%	90%
Total	5,156	1,806	3,322	64%	1,766	53%	83%	50%	49%	3%

Capacity and Inuit employment by public body 2023-24 (from TRPS March 31, 2024)

Total Positions					Nunavut Inuit					
Public Body	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP (2023-24)	% IEP (2022-23)	% IEP (2021-22)	% IEP (2020-21)	% Change IEP
NAC	343	182	152	44%	103	68%	57%	57%	56%	11%
NBCC	6	3	3	50%	1	33%	25%	25%	25%	8%
NHC	127	42	85	67%	42	49%	46%	39%	42%	4%
Total	476	227	240	50%	146	61%	54%	53%	50%	7%

Capacity and Inuit employment by Occupational Category 2023-24 (from TRPS March 31, 2024)

Occupational Category	Total Positions				Nunavut Inuit					
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP (2023-24)	% IEP (2022-23)	% IEP (2021-22)	% IEP (2020-21)	% Change IEP
Executive	39	6	33	85%	14	44%	44%	50%	45%	0%
Senior Management	215	41	174	81%	33	23%	23%	20%	20%	3%
Middle Management	520	129	391	75%	103	29%	29%	29%	28%	1%
Professional	2,077.00	763	1,308.00	63%	409.53	30%	30%	28%	28%	2%
Paraprofessional	1,134.00	453	668	59%	436.99	62%	62%	62%	62%	0%
Administrative Support	1,647.00	586	988	60%	794.08	86%	86%	86%	85%	1%
Total	5,632.00	1,978.00	3,562.00	63%	1,790.61	51%	51%	50%	50%	1%

Appendix B:

Acronyms

ADR – Alternative Dispute Resolution
CGS – (Department of) Community and Government Services
CH – (Department of) Culture and Heritage
CSA – Casual Staffing Action
DA – Direct Appointment
DM – Deputy Minister
EDT – (Department of) Economic Development and Transportation
EDU – (Department of) Education
EFAP – Employee and Family Assistance Program
EIA – (Department of) Executive and Intergovernmental Affairs
FIN – (Department of) Finance
FS – (Department of) Family Services
HEA – (Department of) Health
HR – Human Resources
ITAs – Internal Transfer Assignments
JAR – Job Action Requests
JARNS – Job Action Request No Staffing Required
JARRS – Job Action Request Staffing Required
JE – Job Evaluation
JOHSCs – Joint Occupational Health and Safety Committees
JUS – (Department of) Justice
LTD – Long-term Disability
LTSA – Long-term Service Awards
NAC – Nunavut Arctic College
NBS – Nunavut Bureau of Statistics
NEU – Nunavut Employees Union
NEWNS – New Position No Staffing Required
NEWSR – New Position Staffing Required
NHC – Nunavut Housing Corporation
NTA – Nunavut Teachers’ Association
OLA – Office of the Legislative Assembly
PSAR – Public Service Annual Report
QEC – Qulliq Energy Corporation
RESA – Relief Employee Staffing Action
RTW – Return to Work (plans/programs)
SSEEP – Summer Student Employment Equity Program
TRPS – Towards a Representative Public Service (report)
WHSW – Workplace Health, Safety and Wellness
WSCC – Workers’ Safety and Compensation Commission

Appendix C:

Towards a Representative Public Service Report (TRPS), March 31, 2024



Statistics of the Public Service within the
Government of Nunavut as of:
March 31, 2024

The 2023-2024 Towards a Representative Public Service report is available electronically at our website: www.gov.nu.ca

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Titiraq hamna hailiyuq Inuinnaqtun atani atiani:
Hivumuurutikhaq Ilautquyauyukharnik Havaktitiyunun

Ce document est disponible en français sous le titre:
Vers une fonction publique représentative

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Statistics of the Public Service within the Government of Nunavut as of March 31, 2024
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Introduction

The Government of Nunavut strives to serve the public by providing timely and accurate data about the public service. Article 23 of the Nunavut Agreement establishes the objective of increasing Inuit participation in government employment to a representative level. The Towards a Representative Public Service (TRPS) report publicizes the Government of Nunavut's Inuit employment progress. This report is a publication of pure employment statistics so does not report on underlying issues or barriers to employment.

This snapshot of employment statistics is published regularly on the Department of Human Resources website, with the final report tabled annually in the Legislative Assembly as an appendix to the Public Service Annual Report. This statistical data is used to assist the government in future employment planning.

This report is prepared by the Department of Human Resources with participation from all departments and government agencies.

Employment Summary of the Government of Nunavut Public Service

All Departments and Territorial Corporations

	Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Executive	53.00	11.00	42.00	79%	19.00	45%
Senior Management	197.00	43.00	154.00	78%	33.00	21%
Middle Management	509.00	165.00	344.00	68%	97.00	28%
Professional	2,121.63	739.60	1,382.03	65%	436.03	32%
Paraprofessional	1,149.57	435.60	713.97	62%	445.30	62%
Administrative Support	1,561.11	546.63	1,014.48	65%	876.48	86%
Total	5,591.31	1,940.83	3,650.48	65%	1,906.81	52%
Community and Government Services	457.00	181.00	276.00	60%	113.00	41%
Culture and Heritage	108.80	40.80	68.00	63%	50.00	74%
Economic Development and Transportation	154.00	60.00	94.00	61%	62.00	66%
Education	1,492.55	298.53	1,194.01	80%	593.01	50%
Environment	138.50	53.50	85.00	61%	46.00	54%
Executive and Intergovernmental Affairs	96.00	41.00	55.00	57%	43.00	78%
Family Services	256.10	82.57	173.53	68%	111.53	64%
Finance	232.00	87.00	145.00	63%	58.00	40%
Health	1,360.20	588.03	772.17	57%	419.50	54%
Human Resources	117.00	48.00	69.00	59%	37.00	54%
Justice	479.00	197.00	282.00	59%	128.00	45%
Office of the Legislative Assembly	46.00	20.00	26.00	57%	13.00	50%
Total Departments	4,937.15	1,697.43	3,239.71	66%	1,674.05	52%
Nunavut Arctic College	313.77	163.80	149.97	48%	92.97	62%
Nunavut Business Credit Corporation	6.00	3.00	3.00	50%	1.00	33%
Nunavut Housing Corporation	123.00	37.00	86.00	70%	42.00	49%
Qulliq Energy Corporation	211.40	39.60	171.80	81%	96.80	56%
Total Territorial Corporations	654.17	243.40	410.77	63%	232.77	57%
Total	5,591.31	1,940.83	3,650.48	65%	1,906.81	52%

These numbers do not include public officials and political staff.

Employment Summary by Community

All Departments and Territorial Corporations

	Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Arctic Bay	68.87	20.00	48.87	71%	31.87	65%
Clyde River	93.90	32.53	61.37	65%	42.37	69%
Grise Fiord	28.17	12.90	15.27	54%	11.27	74%
Igloolik	210.37	76.37	134.00	64%	86.00	64%
Iqaluit	2,273.63	824.97	1,448.67	64%	489.00	34%
Kimmirut	45.90	11.53	34.37	75%	19.62	57%
Kinngait	156.37	64.10	92.27	59%	52.27	57%
Pangnirtung	171.80	51.53	120.27	70%	81.27	68%
Pond Inlet	197.80	93.80	104.00	53%	66.00	63%
Qikiqtarjuaq	48.47	16.33	32.13	66%	22.13	69%
Resolute Bay	31.40	16.05	15.35	49%	7.60	50%
Sanikiluaq	71.87	24.00	47.87	67%	31.87	67%
Sanirajak	65.47	22.10	43.37	66%	34.37	79%
Total Qikiqtaaluk	3,464.00	1,266.22	2,197.78	63%	975.62	44%
Arviat	261.53	79.50	182.03	70%	130.53	72%
Baker Lake	213.77	55.77	158.00	74%	96.50	61%
Chesterfield Inlet	49.67	19.30	30.37	61%	20.37	67%
Coral Harbour	76.25	21.27	54.98	72%	41.98	76%
Nauyasat	94.87	33.27	61.60	65%	40.60	66%
Rankin Inlet	563.37	175.50	387.87	69%	256.37	66%
Whale Cove	51.93	26.53	25.40	49%	17.40	69%
Total Kivalliq	1,311.38	411.13	900.25	69%	603.75	67%
Cambridge Bay	334.80	127.30	207.50	62%	116.50	56%
Gjoa Haven	126.52	39.03	87.48	69%	64.48	74%
Kugaaruk	75.63	18.30	57.33	76%	38.33	67%
Kugluktuk	180.30	57.80	122.50	68%	63.50	52%
Taloyoak	72.68	15.05	57.63	79%	34.63	60%
Total Kitikmeot	789.93	257.48	532.45	67%	317.45	
Churchill	5.00	1.00	4.00	80%	1.00	25%
Edmonton	2.00	0.00	2.00	100%	2.00	100%
Gatineau	5.00	2.00	3.00	60%	0.00	-
Ottawa	6.00	1.00	5.00	83%	3.00	60%
Winnipeg	8.00	2.00	6.00	75%	4.00	67%
Total Other	26.00	6.00	20.00	77%	10.00	50%
Total	5,591.31	1,940.83	3,650.48	65%	1,906.81	52%

Community and Government Services

	Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Employment summary, by category						
Executive	5.00	1.00	4.00	80%	0.00	0%
Senior Management	22.00	5.00	17.00	77%	1.00	6%
Middle Management	59.00	23.00	36.00	61%	7.00	19%
Professional	125.00	57.00	68.00	54%	13.00	19%
Paraprofessional	199.00	82.00	117.00	59%	60.00	51%
Administrative Support	47.00	13.00	34.00	72%	32.00	94%
Total	457.00	181.00	276.00	60%	113.00	41%

Employment summary, by community						
Arctic Bay	2.00	0.00	2.00	100%	2.00	100%
Arviat	4.00	2.00	2.00	50%	1.00	50%
Baker Lake	17.00	6.00	11.00	65%	7.00	64%
Cambridge Bay	45.00	17.00	28.00	62%	13.00	46%
Chesterfield Inlet	2.00	1.00	1.00	50%	0.00	0%
Clyde River	2.00	0.00	2.00	100%	2.00	100%
Coral Harbour	2.00	1.00	1.00	50%	1.00	100%
Gjoa Haven	3.00	2.00	1.00	33%	0.00	0%
Grise Fiord	1.00	0.00	1.00	100%	0.00	0%
Igloolik	4.00	2.00	2.00	50%	2.00	100%
Iqaluit	208.00	68.00	140.00	67%	30.00	21%
Kimmirut	2.00	1.00	1.00	50%	1.00	100%
Kinngait	24.00	16.00	8.00	33%	6.00	75%
Kugaaruk	2.00	0.00	2.00	100%	1.00	50%
Kugluktuk	12.00	2.00	10.00	83%	5.00	50%
Nauyasat	2.00	2.00	0.00	0%	0.00	-
Pangnirtung	3.00	1.00	2.00	67%	1.00	50%
Pond Inlet	33.00	23.00	10.00	30%	7.00	70%
Qikiqtarjuaq	2.00	1.00	1.00	50%	1.00	100%
Rankin Inlet	77.00	29.00	48.00	62%	31.00	65%
Resolute Bay	2.00	2.00	0.00	0%	0.00	-
Sanikiluaq	2.00	1.00	1.00	50%	0.00	0%
Sanirajak	2.00	1.00	1.00	50%	1.00	100%
Taloyoak	2.00	1.00	1.00	50%	1.00	100%
Whale Cove	2.00	2.00	0.00	0%	0.00	-
Total	457.00	181.00	276.00	60%	113.00	41%

Employment summary, by Iqaluit and other communities						
Iqaluit	208.00	68.00	140.00	67%	30.00	21%
Other Communities	249.00	113.00	136.00	55%	83.00	61%
Total	457.00	181.00	276.00	60%	113.00	41%

Culture and Heritage

	Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Employment summary, by category						
Executive	2.00	0.00	2.00	100%	2.00	100%
Senior Management	8.00	1.00	7.00	88%	4.00	57%
Middle Management	19.00	6.00	13.00	68%	6.00	46%
Professional	50.00	25.00	25.00	50%	21.00	84%
Paraprofessional	11.00	3.00	8.00	73%	6.00	75%
Administrative Support	18.80	5.80	13.00	69%	11.00	85%
Total	108.80	40.80	68.00	63%	50.00	74%
Employment summary, by community						
Baker Lake	5.00	1.00	4.00	80%	3.00	75%
Gatineau	5.00	2.00	3.00	60%	0.00	0%
Igloolik	21.00	8.00	13.00	62%	10.00	77%
Iqaluit	66.80	24.80	42.00	63%	32.00	76%
Kugluktuk	11.00	5.00	6.00	55%	5.00	83%
Total	108.80	40.80	68.00	63%	50.00	74%
Employment summary, by Iqaluit and other communities						
Iqaluit	66.80	24.80	42.00	63%	32.00	76%
Other Communities	42.00	16.00	26.00	62%	18.00	69%
Total	108.80	40.80	68.00	63%	50.00	74%

Economic Development and Transportation

	Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Employment summary, by category						
Executive	5.00	1.00	4.00	80%	3.00	75%
Senior Management	12.00	1.00	11.00	92%	3.00	27%
Middle Management	32.00	13.00	19.00	59%	11.00	58%
Professional	42.00	19.00	23.00	55%	14.00	61%
Paraprofessional	37.00	15.00	22.00	59%	17.00	77%
Administrative Support	26.00	11.00	15.00	58%	14.00	93%
Total	154.00	60.00	94.00	61%	62.00	66%
Employment summary, by community						
Arviat	5.00	4.00	1.00	20%	1.00	100%
Cambridge Bay	6.00	3.00	3.00	50%	3.00	100%
Gjoa Haven	4.00	1.00	3.00	75%	2.00	67%
Iqaluit	70.00	29.00	41.00	59%	18.00	44%
Kinngait	2.00	0.00	2.00	100%	1.00	50%
Kugluktuk	10.00	5.00	5.00	50%	4.00	80%
Pangnirtung	14.00	6.00	8.00	57%	8.00	100%
Pond Inlet	9.00	2.00	7.00	78%	7.00	100%
Rankin Inlet	33.00	10.00	23.00	70%	17.00	74%
Resolute Bay	1.00	0.00	1.00	100%	1.00	100%
Total	154.00	60.00	94.00	61%	62.00	66%
Employment summary, by Iqaluit and other communities						
Iqaluit	70.00	0.00	0.00	0%	0.00	-
Other Communities	84.00	60.00	94.00	112%	62.00	66%
Total	154.00	60.00	94.00	61%	62.00	66%

Education

	Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Employment summary, by category						
Executive	3.00	0.00	3.00	100%	1.00	33%
Senior Management	21.00	2.00	19.00	90%	3.00	16%
Middle Management	77.00	15.00	62.00	81%	9.00	15%
Professional	833.03	122.00	711.03	85%	214.03	30%
Paraprofessional	181.50	48.00	133.50	74%	117.50	88%
Administrative Support	377.01	111.53	265.48	70%	248.48	94%
Total	1,492.55	298.53	1,194.01	80%	593.01	50%
Employment summary, by community						
Arctic Bay	34.50	4.50	30.00	87%	15.00	50%
Arviat	133.50	31.50	102.00	76%	71.50	70%
Baker Lake	85.50	13.50	72.00	84%	32.50	45%
Cambridge Bay	51.00	11.50	39.50	77%	13.50	34%
Chesterfield Inlet	21.30	4.80	16.50	77%	9.50	58%
Clyde River	40.50	7.50	33.00	81%	20.00	61%
Coral Harbour	37.38	7.50	29.88	80%	19.88	67%
Gjoa Haven	50.72	8.23	42.48	84%	29.48	69%
Grise Fiord	10.00	2.00	8.00	80%	6.00	75%
Igloolik	83.00	12.00	71.00	86%	36.00	51%
Iqaluit	289.50	72.50	217.00	75%	62.00	29%
Kimmirut	20.00	3.50	16.50	83%	4.75	29%
Kinngait	51.00	10.00	41.00	80%	17.00	41%
Kugaaruk	42.73	3.00	39.73	93%	22.73	57%
Kugluktuk	75.50	17.50	58.00	77%	20.00	34%
Nauyasat	59.50	15.50	44.00	74%	26.00	59%
Pangnirtung	62.00	7.00	55.00	89%	36.00	65%
Pond Inlet	94.00	29.00	65.00	69%	36.00	55%
Qikiqtarjuaq	19.00	2.50	16.50	87%	10.50	64%
Rankin Inlet	87.60	7.50	80.10	91%	33.60	42%
Resolute Bay	10.50	3.75	6.75	64%	1.00	15%
Sanikiluaq	41.00	8.00	33.00	80%	20.00	61%
Sanirajak	34.00	4.50	29.50	87%	23.50	80%
Taloyoak	37.78	3.75	34.03	90%	19.03	56%
Whale Cove	21.03	7.50	13.53	64%	7.53	56%
Total	1,492.55	298.53	1,194.01	80%	593.01	50%
Employment summary, by Iqaluit and other communities						
Iqaluit	289.50	72.50	217.00	75%	62.00	29%
Other Communities	1,203.05	226.03	977.01	81%	531.01	54%
Total	1,492.55	298.53	1,194.01	80%	593.01	50%

Environment

	Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Employment summary, by category						
Executive	2.00	0.00	2.00	100%	2.00	100%
Senior Management	7.00	0.00	7.00	100%	1.00	14%
Middle Management	19.00	4.00	15.00	79%	0.00	0%
Professional	35.00	22.00	13.00	37%	4.00	31%
Paraprofessional	65.00	24.00	41.00	63%	32.00	78%
Administrative Support	10.50	3.50	7.00	67%	7.00	100%
Total	138.50	53.50	85.00	61%	46.00	54%
Employment summary, by community						
Arctic Bay	1.00	0.00	1.00	100%	1.00	100%
Arviat	11.00	4.00	7.00	64%	5.00	71%
Baker Lake	3.00	0.00	3.00	100%	2.00	67%
Cambridge Bay	2.00	0.00	2.00	100%	2.00	100%
Chesterfield Inlet	1.00	0.00	1.00	100%	1.00	100%
Clyde River	3.00	2.00	1.00	33%	1.00	100%
Coral Harbour	1.00	1.00	0.00	0%	0.00	-
Gjoa Haven	1.00	1.00	0.00	0%	0.00	-
Grise Fiord	1.00	0.00	1.00	100%	0.00	0%
Igloolik	14.00	10.00	4.00	29%	2.00	50%
Iqaluit	63.00	25.00	38.00	60%	13.00	34%
Kimmirut	2.50	0.50	2.00	80%	2.00	100%
Kinngait	2.00	2.00	0.00	0%	0.00	-
Kugaaruk	1.00	0.00	1.00	100%	1.00	100%
Kugluktuk	14.00	4.00	10.00	71%	7.00	70%
Nauyasat	1.00	0.00	1.00	100%	1.00	100%
Pangnirtung	1.00	0.00	1.00	100%	1.00	100%
Pond Inlet	7.00	4.00	3.00	43%	2.00	67%
Qikiqtarjuaq	1.00	0.00	1.00	100%	0.00	0%
Rankin Inlet	3.00	0.00	3.00	100%	2.00	67%
Resolute Bay	1.00	0.00	1.00	100%	1.00	100%
Sanikiluaq	1.00	0.00	1.00	100%	1.00	100%
Sanirajak	1.00	0.00	1.00	100%	0.00	0%
Taloyoak	1.00	0.00	1.00	100%	1.00	100%
Whale Cove	1.00	0.00	1.00	100%	0.00	0%
Total	138.50	53.50	85.00	61%	46.00	54%
Employment summary, by Iqaluit and other communities						
Iqaluit	63.00	25.00	38.00	60%	13.00	34%
Other Communities	75.50	28.50	47.00	62%	33.00	70%
Total	138.50	53.50	85.00	61%	46.00	54%

Executive and Intergovernmental Affairs

	Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Employment summary, by category						
Executive	5.00	1.00	4.00	80%	3.00	75%
Senior Management	11.00	2.00	9.00	82%	3.00	33%
Middle Management	10.00	4.00	6.00	60%	5.00	83%
Professional	35.00	25.00	10.00	29%	7.00	70%
Paraprofessional	5.00	2.00	3.00	60%	3.00	100%
Administrative Support	30.00	7.00	23.00	77%	22.00	96%
Total	96.00	41.00	55.00	57%	43.00	78%
Employment summary, by community						
Arctic Bay	1.00	0.00	1.00	100%	1.00	100%
Arviat	1.00	0.00	1.00	100%	1.00	100%
Baker Lake	1.00	0.00	1.00	100%	1.00	100%
Cambridge Bay	1.00	0.00	1.00	100%	1.00	100%
Chesterfield Inlet	1.00	0.00	1.00	100%	1.00	100%
Clyde River	1.00	0.00	1.00	100%	1.00	100%
Coral Harbour	1.00	0.00	1.00	100%	1.00	100%
Gjoa Haven	1.00	0.00	1.00	100%	1.00	100%
Grise Fiord	1.00	0.00	1.00	100%	1.00	100%
Igloolik	1.00	1.00	0.00	0%	0.00	-
Iqaluit	68.00	37.00	31.00	46%	21.00	68%
Kimmirut	1.00	0.00	1.00	100%	1.00	100%
Kinngait	1.00	0.00	1.00	100%	1.00	100%
Kugaaruk	1.00	0.00	1.00	100%	1.00	100%
Kugluktuk	1.00	0.00	1.00	100%	1.00	100%
Nauyasat	1.00	0.00	1.00	100%	1.00	100%
Ottawa	3.00	1.00	2.00	67%	0.00	0%
Pangnirtung	2.00	0.00	2.00	100%	2.00	100%
Pond Inlet	1.00	1.00	0.00	0%	0.00	-
Qikiqtarjuaq	1.00	0.00	1.00	100%	1.00	100%
Rankin Inlet	1.00	0.00	1.00	100%	1.00	100%
Resolute Bay	1.00	1.00	0.00	0%	0.00	-
Sanikiluaq	1.00	0.00	1.00	100%	1.00	100%
Sanirajak	1.00	0.00	1.00	100%	1.00	100%
Taloyoak	1.00	0.00	1.00	100%	1.00	100%
Whale Cove	1.00	0.00	1.00	100%	1.00	100%
Total	96.00	41.00	55.00	57%	43.00	78%
Employment summary, by Iqaluit and other communities						
Iqaluit	68.00	37.00	31.00	46%	21.00	68%
Other Communities	28.00	4.00	24.00	86%	22.00	92%
Total	96.00	41.00	55.00	57%	43.00	78%

Family Services

	Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Employment summary, by category						
Executive	4.00	1.00	3.00	75%	1.00	33%
Senior Management	14.00	5.00	9.00	64%	4.00	44%
Middle Management	27.00	9.00	18.00	67%	10.00	56%
Professional	90.00	28.00	62.00	69%	20.00	32%
Paraprofessional	100.00	32.00	68.00	68%	63.00	93%
Administrative Support	21.10	7.57	13.53	64%	13.53	100%
Total	256.10	82.57	173.53	68%	111.53	64%
Employment summary, by community						
Arctic Bay	4.00	0.00	4.00	100%	3.00	75%
Arviat	9.00	3.00	6.00	67%	5.00	83%
Baker Lake	7.00	1.00	6.00	86%	5.00	83%
Cambridge Bay	17.00	6.00	11.00	65%	9.00	82%
Chesterfield Inlet	2.00	1.00	1.00	50%	1.00	100%
Clyde River	4.53	1.53	3.00	66%	2.00	67%
Coral Harbour	3.00	2.00	1.00	33%	1.00	100%
Edmonton	2.00	0.00	2.00	100%	2.00	100%
Gjoa Haven	4.00	1.00	3.00	75%	2.00	67%
Grise Fiord	1.00	0.00	1.00	100%	1.00	100%
Igloolik	7.00	5.00	2.00	29%	1.00	50%
Iqaluit	103.00	32.00	71.00	69%	33.00	46%
Kimmirut	2.00	0.00	2.00	100%	1.00	50%
Kinngait	6.00	3.00	3.00	50%	2.00	67%
Kugaaruk	3.00	1.00	2.00	67%	2.00	100%
Kugluktuk	8.00	2.00	6.00	75%	3.00	50%
Nauyasat	2.00	1.00	1.00	50%	1.00	100%
Ottawa	2.00	0.00	2.00	100%	2.00	100%
Pangnirtung	19.50	6.50	13.00	67%	8.00	62%
Pond Inlet	8.00	2.00	6.00	75%	4.00	67%
Qikiqtarjuaq	2.53	0.00	2.53	100%	1.53	61%
Rankin Inlet	23.00	6.00	17.00	74%	16.00	94%
Resolute Bay	1.00	0.00	1.00	100%	0.00	0%
Sanikiluaq	3.00	2.00	1.00	33%	1.00	100%
Sanirajak	3.53	2.53	1.00	28%	1.00	100%
Taloyoak	5.00	3.00	2.00	40%	1.00	50%
Whale Cove	3.00	0.00	3.00	100%	3.00	100%
Winnipeg	1.00	1.00	0.00	0%	0.00	-
Total	256.10	82.57	173.53	68%	111.53	64%
Employment summary, by Iqaluit and other communities						
Iqaluit	103.00	32.00	71.00	69%	33.00	46%
Other Communities	153.10	50.57	102.53	67%	78.53	77%
Total	256.10	82.57	173.53	68%	111.53	64%

Finance

	Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Employment summary, by category						
Executive	4.00	1.00	3.00	75%	0.00	0%
Senior Management	13.00	4.00	9.00	69%	1.00	11%
Middle Management	30.00	6.00	24.00	80%	3.00	13%
Professional	51.00	23.00	28.00	55%	7.00	25%
Paraprofessional	93.00	39.00	54.00	58%	23.00	43%
Administrative Support	41.00	14.00	27.00	66%	24.00	89%
Total	232.00	87.00	145.00	63%	58.00	40%
Employment summary, by community						
Cambridge Bay	19.00	6.00	13.00	68%	9.00	69%
Igloolik	9.00	6.00	3.00	33%	3.00	100%
Iqaluit	164.00	56.00	108.00	66%	28.00	26%
Rankin Inlet	40.00	19.00	21.00	53%	18.00	86%
Total	232.00	87.00	145.00	63%	58.00	40%
Employment summary, by Iqaluit and other communities						
Iqaluit	164.00	56.00	108.00	66%	28.00	26%
Other Communities	68.00	31.00	37.00	54%	30.00	81%
Total	232.00	87.00	145.00	63%	58.00	40%

Health

	Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Employment summary, by category						
Executive	4.00	1.00	3.00	75%	0.00	0%
Senior Management	40.00	12.00	28.00	70%	5.00	18%
Middle Management	104.00	41.00	63.00	61%	10.00	16%
Professional	403.00	217.00	186.00	46%	26.00	14%
Paraprofessional	211.67	97.00	114.67	54%	37.00	32%
Administrative Support	597.53	220.03	377.50	63%	341.50	90%
Total	1,360.20	588.03	772.17	57%	419.50	54%
Employment summary, by community						
Arctic Bay	19.00	13.00	6.00	32%	5.00	83%
Arviat	39.50	14.00	25.50	65%	15.50	61%
Baker Lake	35.00	15.00	20.00	57%	18.00	90%
Cambridge Bay	127.03	59.03	68.00	54%	45.00	66%
Chesterfield Inlet	16.00	10.00	6.00	38%	5.00	83%
Churchill	5.00	1.00	4.00	80%	1.00	25%
Clyde River	24.00	13.50	10.50	44%	7.50	71%
Coral Harbour	23.00	7.50	15.50	67%	12.50	81%
Gjoa Haven	51.53	19.53	32.00	62%	26.00	81%
Grise Fiord	10.30	9.30	1.00	10%	1.00	100%
Igloolik	53.10	26.10	27.00	51%	21.00	78%
Iqaluit	485.23	178.57	306.67	63%	87.00	28%
Kimmirut	13.53	5.53	8.00	59%	6.00	75%
Kinngait	32.60	20.60	12.00	37%	11.00	92%
Kugaaruk	18.53	8.53	10.00	54%	9.00	90%
Kugluktuk	29.03	12.53	16.50	57%	10.50	64%
Nauyasat	22.50	10.50	12.00	53%	9.00	75%
Pangnirtung	62.03	28.03	34.00	55%	21.00	62%
Pond Inlet	33.03	22.03	11.00	33%	8.00	73%
Qikiqtarjuaq	16.57	9.07	7.50	45%	5.50	73%
Rankin Inlet	153.00	58.00	95.00	62%	65.00	68%
Resolute Bay	11.03	7.03	4.00	36%	3.00	75%
Sanikiluaq	19.00	11.00	8.00	42%	7.00	88%
Sanirajak	17.57	10.57	7.00	40%	5.00	71%
Taloyoak	18.53	3.53	15.00	81%	8.00	53%
Whale Cove	17.53	13.53	4.00	23%	3.00	75%
Winnipeg	7.00	1.00	6.00	86%	4.00	67%
Total	1,360.20	588.03	772.17	57%	419.50	54%
Employment summary, by Iqaluit and other communities						
Iqaluit	485.23	178.57	306.67	63%	87.00	28%
Other Communities	874.97	409.47	465.50	53%	332.50	71%
Total	1,360.20	588.03	772.17	57%	419.50	54%

Human Resources

	Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Employment summary, by category						
Executive	3.00	1.00	2.00	67%	0.00	0%
Senior Management	8.00	3.00	5.00	63%	2.00	40%
Middle Management	17.00	5.00	12.00	71%	5.00	42%
Professional	45.00	23.00	22.00	49%	10.00	45%
Paraprofessional	23.00	11.00	12.00	52%	4.00	33%
Administrative Support	21.00	5.00	16.00	76%	16.00	100%
Total	117.00	48.00	69.00	59%	37.00	54%
Employment summary, by community						
Cambridge Bay	6.00	0.00	6.00	100%	5.00	83%
Igloolik	7.00	1.00	6.00	86%	6.00	100%
Iqaluit	95.00	46.00	49.00	52%	18.00	37%
Rankin Inlet	9.00	1.00	8.00	89%	8.00	100%
Total	117.00	48.00	69.00	59%	37.00	54%
Employment summary, by Iqaluit and other communities						
Iqaluit	95.00	46.00	49.00	52%	18.00	37%
Other Communities	22.00	2.00	20.00	91%	19.00	95%
Total	117.00	48.00	69.00	59%	37.00	54%

Justice

	Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Employment summary, by category						
Executive	4.00	1.00	3.00	75%	2.00	67%
Senior Management	10.00	4.00	6.00	60%	0.00	0%
Middle Management	28.00	11.00	17.00	61%	7.00	41%
Professional	85.00	36.00	49.00	58%	18.00	37%
Paraprofessional	93.00	41.00	52.00	56%	19.00	37%
Administrative Support	259.00	104.00	155.00	60%	82.00	53%
Total	479.00	197.00	282.00	59%	128.00	45%
Employment summary, by community						
Arctic Bay	2.00	0.00	2.00	100%	2.00	100%
Arviat	4.00	3.00	1.00	25%	1.00	100%
Baker Lake	2.00	0.00	2.00	100%	2.00	100%
Cambridge Bay	8.00	2.00	6.00	75%	3.00	50%
Chesterfield Inlet	1.00	0.00	1.00	100%	1.00	100%
Clyde River	1.00	0.00	1.00	100%	0.00	0%
Coral Harbour	4.00	0.00	4.00	100%	4.00	100%
Gjoa Haven	7.00	5.00	2.00	29%	2.00	100%
Grise Fiord	1.00	1.00	0.00	0%	0.00	-
Igloolik	2.00	1.00	1.00	50%	1.00	100%
Iqaluit	356.00	156.00	200.00	56%	66.00	33%
Kimmirut	2.00	1.00	1.00	50%	1.00	100%
Kinngait	5.00	1.00	4.00	80%	3.00	75%
Kugaaruk	1.00	0.00	1.00	100%	1.00	100%
Kugluktuk	14.00	6.00	8.00	57%	6.00	75%
Nauyasat	1.00	0.00	1.00	100%	1.00	100%
Ottawa	1.00	0.00	1.00	100%	1.00	100%
Pangnirtung	3.00	1.00	2.00	67%	1.00	50%
Pond Inlet	5.00	5.00	0.00	0%	0.00	-
Qikiqtarjuaq	1.00	1.00	0.00	0%	0.00	-
Rankin Inlet	51.00	11.00	40.00	78%	28.00	70%
Resolute Bay	1.00	1.00	0.00	0%	0.00	-
Sanikiluaq	2.00	2.00	0.00	0%	0.00	-
Sanirajak	1.00	0.00	1.00	100%	1.00	100%
Taloyoak	2.00	0.00	2.00	100%	2.00	100%
Whale Cove	1.00	0.00	1.00	100%	1.00	100%
Total	479.00	197.00	282.00	59%	128.00	45%
Employment summary, by Iqaluit and other communities						
Iqaluit	356.00	156.00	200.00	56%	66.00	33%
Other Communities	123.00	41.00	82.00	67%	62.00	76%
Total	479.00	197.00	282.00	59%	128.00	45%

Office of the Legislative Assembly

	Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Employment summary, by category						
Executive	2.00	0.00	2.00	100%	1.00	50%
Senior Management	5.00	1.00	4.00	80%	0.00	0%
Middle Management	7.00	4.00	3.00	43%	1.00	33%
Professional	17.00	8.00	9.00	53%	5.00	56%
Paraprofessional	9.00	4.00	5.00	56%	3.00	60%
Administrative Support	6.00	3.00	3.00	50%	3.00	100%
Total	46.00	20.00	26.00	57%	13.00	50%
Employment summary, by community						
Iqaluit	41.00	19.00	22.00	54%	10.00	45%
Rankin Inlet	5.00	1.00	4.00	80%	3.00	75%
Total	46.00	20.00	26.00	57%	13.00	50%
Employment summary, by Iqaluit and other communities						
Iqaluit	41.00	19.00	22.00	54%	10.00	45%
Other Communities	5.00	1.00	4.00	80%	3.00	75%
Total	46.00	20.00	26.00	57%	13.00	50%

Nunavut Arctic College

	Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Employment summary, by category						
Executive	2.00	0.00	2.00	100%	2.00	100%
Senior Management	8.00	0.00	8.00	100%	4.00	50%
Middle Management	29.00	10.00	19.00	66%	10.00	53%
Professional	172.60	101.60	71.00	41%	33.00	46%
Paraprofessional	42.00	26.00	16.00	38%	13.00	81%
Administrative Support	60.17	26.20	33.97	56%	30.97	91%
Total	313.77	163.80	149.97	48%	92.97	62%
Employment summary, by community						
Arctic Bay	3.77	2.50	1.27	34%	1.27	100%
Arviat	21.53	13.00	8.53	40%	7.53	88%
Baker Lake	9.27	5.27	4.00	43%	3.00	75%
Cambridge Bay	25.77	16.77	9.00	35%	5.00	56%
Chesterfield Inlet	3.77	2.50	1.27	34%	0.27	21%
Clyde River	16.27	8.00	8.27	51%	7.27	88%
Coral Harbour	3.27	2.27	1.00	31%	1.00	100%
Gjoa Haven	2.27	1.27	1.00	44%	0.00	0%
Grise Fiord	1.27	0.00	1.27	100%	1.27	100%
Igloolik	7.27	4.27	3.00	41%	2.00	67%
Iqaluit	114.10	44.10	70.00	61%	34.00	49%
Kimmirut	1.27	0.00	1.27	100%	1.27	100%
Kinngait	3.77	2.50	1.27	34%	1.27	100%
Kugaaruk	4.77	4.77	0.00	0%	0.00	-
Kugluktuk	3.77	3.77	0.00	0%	0.00	-
Nauyasat	4.27	4.27	0.00	0%	0.00	-
Pangnirtung	3.27	2.00	1.27	39%	1.27	100%
Pond Inlet	5.77	5.77	0.00	0%	0.00	-
Qikiqtarjuaq	3.77	2.77	1.00	27%	1.00	100%
Rankin Inlet	60.77	27.00	33.77	56%	23.77	70%
Resolute Bay	1.27	1.27	0.00	0%	0.00	-
Sanikiluaq	1.27	0.00	1.27	100%	0.27	21%
Sanirajak	3.77	2.50	1.27	34%	1.27	100%
Taloyoak	3.77	3.77	0.00	0%	0.00	-
Whale Cove	3.77	3.50	0.27	7%	0.27	100%
Total	313.77	163.80	149.97	48%	92.97	62%
Employment summary, by Iqaluit and other communities						
Iqaluit	114.10	44.10	70.00	61%	34.00	49%
Other Communities	199.67	119.70	79.97	40%	58.97	74%
Total	313.77	163.80	149.97	48%	92.97	62%

Nunavut Business Credit Corporation

	Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Employment summary, by category						
Executive	0.00	0.00	0.00	-	0.00	-
Senior Management	1.00	0.00	1.00	100%	0.00	0%
Middle Management	0.00	0.00	0.00	-	0.00	-
Professional	1.00	0.00	1.00	100%	0.00	0%
Paraprofessional	1.00	1.00	0.00	0%	0.00	-
Administrative Support	3.00	2.00	1.00	33%	1.00	100%
Total	6.00	3.00	3.00	50%	1.00	33%
Employment summary, by community						
Iqaluit	6.00	3.00	3.00	50%	1.00	33%
Total	6.00	3.00	3.00	50%	1.00	33%
Employment summary, by Iqaluit and other communities						
Iqaluit	6.00	3.00	3.00	50%	1.00	33%
Other Communities	0.00	0.00	0.00	-	0.00	-
Total	6.00	3.00	3.00	50%	1.00	33%

Nunavut Housing Corporation

	Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Employment summary, by category						
Executive	4.00	1.00	3.00	75%	1.00	33%
Senior Management	11.00	1.00	10.00	91%	2.00	20%
Middle Management	23.00	8.00	15.00	65%	6.00	40%
Professional	35.00	14.00	21.00	60%	6.00	29%
Paraprofessional	32.00	6.00	26.00	81%	16.00	62%
Administrative Support	18.00	7.00	11.00	61%	11.00	100%
Total	123.00	37.00	86.00	70%	42.00	49%
Employment summary, by community						
Arviat	31.00	5.00	26.00	84%	20.00	77%
Cambridge Bay	14.00	3.00	11.00	79%	3.00	27%
Iqaluit	49.00	18.00	31.00	63%	11.00	35%
Kinngait	27.00	9.00	18.00	67%	8.00	44%
Rankin Inlet	2.00	2.00	0.00	0%	0.00	-
Total	123.00	37.00	86.00	70%	42.00	49%
Employment summary, by Iqaluit and other communities						
Iqaluit	49.00	18.00	31.00	63%	11.00	35%
Other Communities	74.00	19.00	55.00	74%	31.00	56%
Total	123.00	37.00	86.00	70%	42.00	49%

Qulliq Energy Corporation

	Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP
Employment summary, by category						
Executive	4.00	2.00	2.00	50%	1.00	50%
Senior Management	6.00	2.00	4.00	67%	0.00	0%
Middle Management	28.00	6.00	22.00	79%	7.00	32%
Professional	102.00	19.00	83.00	81%	38.00	46%
Paraprofessional	46.40	4.60	41.80	90%	31.80	76%
Administrative Support	25.00	6.00	19.00	76%	19.00	100%
Total	211.40	39.60	171.80	81%	96.80	56%

Employment summary, by community						
Arctic Bay	1.60	0.00	1.60	100%	1.60	100%
Arviat	2.00	0.00	2.00	100%	2.00	100%
Baker Lake	49.00	14.00	35.00	71%	23.00	66%
Cambridge Bay	13.00	3.00	10.00	77%	5.00	50%
Chesterfield Inlet	1.60	0.00	1.60	100%	1.60	100%
Clyde River	1.60	0.00	1.60	100%	1.60	100%
Coral Harbour	1.60	0.00	1.60	100%	1.60	100%
Gjoa Haven	2.00	0.00	2.00	100%	2.00	100%
Grise Fiord	1.60	0.60	1.00	63%	1.00	100%
Igloolik	2.00	0.00	2.00	100%	2.00	100%
Iqaluit	95.00	16.00	79.00	83%	25.00	32%
Kimmirut	1.60	0.00	1.60	100%	1.60	100%
Kinngait	2.00	0.00	2.00	100%	2.00	100%
Kugaaruk	1.60	1.00	0.60	38%	0.60	100%
Kugluktuk	2.00	0.00	2.00	100%	2.00	100%
Nauyasat	1.60	0.00	1.60	100%	1.60	100%
Pangnirtung	2.00	0.00	2.00	100%	2.00	100%
Pond Inlet	2.00	0.00	2.00	100%	2.00	100%
Qikiqtarjuaq	1.60	0.00	1.60	100%	1.60	100%
Rankin Inlet	18.00	4.00	14.00	78%	10.00	71%
Resolute Bay	1.60	0.00	1.60	100%	1.60	100%
Sanikiluaq	1.60	0.00	1.60	100%	1.60	100%
Sanirajak	1.60	1.00	0.60	38%	0.60	100%
Taloyoak	1.60	0.00	1.60	100%	1.60	100%
Whale Cove	1.60	0.00	1.60	100%	1.60	100%
Total	211.40	39.60	171.80	81%	96.80	56%

Employment summary, by Iqaluit and other communities						
Iqaluit	95.00	16.00	79.00	83%	25.00	32%
Other Communities	116.40	23.60	92.80	80%	71.80	77%
Total	211.40	39.60	171.80	81%	96.80	56%

One-Year Overview of the Government of Nunavut Public Service

Category All Departments and Territorial Corporations

	Positions				Capacity (%)			
	June 2023	Sept. 2023	Dec. 2023	March 2024	June 2023	Sept. 2023	Dec. 2023	March 2024
Executive	50.00	53.00	52.00	53.00	84%	77%	81%	79%
Senior Management	187.00	194.00	195.00	197.00	81%	78%	78%	78%
Middle Management	496.00	504.00	507.00	509.00	67%	66%	67%	68%
Professional	2,062.63	2,119.13	2,121.63	2,121.63	66%	63%	65%	65%
Paraprofessional	1,147.70	1,146.20	1,150.57	1,149.57	59%	60%	61%	62%
Administrative Support	1,534.61	1,546.61	1,556.11	1,561.11	61%	62%	64%	65%
Total	5,477.95	5,562.95	5,582.31	5,591.31	64%	63%	65%	65%
Community and Government Services	459.00	457.00	457.00	457.00	58%	60%	60%	60%
Culture and Heritage	108.80	108.80	108.80	108.80	62%	60%	61%	63%
Economic Development and Transportation	147.00	153.00	154.00	154.00	59%	58%	58%	61%
Education	1,451.05	1,479.55	1,492.55	1,492.55	79%	78%	79%	80%
Environment	141.50	138.50	138.50	138.50	60%	61%	58%	61%
Executive and Intergovernmental Affairs	86.00	98.00	96.00	96.00	65%	61%	56%	57%
Family Services	250.73	251.73	254.10	256.10	67%	66%	66%	68%
Finance	232.00	231.00	233.00	232.00	59%	63%	61%	63%
Health	1,324.70	1,366.20	1,363.20	1,360.20	52%	50%	56%	57%
Human Resources	117.00	117.00	119.00	117.00	64%	62%	64%	59%
Justice	467.00	468.00	470.00	479.00	58%	58%	59%	59%
Office of the Legislative Assembly	46.00	46.00	46.00	46.00	67%	70%	61%	57%
Departments Total	4,830.78	4,914.78	4,932.15	4,937.15	64%	63%	65%	66%
Nunavut Arctic College	311.77	310.77	313.77	313.77	51%	48%	47%	48%
Nunavut Business Credit Corporation	6.00	6.00	6.00	6.00	67%	67%	50%	50%
Nunavut Housing Corporation	121.00	123.00	123.00	123.00	64%	68%	72%	70%
Qulliq Energy Corporation	208.40	208.40	207.40	211.40	81%	79%	82%	81%
Territorial Corporations Total	647.17	648.17	650.17	654.17	63%	62%	63%	63%
Total	5,477.95	5,562.95	5,582.31	5,591.31	64%	63%	65%	65%

One-Year Overview of Nunavut Inuit Employment

Category All Departments and Territorial Corporations

	Nunavut Inuit				IEP (%)			
	June 2023	Sept. 2023	Dec. 2023	March 2024	June 2023	Sept. 2023	Dec. 2023	March 2024
Executive	19.00	19.00	17.00	19.00	45%	46%	40%	45%
Senior Management	31.00	36.00	34.00	33.00	21%	24%	22%	21%
Middle Management	98.00	93.00	97.00	97.00	30%	28%	28%	28%
Professional	436.53	427.03	434.03	436.03	32%	32%	31%	32%
Paraprofessional	427.43	431.93	442.30	445.30	63%	62%	63%	62%
Administrative Support	800.71	829.21	853.51	876.48	86%	86%	86%	86%
Total	1,812.68	1,836.18	1,877.85	1,906.81	52%	52%	52%	52%
Community and Government Services	112.00	113.00	112.00	113.00	42%	41%	41%	41%
Culture and Heritage	51.00	51.00	52.00	50.00	76%	78%	79%	74%
Economic Development and Transportation	56.00	58.00	60.00	62.00	65%	65%	67%	66%
Education	559.21	577.25	583.01	593.01	49%	50%	49%	50%
Environment	48.50	47.50	44.00	46.00	57%	56%	54%	54%
Executive and Intergovernmental Affairs	45.00	46.00	42.00	43.00	80%	77%	78%	78%
Family Services	105.17	102.17	107.53	111.53	63%	61%	64%	64%
Finance	56.00	55.00	55.00	58.00	41%	38%	39%	40%
Health	365.03	369.50	406.53	419.50	53%	54%	53%	54%
Human Resources	40.00	38.00	40.00	37.00	53%	52%	53%	54%
Justice	126.00	132.00	129.00	128.00	47%	49%	47%	45%
Office of the Legislative Assembly	17.00	16.00	15.00	13.00	55%	50%	54%	50%
Departments Total	1,580.91	1,605.41	1,646.08	1,674.05	51%	52%	51%	52%
Nunavut Arctic College	95.97	92.97	93.97	92.97	61%	62%	63%	62%
Nunavut Business Credit Corporation	1.00	1.00	1.00	1.00	25%	25%	33%	33%
Nunavut Housing Corporation	40.00	42.00	42.00	42.00	52%	50%	47%	49%
Qulliq Energy Corporation	94.80	94.80	94.80	96.80	56%	58%	56%	56%
Territorial Corporations Total	231.77	230.77	231.77	232.77	57%	57%	56%	57%
Total	1,812.68	1,836.18	1,877.85	1,906.81	52%	52%	52%	52%

Sivuliqtiksat Internship Program* Employment

		Total Positions	Filled	% Capacity
Departments				
	Community and Government Services	1.00	0.00	0%
	Culture and Heritage	0.00	0.00	-
	Economic Development and Transportation	0.00	0.00	-
	Education	2.00	2.00	100%
	Environment	1.00	1.00	100%
	Executive and Intergovernmental Affairs	0.00	0.00	-
	Family Services	1.00	1.00	100%
	Finance	0.00	0.00	-
	Health	0.00	0.00	-
	Human Resources	0.00	0.00	-
	Justice	1.00	0.00	0%
	Office of the Legislative Assembly	0.00	0.00	-
Departments Total		6.00	4.00	67%
Territorial Corporations				
	Nunavut Arctic College	0.00	0.00	-
	Nunavut Business Credit Corporation	0.00	0.00	-
	Nunavut Housing Corporation	1.00	1.00	100%
	Qulliq Energy Corporation	0.00	0.00	-
Territorial Corporations Total		1.00	1.00	100%
Total		7.00	5.00	71%

*Includes positions that are only open to Nunavut Inuit. There are 16 positions available in the program through Human Resources. Nine of the 16 positions were not assigned to a department/territorial corporation as of March 31, 2024.

Casual Employment

		Total Casual	Nunavut Inuit	% IEP
Departments				
	Community and Government Services	99.00	55.00	56%
	Culture and Heritage	12.00	6.00	50%
	Economic Development and Transportation	39.00	25.00	64%
	Education	83.00	58.00	70%
	Environment	25.00	14.00	56%
	Executive and Intergovernmental Affairs	10.00	8.00	80%
	Family Services	105.00	59.00	56%
	Finance	46.00	28.00	61%
	Health	385.00	191.00	50%
	Human Resources	12.00	5.00	42%
	Justice	103.00	37.00	36%
	Office of the Legislative Assembly	5.00	4.00	80%
Departments Total		924.00	490.00	53%
Territorial Corporations				
	Nunavut Arctic College	76.00	55.00	72%
	Nunavut Business Credit Corporation	0.00	0.00	-
	Nunavut Housing Corporation	24.00	15.00	63%
	Qulliq Energy Corporation	19.00	10.00	53%
Territorial Corporations Total		119.00	80.00	67%
Total		1,043.00	570.00	55%

This table only counts individuals once per department. Individuals may hold more than one casual, relief, or substitute teacher assignment within different departments.

Casual Employment by Community

		Total Casual	Nunavut Inuit	% IEP
Employment summary, by community				
	Arctic Bay	14.00	9.00	64%
	Arviat	54.00	45.00	83%
	Baker Lake	27.00	22.00	81%
	Cambridge Bay	82.00	45.00	55%
	Chesterfield Inlet	3.00	3.00	100%
	Clyde River	18.00	12.00	67%
	Coral Harbour	13.00	12.00	92%
	Garland	1.00	0.00	0%
	Gjoa Haven	14.00	9.00	64%
	Grise Fiord	3.00	0.00	0%
	Igloolik	29.00	19.00	66%
	Iqaluit	445.00	139.00	31%
	Kimmirut	8.00	5.00	63%
	Kinngait	25.00	18.00	72%
	Kugaaruk	11.00	8.00	73%
	Kugluktuk	22.00	19.00	86%
	Nauyasat	15.00	11.00	73%
	Pangnirtung	43.00	33.00	77%
	Pond Inlet	42.00	30.00	71%
	Qikiqtarjuaq	9.00	8.00	89%
	Rankin Inlet	113.00	93.00	82%
	Resolute Bay	3.00	2.00	67%
	Sanikiluaq	11.00	7.00	64%
	Sanirajak	2.00	1.00	50%
	Taloyoak	16.00	8.00	50%
	Vanier	1.00	1.00	100%
	Whale Cove	7.00	6.00	86%
	Winnipeg	12.00	5.00	42%
Total		1,043.00	570.00	55%
Employment Summary, by Iqaluit and other communities				
	Iqaluit	445.00	139.00	31%
	Other Communities	598.00	431.00	72%
Total		1,043.00	570.00	55%

This table only counts individuals once per department. Individuals may hold more than one casual, relief, or substitute teacher assignment within different departments.

Relief Employment

	Total Relief	Nunavut Inuit	% IEP
Departments			
Community and Government Services	27.00	13.00	48%
Culture and Heritage	14.00	6.00	43%
Economic Development and Transportation	0.00	0.00	-
Education	903.00	800.00	89%
Environment	20.00	20.00	100%
Executive and Intergovernmental Affairs	7.00	4.00	57%
Family Services	8.00	2.00	25%
Finance	28.00	10.00	36%
Health	498.00	335.00	67%
Human Resources	13.00	4.00	31%
Justice	270.00	111.00	41%
Office of the Legislative Assembly	0.00	0.00	-
Departments Total	1,788.00	1,305.00	73%
Territorial Corporations			
Nunavut Arctic College	0.00	0.00	-
Nunavut Business Credit Corporation	0.00	0.00	-
Nunavut Housing Corporation	3.00	1.00	33%
Qulliq Energy Corporation	2.00	2.00	100%
Territorial Corporations Total	5.00	3.00	60%
Total	1,793.00	1,308.00	73%

This table only counts individuals once per department. Individuals may hold more than one casual, relief, or substitute teacher assignment within different departments.

Substitute Teacher Employment

	Total Substitutes	Nunavut Inuit	% IEP
Total Substitute Teachers	1,169.00	946.00	81%
Total Relief and Substitute	2,962.00	2,254.00	76%

Relief Employment by Community

		Total Relief	Nunavut Inuit	% IEP
Employment summary, by community				
	Arctic Bay	32.00	32.00	100%
	Arviat	88.00	87.00	99%
	Baker Lake	49.00	49.00	100%
	Cambridge Bay	88.00	69.00	78%
	Chesterfield Inlet	13.00	13.00	100%
	Churchill	9.00	0.00	0%
	Clyde River	67.00	65.00	97%
	Coral Harbour	34.00	33.00	97%
	Gatineau	1.00	0.00	0%
	Gjoa Haven	79.00	75.00	95%
	Grise Fiord	5.00	5.00	100%
	Igloolik	95.00	94.00	99%
	Iqaluit	521.00	151.00	29%
	Kimmirut	25.00	21.00	84%
	Kinngait	54.00	52.00	96%
	Kugaaruk	33.00	31.00	94%
	Kugluktuk	45.00	42.00	93%
	Nauyasat	63.00	63.00	100%
	Pangnirtung	76.00	51.00	67%
	Pond Inlet	57.00	53.00	93%
	Qikiqtarjuaq	27.00	27.00	100%
	Rankin Inlet	146.00	126.00	86%
	Resolute Bay	15.00	11.00	73%
	Sanikiluaq	45.00	45.00	100%
	Sanirajak	65.00	63.00	97%
	Taloyoak	25.00	25.00	100%
	Whale Cove	24.00	24.00	100%
	Winnipeg	12.00	1.00	8%
Total		1,793.00	1,308.00	73%
Employment Summary, by Iqaluit and other communities				
	Iqaluit	521.00	151.00	29%
	Other Communities	1,272.00	1,157.00	91%
Total		1,793.00	1,308.00	73%

This table only counts individuals once per department. Individuals may hold more than one casual, relief, or substitute teacher assignment within different departments.

Substitute Teacher Employment by Community

	Total Substitutes	Nunavut Inuit	% IEP
Employment summary, by community			
Arctic Bay	13.00	13.00	100%
Arviat	104.00	98.00	94%
Baker Lake	53.00	46.00	87%
Cambridge Bay	41.00	35.00	85%
Chesterfield Inlet	25.00	22.00	88%
Clyde River	53.00	51.00	96%
Coral Harbour	40.00	35.00	88%
Gjoa Haven	63.00	60.00	95%
Grise Fiord	2.00	2.00	100%
Igloolik	50.00	43.00	86%
Iqaluit	164.00	31.00	19%
Kimmirut	12.00	10.00	83%
Kinngait	39.00	36.00	92%
Kugaaruk	59.00	58.00	98%
Kugluktuk	48.00	43.00	90%
Nauyasat	82.00	81.00	99%
Pangnirtung	47.00	39.00	83%
Pond Inlet	43.00	37.00	86%
Qikiqtarjuaq	18.00	17.00	94%
Rankin Inlet	67.00	52.00	78%
Resolute Bay	6.00	4.00	67%
Sanikiluaq	44.00	44.00	100%
Sanirajak	42.00	40.00	95%
Taloyoak	21.00	19.00	90%
Whale Cove	33.00	30.00	91%
Total	1,169.00	946.00	81%
Employment Summary, by Iqaluit and other communities			
Iqaluit	164.00	31.00	19%
Other Communities	1,005.00	915.00	91%
Total	1,169.00	946.00	81%

