

Final Action Plan – File Closure – 394-2-25
Evaluation of the National Aboriginal Recruitment Strategy

Recommendations	Actions taken	Update
1. That, staffing strategies similar to those recommended by the <i>2000 Task Force on the Participation of Visible Minorities in the Federal Public Service for visible minorities</i> be implemented for Aboriginals, specifically staffing goals as part of the senior executive pay-at-risk compensation.	The Departmental Workforce Analysis identifies where there are gaps. If there is under-representation for Aboriginal People in a certain occupational category or in a certain region, staffing goals are set accordingly. This is part of the senior executive pay-at-risk compensation for all EE groups.	COMPLETED
2. That, as part of the process of consolidating the move of the National Aboriginal Recruitment Strategy from Recruitment to Organizational Design & Resourcing, the fit of the Strategy with other Treasury Board Secretariat Employment Equity initiatives be clarified.	EXCOM approved integration of the National Aboriginal Recruitment Strategy into the Employment Equity (EE) plan in September 2003. Lessons learned from this review were integrated in the new plan.	COMPLETED
3. That, some of the innovative outreach approaches used by CSC be submitted to the Public Service Commission's Web site on Employment Equity Special Measures.	Best practices are posted on the Treasury Board Employment Equity web site.	COMPLETED
4. That, for each Region mechanisms to co-ordinate outreach activities with Correctional Training Program vacancies and with staffing requirements in the institutions be explored.	Recruitment officers in all Regions work closely with EE co-ordinators, the staffing advisors and the regional administrators of personnel to ensure that Correctional Training Program vacancies and staffing requirements are met at all levels.	COMPLETED