

Yukon First Nation Preference Program Percentages

Dates:	September 1st, 2020 to March 31st, 2025	
Data Source:	Erecruitment responses to voluntary self-identity questions about Yukon First Nations ancestry during resume submission process to competitive job postings.	
Columns:		
Percent Applied - YFN	The percentage of applicants that voluntarily self-identified as having Yukon First Nation ancestry.	
Percent Applied - Other Indigenous	The percentage of applicants that voluntarily self-identified as having only another Canadian Indigenous ancestry.	
Percent Applied - None	The percentage of applicants that did not self-identify as having Yukon First Nation or other Canadian Indigenous ancestry.	
Percent of Applied Screened In - YFN	The percentage of voluntarily self-identified Yukon FN applicants that were screened in.	
Percent of Applied Screened In - Other Indigenous	The percentage of voluntarily self-identified other Canadian Indigenous applicants that were screened in.	
Percent of Applied Screened In - None	The percentage of applicants, that did not self-identifiy as Indigenous, that were screened in.	
Percent of Applied Hired - YFN	The percentage of voluntarily self-identified Yukon FN applicants that were hired.	
Percent of Applied Hired - Other Indigenous	The percentage of voluntarily self-identified other Canadian Indigenous applicants that were hired.	
Percent of Applied Hired - None	The percentage of applicants, that did not self-identify as Indigenous, that were hired.	
Percent of Screened In Hired - YFN	The percentage of voluntarily self-identified Yukon FN, screened in applicants that were hired.	
Percent of Screened In Hired - Other Indigenous	The percentage of voluntarily self-identified other Canadian Indigenous, screened in applicants that were hired.	
Percent of Screened In Hired - None	The percentage of screened in applicants, that did not self-identify as Indigenous, that were hired.	
Considerations		
	The preference program - which added voluntary self-identity questions to the resume submission process - did not begin until October 2020.	
	Summary data is currently only available until March 31st, 2025.	
	Only candidates on competitive job postings, which were presented with the self-identity questions, are considered.	
	Candidates include both current Yukon government employees and individuals not currently employed by the Government of Yukon	
	Only candidates who identify themselves as living within Canada are considered.	
	For yearly 2025 yearly data, hire statistics are incomplete due to many candidates still actively being in the recruitment process.	
	Some departments are grouped together to maintain anonymity.	
Acronyms:		
	HPW	Highways & Public Works
	FVA	Fleet Vehicles
	WGED	Women's Gender and Equity Directorate
	FLSD	French Language Services Directorate
	WSCB	Workers' Safety and Compentation Board

			Percent of Applied Screened In - YFN	Percent of Applied Screened In - Other Indigenous	Percent of Applied Screened In - None				Percent of Applied Hired - YFN	Percent of Applied Hired - Other Indigenous	Percent of Applied Hired - None	Percent of Screened In Hired - YFN	Percent of Screened In Hired - Other Indigenous	Percent of Screened In Hired - None
Percent Applied - YFN	Percent Applied - Other Indigenous	Percent Applied - None	92.4%	29.5%	30.8%	26.8%			4.3%	4.9%	3.6%	14.5%	15.9%	13.4%

Calendar Year				Percent of	Percent of	Percent of				Percent of	Percent of	Percent of
	Percent Applied - YFN	Percent Applied - Other Indigenous	Percent Applied - None	Percent of Applied Screened In - YFN	Percent of Applied Screened In - Other Indigenous	Percent of Applied Screened In - None	Percent of Applied Hired - YFN	Percent of Applied Hired - Other Indigenous	Percent of Applied Hired - None	Percent of Screened In Hired - YFN	Percent of Screened In Hired - Other Indigenous	Percent of Screened In Hired - None
*2020 (Sept-Dec)	4.9%	5.6%	89.6%	34.3%	28.4%	25.8%	4.1%	3.6%	3.5%	11.9%	12.5%	13.4%
2021	4.2%	6.3%	89.6%	28.2%	27.9%	29.5%	4.4%	4.4%	3.8%	15.5%	15.7%	13.0%
2022	3.3%	5.4%	91.3%	36.6%	35.4%	32.4%	5.4%	5.4%	4.6%	14.7%	15.2%	14.2%
2023	2.7%	4.2%	93.1%	24.3%	31.2%	27.9%	2.3%	6.5%	3.7%	9.4%	20.9%	13.3%
2024	2.0%	3.4%	94.6%	29.9%	31.5%	23.0%	6.2%	4.6%	3.3%	20.6%	14.7%	14.5%
*2025 (Jan-Mar)	2.4%	3.4%	94.3%	22.0%	25.6%	17.5%	0.8%	2.2%	1.1%	3.6%	8.7%	6.5%

Department												
	Percent Applied - YFN	Percent Applied - Other Indigenous	Percent Applied - None	Percent of Applied Screened In - YFN	Percent of Applied Screened In - Other Indigenous	Percent of Applied Screened In - None	Percent of Applied Hired - YFN	Percent of Applied Hired - Other Indigenous	Percent of Applied Hired - None	Percent of Screened In Hired - YFN	Percent of Screened In Hired - Other Indigenous	Percent of Screened In Hired - None
Community Services	2.0%	5.3%	92.7%	23.9%	23.7%	27.1%	1.8%	4.6%	3.8%	7.7%	19.4%	14.1%
Economic Development	2.2%	3.7%	94.1%	36.0%	23.8%	23.3%	8.0%	2.4%	3.9%	22.2%	10.0%	16.7%
Education	2.1%	3.7%	94.2%	26.1%	29.8%	19.4%	9.0%	7.2%	5.3%	34.3%	24.3%	27.2%
Energy, Mines & Resources	2.3%	4.2%	93.5%	28.9%	31.0%	27.1%	6.2%	5.2%	4.4%	21.4%	16.7%	16.1%
Environment	2.0%	5.4%	92.6%	20.5%	18.9%	20.5%	1.7%	3.2%	3.1%	8.3%	16.9%	14.9%
Executive Council Office	3.8%	4.4%	91.9%	32.9%	28.4%	26.7%	3.9%	5.7%	3.5%	12.0%	20.0%	12.9%
*Finance, Leg. Assemby, Justice	2.8%	4.1%	93.1%	30.6%	34.8%	26.7%	2.7%	5.4%	3.4%	9.0%	15.5%	12.9%
Health & Social Services	2.9%	4.6%	92.4%	33.1%	38.6%	32.0%	2.9%	4.4%	3.0%	8.7%	11.4%	9.4%
*HPW and FVA	5.1%	5.1%	89.8%	27.5%	27.2%	25.4%	5.1%	5.2%	3.5%	18.4%	19.2%	13.8%
Public Service Commission	2.7%	4.8%	92.5%	35.6%	30.8%	26.0%	4.1%	6.9%	3.4%	11.5%	22.5%	13.2%
Tourism & Culture	2.6%	4.1%	93.3%	34.8%	41.7%	35.3%	6.5%	6.9%	4.0%	18.8%	16.7%	11.2%
*WGED, FLSD, Elections, WSCB	1.5%	4.2%	94.4%	35.5%	35.2%	28.2%	6.5%	2.3%	3.8%	18.2%	6.5%	13.4%
*Yukon Liquor, Lotto, Housing and Dev Corps	2.9%	4.9%	92.2%	28.0%	21.6%	19.8%	6.7%	4.8%	3.9%	23.8%	22.2%	19.6%