

Yukon First Nation Preference Program Percentages

Dates: September 1st, 2020 to March 31st, 2025

Data Source: Recruitment 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-identify 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 Compensation Board

			Percent of Applied	Percent of Applied	Percent of Applied				Percent of Applied Hired	Percent of Applied Hired	Percent of Applied Hired			
Percent Applied - YFN	Percent Applied - Other Indigenous	Percent Applied - None	Screened In - YFN	Screened In - Other Indigenous	Screened In - None				Applied Hired - YFN	Applied Hired - Other Indigenous	Applied Hired - None	Screened In Hired - YFN	Hired - Other Indigenous	Screened In Hired - None
3.0%	4.6%	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			Applied		Screened In -		Applied		Applied Hired -		Percent of	
	Percent	Applied - Other	Percent	Screened In -	YFN	Other	Screened In -	YFN	Other	Indigenous	None	Screened In	Hired - Other
Applied	YFN	Indigenous	Applied - None	YFN	Indigenous	None	YFN	Indigenous	None	Hired - YFN	Indigenous	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 of Applied Screened In - YFN			Percent of Applied Screened In - Other Indigenous			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 Applied - YFN	Percent Applied - Other Indigenous	Percent Applied - None	Percent of Applied Screened In - YFN	Screened In - Other Indigenous	Screened In - None	Percent of Applied Hired - YFN	Hired - Other Indigenous	Percent of Applied Hired - None	Percent of Screened In Hired - YFN	Hired - None	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. Assembly, 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%									