



Government of Nunavut Public Service Annual Report 2024-25



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» About the Public Service Annual Report

The 2024-25 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.



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 the Minister responsible for the *Public Service Act*, I am pleased to present the 2024–25 Public Service Annual Report. This year was marked by positive transformation, focusing on strengthening the Government of Nunavut workforce, enhancing organizational structure, and reinforcing our commitment to providing responsive programs and services.

We took significant steps to support the development, retention, and well-being of our public service. A comprehensive compensation review led to salary increases designed to close existing gaps, improve competitiveness, and recognize the evolving responsibilities of our employees. These efforts are central to attracting and retaining skilled professionals throughout the territory.

Additionally, we continued to invest in leadership and workforce development. By supporting career progression, promoting skill-building opportunities, and aligning our policies with best practices, we are laying the foundation for a stronger and more resilient public service.

And this year, in March 2025, the Government of Nunavut—together with its partners, Nunavut Tunngavik Incorporated (NTI) and the Government of Canada—signed a landmark Implementation Contract under the Nunavut Agreement. This historic step is set to strengthen Inuit employment through enhanced pre-employment supports, training opportunities, and the advancement of Inuit self-determination.

This year, the Government of Nunavut also initiated significant changes to its organizational structure aimed at enhancing service delivery and internal coordination. The realignment of key departments has better positioned us to respond effectively to the evolving needs of Nunavut communities while clarifying roles and responsibilities.

We remain committed to fostering a respectful and safe work environment by enhancing policies and directives that promote fairness, accountability, and effective resolution across the public service.

Looking forward, we are dedicated to building a high-performing, engaged, and responsive public service that reflects and serves the people of Nunavut. I want to thank all GN public service employees for their dedication and professionalism, which help us move forward with confidence. I look forward to celebrating the future accomplishments of our workforce.



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

2024-25 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 wellbeing, 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 eighth consecutive year, the GN was recognized as one of Canada's Top 100 Employers including Best Employer for Recent Graduates. For the fourth 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 Amaaqtaarniq Education Program, Career Broadening Program, Sivuliqtiksat 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 support emerging Inuit leaders in the workforce.

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

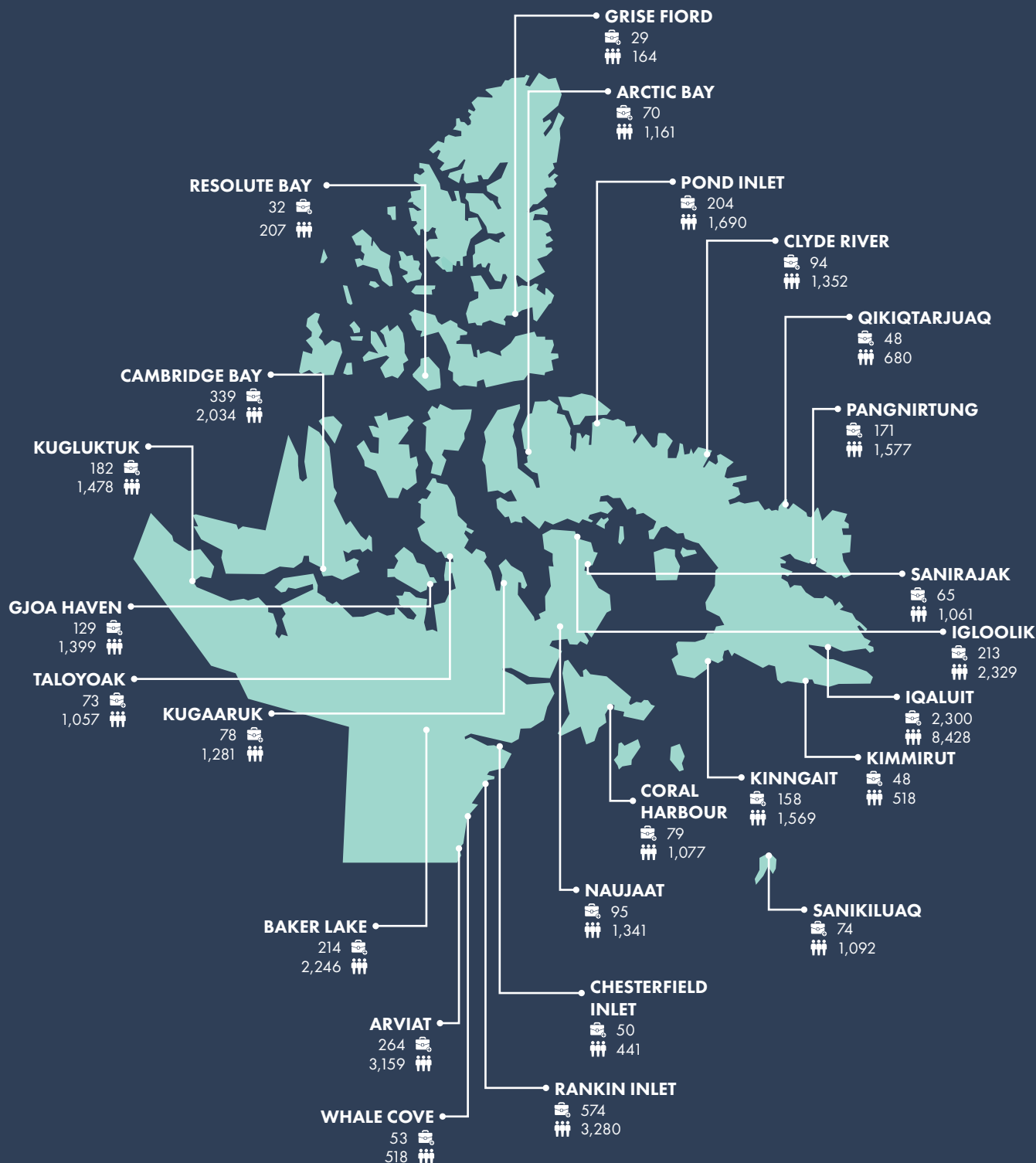


Total GN Positions in Nunavut**

This map shows the number of GN positions located in each community and the population.

41,139*

People live in
Nunavut



POSITIONS



POPULATION

*Statistics from Nunavut Bureau of Statistics, as of July 1, 2024

**All positions within the GN, NAC, and QEC as of March 31, 2025

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 2028.
- **Nunavut Employees Union (NEU)** – collective agreement was in effect until September 30, 2024.
- **Nunavut Employees Union Qulliq Energy Corporation (QEC)** – collective agreement was 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 2024-25 fiscal year:

| 2024-25 Public Service Human Resources Costs | |
|-----------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| | 2024-25 |
| Regular salaries | \$489,081 |
| Overtime | \$37,405 |
| Northern allowance | \$94,608 |
| Employer costs (Public Service Pension Plan, Canada Pension Plan, Employment Insurance, Health & Dental Coverage, Long-Term Disability, etc.) | \$93,506 |
| Other compensation | \$31,172 |
| Workers' Safety and Compensation Commission | \$9,136 |
| Nunavut Household Allowance | \$8,126 |
| Inuktitut Language Incentive/Bilingual Bonus | \$3,444 |
| Total | \$766,481 |

A Year in Highlights

2024-25 Public Service



5,673

Total Public Service Positions*

*All department and territorial corporations (Source: TRPS March 31, 2025)

| | | | | |
|------------------------------------------------------------------------------------|------------------------------------------------------|-----------------------------------------------------------------------------------------------------|---------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|
| <p>Total Positions Filled</p> <h2>3,651</h2> <p>Total Vacancies</p> <h2>2,022</h2> | | <p>Nunavut Inuit Employed*</p> <p>52%</p> <p>*public officials and political staff not included</p> | <p>Public Service Capacity Growth</p> <p>1.5%</p> | <p>Casuals Moved Into Term/Indeterminate</p> <h2>163</h2> <p>Direct Appointments that are Nunavut Inuit</p> <h2>96</h2> |
| <p>Median Salary</p> <h2>\$112,662</h2> | <p>Average Length of Service</p> <h2>9.37 Years</h2> | | <p>Average Age</p> <h2>46</h2> | |
| <p>1 year of service</p> <h2>354</h2> | | <p>Female Employees</p> <h2>66%</h2> | <p>Male Employees</p> <h2>33%</h2> | <p>Non-Binary Employees</p> <h2><1%</h2> |
| <p>20 years of service</p> <h2>395</h2> | | <h2>309</h2> <p>Transfer Assignments</p> | | |



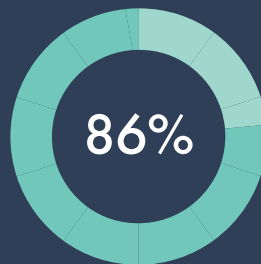
172 Nunavut Inuit
Summer Students



563
Competitions
248
New Hires



% of Summer students
that are Nunavut Inuit



871

Recipients of Inuktitut
Language Incentive

96

Recipients of Bilingual
Bonus

6

Nunavut-Wide Hiring
Requests Filled

\$766,481

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

\$3,444

Total Inuktitut Language
Incentives and Bilingual
Bonuses [in 000]

280

Short-term Telework
Requests Approved



» Strengthening Public Service

In 2024-25, the Government of Nunavut (GN) implemented a series of significant strategic and structural innovations, and policy and directive changes aimed at strengthening the effectiveness and resilience of the public service. These changes signal a shift in how the GN addresses capacity challenges, with a focus on building a more responsive, engaged, and community-centered workforce across the territory.

Salary and Compensation Review

To ensure increased competitiveness and address existing compensation gaps, the GN implemented a 9% salary increase for most employees following a comprehensive compensation review. An additional 2% increase was implemented for senior and specialized roles. A 12% salary increase was applied to employees of the Qulliq Energy Corporation, with a review underway for Nunavut Teachers' Association

In addition to increasing the GN's competitiveness in recruitment and retention, the intent of the salary increase was to align the compensation with evolving responsibilities, encourage skill development and career progression, as well as support a high-performing workforce.

Engagement Survey

The Government of Nunavut launched an employee engagement survey, the first since 2017, that was designed to gather feedback from all employees about their experiences, satisfaction, and the level of motivation and engagement with their workplace.

The aim of the survey was to determine what works well and where improvements are needed for an action plan that increases the support for increased employee participation. The survey data gathering reinforced privacy measures to ensure all employees can provide honest and anonymous feedback. A second portion of the survey is to follow in 2025-26.

Creation of the Departments of Community Services and Transportation and Infrastructure Nunavut

Planning and Implementation work was completed to support the re-alignment of two Government of Nunavut departments: the Department of Community & Government Services and the department of Economic Development and Transportation.

The resulting departments, the Department of Community Services (CS) and the Department of Transportation and Infrastructure Nunavut (TIN), will be able to better support the needs of Nunavummiut.

Respectful Workplace and Harassment Policy

The enhancement to the Respectful Workplace and Harassment Policy introduced improvements to fairness, accountability, and resolution processes.

Changes included are new informal resolution processes, enhanced roles for supervisors, clarity about complaint procedures, as well as training and transparency updates following a ruling.

These efforts aim to foster a safer, more respectful work environment across the public service and introduce new tools for workplace conflict resolution.

Telework Policy

This policy allows employees in suitable positions to work outside of a government office on a short-term basis (up to 30 days a fiscal year), balancing flexibility for employees and operational effectiveness. The policy formalizes the process for Short-Term Telework, as well as approval by cabinet for Long-Term Telework to be made available to employees in exceptional circumstances.

>> In 2024-25, there were 280 approved Short-Term Telework requests by 175 employees for 14 days on average; 12 Long-Term Telework requests, 6 of which were approved.

Remote Hiring Policy

This policy provides for temporary (term) hiring of employee to work remotely in an eligible GN position from a location other than the designated GN workplace on a full-time basis. Remote hiring is a tool for recruiting specialized, technical and hard-to-fill roles.

Cabinet approval is required for a position to be eligible under this policy.

>> In 2024-25, 65 positions were on the list of approved positions for remote hiring. Of these, 37 job competitions were completed and 6 employees were hired under the policy.

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 was approved in 2023-24 and contributes to the GN's commitment to Inuit employment and decentralization, grounded in the principle that the best public service includes people from across the territory.

>> In 2024-25, 10 requests under the policy have come forward, 6 have been successfully filled and 4 remain in progress.

Agreement Signed to Advance Inuit Employment and Training in Nunavut

On March 8, 2025, the Government of Nunavut, Nunavut Tunngavik Incorporated (NTI), and the Government of Canada signed a landmark Implementation Contract under the Nunavut Agreement—marking a major step forward in supporting Inuit employment, training, and self-determination.

This 10-year agreement includes a historic investment of \$1.5 billion from 2024 to 2034, with funding specifically dedicated to Inuit employment and training initiatives. These funds will support the development of a territory-wide Pre-Employment Training Framework, expand access to culturally relevant education, and increase Inuit representation across all levels of government.

This renewed commitment reflects the shared vision of building a strong, representative public service and empowering Nunavut Inuit to lead in shaping the future of the territory.



» Recruitment & Staffing

The Department of Human Resources plays a key role in attracting, recruiting, and retaining qualified candidates to support the delivery of public services across Nunavut. It ensures a fair and transparent staffing process that reflects Inuit employment priorities, supports workforce diversity, and aligns with the government's strategic goals. The department manages job postings, applicant screening, interviews, and onboarding, while working to build a representative public service that reflects Nunavut's communities and Inuit Societal Values.

Employee Retention

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 supports delivery of consistent and effective services to communities across Nunavut.

The GN continues to offer a competitive pay and benefits package. This includes salaries, pension, 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 2024–25, our retention rate was 88%.

Direct Appointments

Direct appointments allow the Government of Nunavut to fill specific positions without using the standard competitive process.

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 Inuit workforce.

>> In 2024-25, there were 107 direct appointments compared to 156 in 2023-24. Of these, 96 (90%) were Nunavut Inuit.

Job Competitions Advertised and Hiring

The following table represents the breakdown of the hires and competitions for the 2024-25 fiscal year.

2024-25 New Hires by region and status

| Community | Positions Advertised | Total | Nunavut Inuit | Non Inuit |
|--------------|-------------------------|-------|------------------|--------------|
| Headquarters | 482 | 163 | 31 | 132 |
| Qikiqtaaluk | 48 | 24 | 15 | 9 |
| Kivalliq | 89 | 32 | 16 | 16 |
| Kitikmeot | 71 | 29 | 18 | 11 |
| Totals | 690 | 248 | 80 | 168 |



Total competitions
held:

563

to fill

690
positions



Total Positions Filled

248

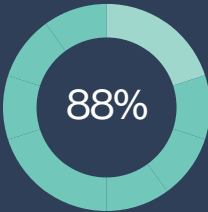


100



147

The current rate of retention is
88% per year

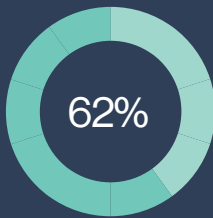




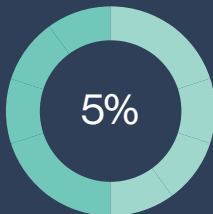
1137

Active Casual
Assignments

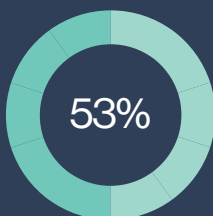
Casual Assignments
with **LESS than 1 YEAR** of service



Casual Assignments
with more than 5 years
of service



Active Casual Assignments
held by Nunavut Inuit



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 2024–25, 62% of all casuials had less than 1 year of service and 89% of all casual employees had less than 3 years of service with the Government of Nunavut.

>> As of March 31, 2025, there were 1,137 active casual assignments across the GN and public bodies included. Of these, 53% were held by Nunavut Inuit, supporting the government's commitment to Inuit employment.

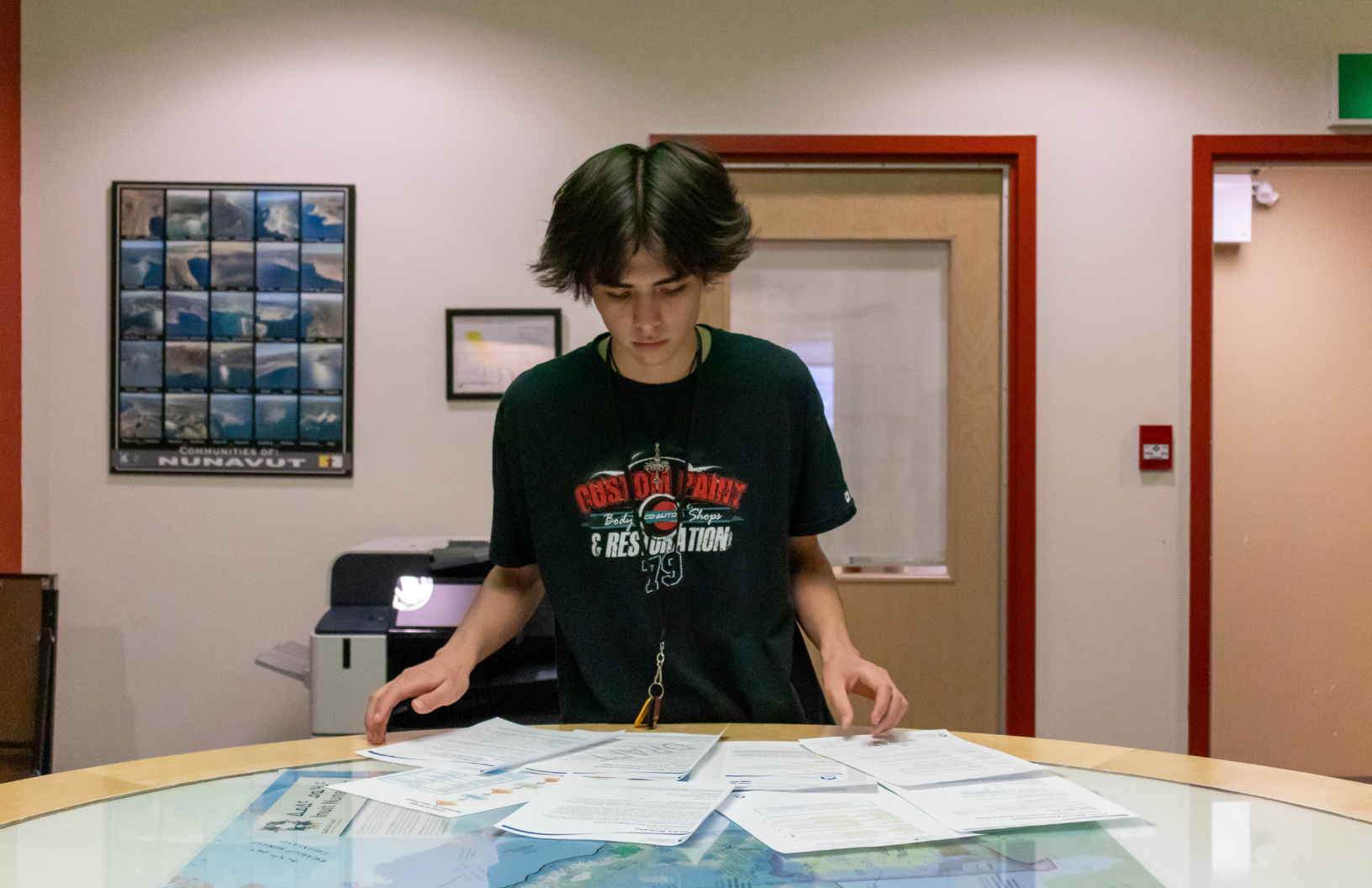
>> In 2024-25, 163 casual employees transitioned into term or indeterminate roles, 77 Nunavut Inuit, demonstrating the effectiveness of casual employment as a pathway to more permanent public service careers.

Casual Assignments by length of service (as of March 31, 2025)

| Years of Service | |
|---------------------|-----|
| Less than 1 year | 62% |
| Less than 2 years | 17% |
| Less than 3 years | 10% |
| Less than 4 years | 4% |
| Less than 5 years | 2% |
| 5+ years of service | 5% |

2024-25 Casual Employment by Department and Status

| Department/ Public Body | Total | Nunavut Inuit | % |
|----------------------------|-------------|------------------|------------|
| CGS | 86 | 52 | 60% |
| CH | 20 | 13 | 65% |
| EDT | 38 | 24 | 63% |
| EDU | 79 | 53 | 67% |
| EIA | 15 | 8 | 53% |
| ENV | 24 | 17 | 71% |
| FIN | 51 | 30 | 59% |
| FS | 115 | 54 | 47% |
| HEA | 415 | 205 | 49% |
| HR | 9 | 3 | 33% |
| JUS | 142 | 55 | 39% |
| NAC | 88 | 60 | 68% |
| NHC | 23 | 13 | 57% |
| OLA | 3 | 2 | 67% |
| QEC | 29 | 15 | 52% |
| Totals | 1137 | 604 | 53% |



Nathan Mather, a Summer Student working at the Department of Culture and Heritage in 2024

Summer Student Employment Equity Program

The Summer Student Employment Equity 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.

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

>> 201 students were employed with the Summer Student Employment Equity Program in 2024-25, 175 (86%) Nunavut Inuit.

2024-25 Summer Student Employment by Region

| Region | Nunavut Inuit Students | Non-Nunavut Inuit Female | Non-Nunavut Inuit Male | Non-Nunavut Inuit Students | Total |
|-------------|------------------------|--------------------------|------------------------|----------------------------|-------|
| Iqaluit | 57 | 19 | 9 | 28 | 85 |
| Qikiqtaaluk | 18 | | | | 18 |
| Kivalliq | 55 | | | | 55 |
| Kitikmeot | 42 | 1 | | 1 | 43 |

2024-25 Summer Students by Department

| | Total | Nunavut Inuit |
|-----|-------|---------------|
| CGS | 23 | 14 |
| CH | 3 | 3 |
| EDT | 12 | 11 |
| EDU | 12 | 10 |
| ENV | 35 | 33 |
| EIA | 5 | 4 |
| FS | 11 | 9 |
| FIN | 5 | 4 |
| HEA | 55 | 50 |
| HR | 3 | 2 |
| JUS | 13 | 11 |
| OLA | 1 | 1 |
| NAC | 5 | 4 |
| NHC | 7 | 5 |
| QEC | 11 | 11 |

Direct Appointments By Community



DIRECT APPOINTMENTS







» 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. These divisions 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.

>> **7 sessions, 68 participants, 10% 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.

>> **6 sessions, 67 participants, 16% Nunavut Inuit**

2024-25 Occupational Training Programs

Pre-Retirement Program

> 3 cohorts, 35 participants, 24 graduates

Diversity and Inclusion Program

> 20 participants, 15 graduates

Human Resources Learning Series

> 12 participants, 7 graduates

Remote Management Skills Program

> 15 Participants, 13 graduates

Project Management Essentials Certificate Program

> 16 participants, 16 graduates

Facilitation and Mediation Skills Program

> 35 participants, 24 graduates

Advanced Administrative Professional Certificate Program

> 31 participants, 18 graduates

Foundational Writing and Editing Skills Program

> 15 participants, 5 graduates

Career Development Skills Program

> 8 participants, 3 graduates

Future Leaders

> 41 participants, 32 graduates

Master Certificate in Public Sector Leadership

> 30 participants, 32 graduates



13

Cultural & Employee
Orientations delivered

to

135

Participants



13

Occupational
Training Cohorts
produced

182

Graduates



Graduates of the Inuit Executive Career Development Program were presented their certificates in July 2024.

Inuit Executive Career Development Program

Launched in September 2021, the Inuit Executive Career Development Program was designed to increase Inuit representation in leadership by supporting their professional development and advancement into senior management and executive roles.

In June 2024, eleven Inuit participants graduated from the three-year program, earning their Graduate Diploma in Leadership and Management from Athabasca University. Of the eleven graduates, eight received a Diploma in Leadership and Management, while three earned a Certificate in Leadership and Management.

The program offered comprehensive wraparound supports, including study tours, access to subject-matter experts, mentorship, and guidance from Elders. Academically, it comprised 16 courses: 4 core courses, 11 electives, and one capstone project. The curriculum focused on leadership, team building, organizational change, risk management, and strategic management. In addition, students completed a customized three-month course titled Leadership of Indigenous Institutions and Organizations.

>> 15 participants, 11 graduates

2024-25 Graduates of the Inuit Executive Career Development Program

Adeline Salomonie

Andrea Sateana

Barbara Tartak

Gloria Uluqsi

Jo-Anne Murphy

Juanie Pudluk

Lucy Wilson

Margaret Jones

Naya Reynders

Sandra Kownak

Tracy Kyak

Project Management Certificate Programs

In 2021–2022, the department launched the Master's Certificate in Project Management in partnership with York University. The program is designed to support employees in obtaining their Project Management Professional (PMP) designation through the globally recognized Project Management Institute, while also embedding best practices and Inuit Societal Values into project delivery across government.

In 2024–25, two cohorts of the Project Management Essentials (PME) certificate program were offered in partnership with Algonquin College. One of the cohorts was available to all GN and public body employees and one was an Inuit-specific cohort.

>> Since its launch in 2021-22, 5 cohorts graduated 106 students

>> In 2024-25, the program had 20 participants, 9 Nunavut Inuit graduates.

Accredited Human Resources Certificate Program

Targeted education and training programs have been launched to build human resources capacity within the Government of Nunavut and increase Inuit leadership in the field.

Recognizing the importance of Inuit representation in HR roles, several professional development initiatives were introduced to prepare employees for national certification and leadership in human resources discipline.

Since 2022, three programs have been launched: the Human Resources Learning Series, the Human Resources Captus Academic Program, and the Accredited Human Resources Certificate Program (AHRC). These programs range in duration from nine months to two years and are aligned with the requirements for achieving the Chartered Professional in Human Resources (CPHR) designation—the national standard for HR professionals in Canada.

The inaugural cohort of the Accredited Human Resources Certificate Program started in November 2024 and includes 28 Nunavut Inuit participants, who are expected to graduate in January 2026.

>> In 2024-25, the program had 28 participants

Inuit-Only Cohorts



9

Project Management
Essentials Certificate Graduates



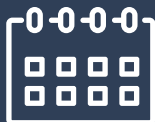
28

Participants in Accredited
Human Resources
Certificate

Learning & Development Courses

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

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

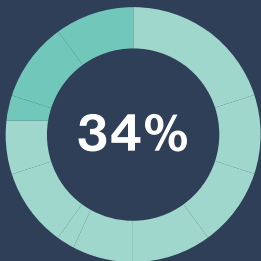


Course Duration:
1 to 5 Days



66
Total Courses
Delivered

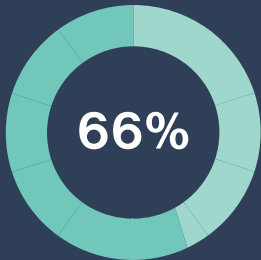
**Total
Nunavut-Inuit by %**



Regions & Courses:

Kitikmeot - 43
Kivalliq - 5
Headquarters - 18

**Total Non-Inuit
by %**



Total Participants
659



Graduation ceremony held in February 2025 of the Emerging Leaders Series.

Hivuliqtikhanut Leadership Development Program: Emerging Leaders

The Hivuliqtikhanut Leadership Development Program was launched in 2015, designed to build leadership capacity across all levels of the public service, with an emphasis on advancing Inuit leadership. The curriculum for the program is based on the Government of Nunavut's Leadership Competency Model, Our Way of Acting, that is grounded in Inuit Societal Values. The program includes three distinct streams, each designed to accelerate leadership development across varying levels of experience

- Emerging Leaders Series for new or aspiring managers,
- Supervisors' Series for those with some management experience, and
- Senior Managers' Series for individuals in or transitioning to senior leadership roles.

The program, open to participants from a broad range of roles and experience levels, celebrated its tenth anniversary this year, delivering 10 cohorts, 348 graduates, 239 of which are Nunavut Inuit.

In 2024-25, the program's tenth cohort of the Emerging Leaders Series was delivered to 33 participants. Of these, 24 graduated in February 2025.

>> Since the launch of the program, 348 individuals have graduated from the program

>> In 2024-25, the program had 33 participants, 19 Nunavut Inuit graduates.

2024-25 Nunavut Inuit Graduates of the Hivuliqtikhanut Leadership Development Program: Emerging Leaders

Jon Pameolik
Sherry Evalik
Shannon McCallum
Dawn Kyak
Amanda Padluq
Catherine Niptanatiak
Keisha Westwood
Allysha Tologanak
Clara Kolit
Shelly O'Gorman
Jacqueline Apak
Maggie Kilabuk
Manu Kunuk
Genevieve Lafrance
Caitlyn Peterson
Jalen Tagooona
Leslie Emingak
Brianna Eetuk

Specialized Training & Program Development Fund

The GN's Specialized Training and Program Development Fund (also known as the Training Fund) was established to provide additional training opportunities in specialized areas. The Department of Human Resources' Public Service Training Division (PST) administers the Training Fund and evaluates program deliverables on an annual basis.

In 2024-25, PST received 17 training proposals from five departments that were reviewed and rated by an interdepartmental committee. All of these proposals were approved helping to effectively support employee development across the GN.

>> In 2024-25, 17 proposals were received from five departments and were approved.

2024-25 Specialized Training Fund

| Specialized Training Fund Initiative | | Funding Approved |
|----------------------------------------------------------------------------------------------|-----|------------------|
| Contaminant Sampling Training | ENV | \$95,454 |
| Step Wise Training | FS | \$186,182 |
| Client Liaison Officers Training | FS | \$11,045 |
| Manager & Supervisor Training | FS | \$66,583 |
| Foster Care Coordinator Training | FS | \$41,325 |
| Trauma Informed Career Practitioner Training | FS | \$260,000 |
| GN Learning & Development and Occupational Training Programs | HR | \$200,000 |
| HR Leadership Retreat | HR | \$107,113 |
| Pediatric Sexual Assault Training | HEA | \$32,000 |
| Mental Health First Aid – Inuit (Multi-year funding approved from 2022-23 to 2024-25) | FS | \$87,456 |
| Receptionist/Clerk Interpreter Training (Multi-year funding approved for 2021-22 to 2024-25) | FS | \$34,572 |
| Qanuntuurniq – Community Corrections Training | JUS | \$90,000 |

2024-25 Program Development Funds

| Program Development Fund Initiative | | Approved |
|-------------------------------------|----------------------------------------------------------------------------------------------------|-----------|
| FS | Core Training | \$158,111 |
| FS | Family Resource Worker Training | \$115,158 |
| HR | Mentorship Program (Multi-year funding approved for 2024-25 to 2026-27) | \$210,000 |
| HEA | Specialized Community Health Workers Training (Multi-year funding approved for 2023-24 to 2026-27) | \$205,000 |
| HR | Onboarding Program for GN Employees (Multi-year funding approval for 2021-22 to 2024-25) | \$100,000 |

Education Leave

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

>> In 2024-25, 49 employees, 33 (67%) Nunavut Inuit were on education leave

2024-25 Education Leave

| | Inuit | Non-Inuit | Total |
|----------------|-------|-----------|-------|
| CH | 1 | 0 | 1 |
| EDU | 12 | 2 | 14 |
| ENV | 0 | 1 | 1 |
| FIN | 1 | 2 | 3 |
| FS | 2 | 2 | 4 |
| HEA | 6 | 8 | 14 |
| HR | 1 | 0 | 1 |
| JUS | 4 | 0 | 4 |
| NAC | 1 | 1 | 2 |
| OLA | 1 | 0 | 1 |
| TIN | 2 | 0 | 2 |
| CS | 2 | 0 | 2 |
| Totals | 33 | 16 | 49 |
| Percentage (%) | 67% | 33% | 100% |

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

1. Additional Nunavut Inuit employees on education leave during 2024-25 through the separate Amaaqaarniq Education Leave Program for Nunavut Inuit employees.
2. Additional Dept of Education employees on education leave during 2024-25 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 2024-25.

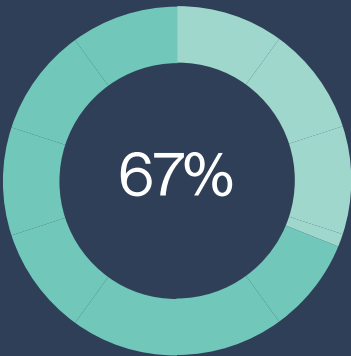
Participants either started their program, ended their program, or were in the process of completing their program in 2024-25.



49

Total Participants in Education Leave

Total Nunavut-Inuit by %



12

Nunavut Inuit Participants from the Department of Education



16

Career Broadening Program
Assignments Established
Since 2017



6

Actively enrolled in
Amaqtaarniq
Education Leave



2

Graduates from the
Amaqtaarniq



7

Participants in the Sivuliqtiksat
Internship Program

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.

>>16 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.

>> In 2024, 6 participants were actively enrolled, 2 graduated in Summer of 2024.

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 2024-25, 7 interns are active, 1 is in staffing process and 2 in approval.

>> From 2002-25, Sivuliqtiksat has delivered a total of 86 internships.



» 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.

Celebrations were held in the communities of Arctic Bay, Resolute Bay, Grise Fiord, and Pond Inlet to express the Government of Nunavut's sincere appreciation for all valued employees who achieved these significant milestones. On October 19, 2024, Iqaluit hosted the first Long-Term Service Gala, honoring recipients from across the territory who reached service milestones of 20, 25, 30, 35, 40, and 45 years.

The ceremonies held in 2024-25 were:

- **May 9, 2024 - Arctic Bay**
- **May 8, 2024 - Resolute Bay**
- **May 9, 2024 - Grise Fjord**
- **June 26, 2024 - Pond Inlet**
- **October 19, 2024 - Iqaluit**

Inuit Qaujimajatuqangit (IQ) Days

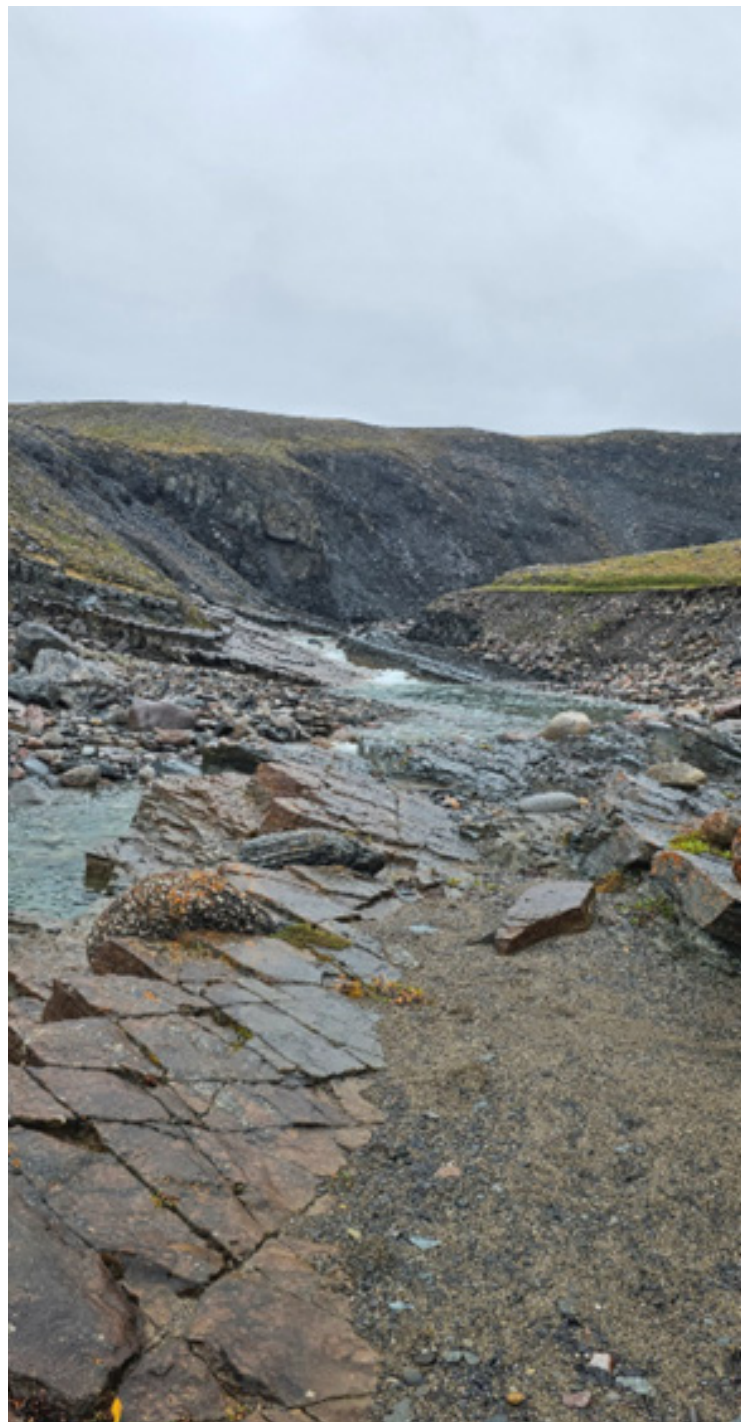
The GN provides an opportunity for all departments and public bodies to organize full days or half-days of Inuit cultural immersion programs and activities, also known as Inuit Qaujimajatuqangit (IQ) days.

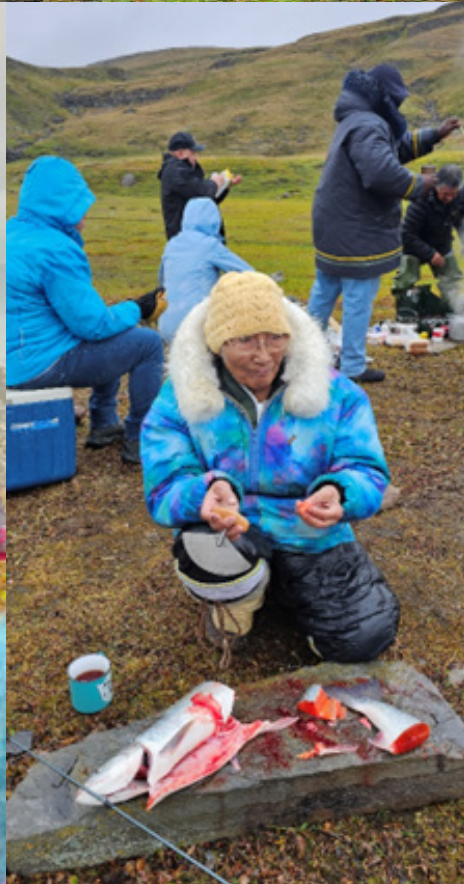
Inuit Qaujimajatuqangit days provide an opportunity for immersive experiences and development of greater understanding of Inuit Societal Values, Inuktitut languages and traditions.

Inuit Qaujimajatuqangit translates to Inuit Traditional Knowledge, Inuit Traditional Technology, or Inuit Traditional Institution. 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





Trip Summary: Fishing and Seal Hunting Excursion to Ammaa, Pond Inlet

Around 9:00 a.m., we departed from Pond Inlet by boat and headed to an outpost camp called Ammaa for a day of fishing and seal hunting.

On the way, we enjoyed beautiful scenery and spotted various wild birds. We successfully harvested a seal, but unfortunately, it sank before we could retrieve it. Using a fishing net brought by our elder, we caught plenty of fish, with a few more caught using fishing rods.

By 11:00 a.m., we arrived at Taqqut to check if there were more fish to catch. As no one was catching fish there, we continued

on to Ammaa and began preparing lunch.

Everyone was full by 1:30 p.m., and we set off to explore the land. Our exploration continued until around 3:30–4:00 p.m. During this time, elders shared stories and knowledge, including teachings about the Qammaq (sod house). We also explored flint rock and visited a small waterfall.

We returned home by 6:00 p.m., and everyone truly enjoyed the trip. It was a team effort that reflected key

-- Description of Inuit Qaujimagatuqangit (IQ) Activities,
Department of Community and Government Services
Employee Team IQ Day held on August 20, 2024



» 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.

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 2024-25, 2,334 staffing actions were processed.

| 2024-25 Staffing Actions | | |
|--------------------------|---------|---------|
| Action Type | 2023-24 | 2024-25 |
| CSA | 619 | 649 |
| DA | 101 | 93 |
| ITA | 88 | 53 |
| JARNS | 408 | 363 |
| JARRS | 553 | 677 |
| NEWNS | 41 | 16 |
| NEWSR | 68 | 34 |
| RESA | 252 | 244 |
| SSEEP | 205 | 205 |
| Total | | 2334 |

- 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)
- JARRS: 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 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 2024-25, 370 accomodations/return-to-work cases 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.

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.

The Ethics Officer submits their Annual Report 6 months following the fiscal year-end. All Ethics Officer Annual Reports are available at:

<https://www.gov.nu.ca/en/government-accountability/ethics-officer-annual-reports>

Employee and Family Assistance

In alignment with Pijitsirniq—the Inuit Societal Value of serving and caring for one’s family and community—the GN is dedicated to supporting the holistic well-being of its employees and their loved ones. A key pillar of this commitment is 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. Tailored to the unique realities of living and working in Nunavut, the program incorporates Inuit culture, values, and language into its delivery model.

EFAP provides a broad range of professional services designed to support employees in managing both personal and work-related challenges, including:

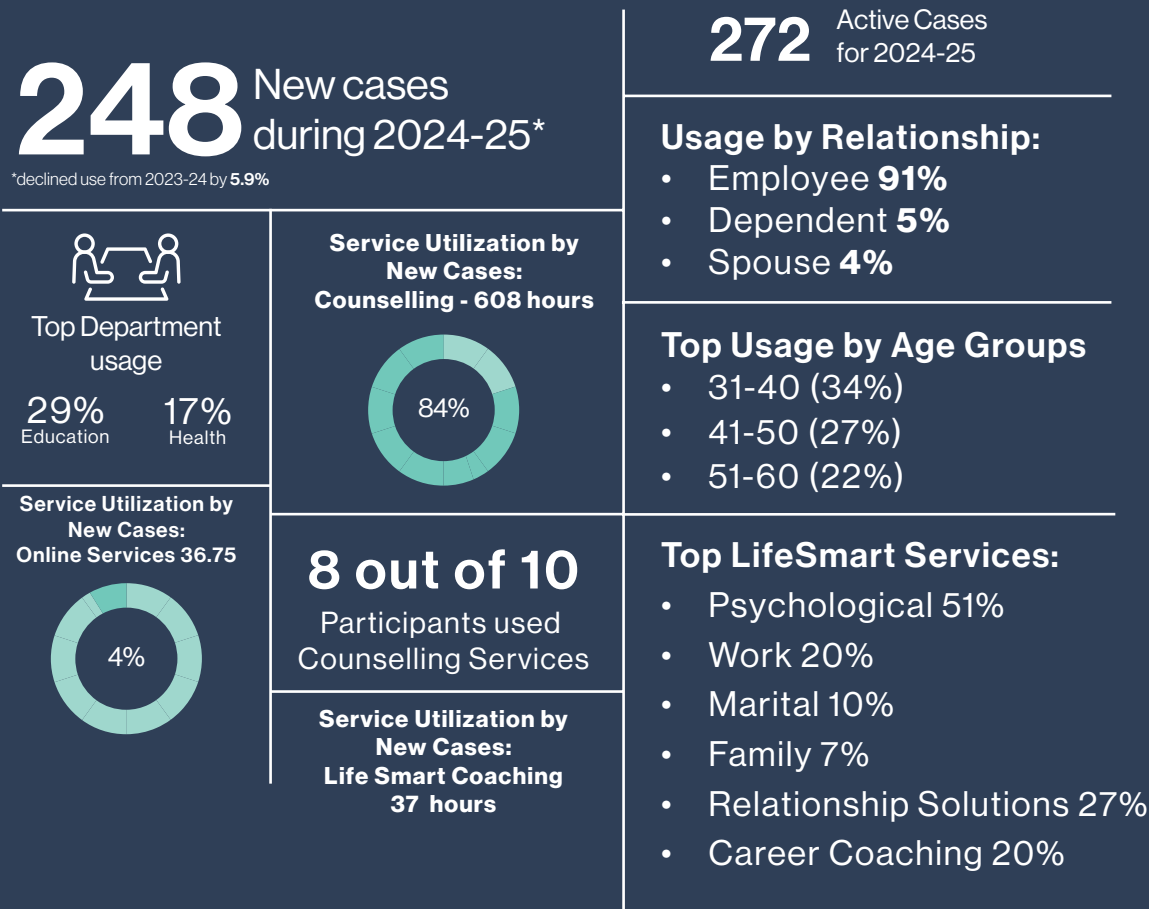
- Mental health and emotional well-being support, such as individual or family counseling
- Financial advice and planning assistance

- 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 and culturally responsive manner, accessible by phone, online, or in person (where available). Privacy and confidentiality are core to EFAP.

GN employees and their families can access EFAP services, including confidential support for substance use, by calling 1-800-663-1142 or visiting homewoodhealth.com.

Services are available in Inuktitut (through interpretation), English, and French.



*Other Services not included in calculations available: Crisis Management Services, Depression Care, Key Person Advice Line, Trauma Care, Wellness Sessions, Substance Abuse, Fitness and more.

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, 2025

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 C).

Establishment Report, 2024-25 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.

Direct Appointments by Department and Status

2024-25 Direct Appointments

| Department | Total | Inuit | Non-Inuit |
|------------|-------|-------|-----------|
| CGS | 6 | 6 | 0 |
| CH | 2 | 2 | |
| EDT | 6 | 5 | 1 |
| EDU | 34 | 33 | 1 |
| EIA | 1 | 1 | |
| ENV | 6 | 6 | |
| FIN | 1 | 1 | |
| FS | 10 | 4 | 6 |
| HEA | 13 | 11 | 2 |
| HR | 5 | 5 | |
| JUS | 15 | 14 | 1 |
| NAC | 2 | 2 | |
| NHC | 1 | 1 | |
| OLA | 1 | 1 | |
| QEC | 4 | 4 | 0 |
| Totals | 107 | 96 | 11 |

Term and Indeterminate Hires by Department and Status

2024-25 Term/Indeterminate Hires

| | Total | Inuit | Non-Inuit |
|--------|-------|-------|-----------|
| CGS | 33 | 7 | 26 |
| CH | 6 | 2 | 4 |
| EDT | 9 | 2 | 7 |
| EDU | 33 | 16 | 17 |
| EIA | 9 | 4 | 5 |
| ENV | 8 | 3 | 5 |
| FIN | 20 | 2 | 18 |
| FS | 15 | 3 | 12 |
| HEA | 62 | 25 | 37 |
| HR | 20 | 4 | 16 |
| JUS | 28 | 9 | 19 |
| OLA | 5 | 3 | 2 |
| Totals | 248 | 80 | 168 |

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

Direct Appointments by Community and Status

2024-25 Direct appointments by Community and Inuit status

| Community | Total | Nunavut Inuit | Non-Inuit |
|---------------|-------|---------------|-----------|
| Arviat | 5 | 5 | |
| Baker Lake | 4 | 4 | |
| Cambridge Bay | 11 | 11 | |
| Coral Harbour | 4 | 3 | 1 |
| Gjoa Haven | 2 | 2 | |
| Igloolik | 4 | 4 | |
| Iqaluit | 31 | 26 | 5 |
| Kinngait | 4 | 2 | 2 |
| Kugluktuk | 5 | 5 | |
| Pangnirtung | 13 | 11 | 2 |
| Pond Inlet | 7 | 7 | |
| Rankin Inlet | 10 | 10 | |
| Sanikiluaq | 4 | 3 | 1 |
| Sanirajak | 1 | 1 | |
| Taloyoak | 2 | 2 | |
| Totals | 107 | 96 | 11 |

Appendix A:

Additional Source Data

| Employment Summary of the Government of Nunavut Public Service All Departments and Territorial Corporations | Positions | | | | Nunavut Inuit | |
|----------------------------------------------------------------------------------------------------------------|-----------------|-----------|----------|------------|---------------|-------|
| | Total Positions | Vacancies | Filled | % Capacity | Hired | % IEP |
| Excutive | 53 | 16 | 37 | 70% | 14 | 38% |
| Senior Management | 198 | 41 | 157 | 79% | 33 | 21% |
| Middle Management | 517 | 160 | 357 | 69% | 105 | 29% |
| Professional | 2,172.60 | 780.1 | 1,391.50 | 64% | 451.5 | 32% |
| Paraprofessional | 1,190.63 | 480 | 710.63 | 60% | 440.97 | 62% |
| Administrative Support | 1,542.91 | 544.62 | 998.3 | 65% | 869.3 | 87% |
| Total | 5,674.15 | 2,021.72 | 3,651.43 | 64% | 1,913.76 | 52% |
| Community and Government Services | 469.00 | 188 | 281 | 60% | 116 | 41% |
| Culture and Heritage | 109.80 | 47.8 | 62 | 56% | 49 | 79% |
| Economic Development and Transportation | 156.00 | 64 | 92 | 59% | 62 | 67% |
| Education | 1,507.38 | 303.05 | 1,204.33 | 80% | 622.33 | 52% |
| Environment | 144.50 | 59.5 | 85 | 59% | 44 | 52% |
| Executive and Intergovernmental Affairs | 96.00 | 33 | 63 | 66% | 44 | 70% |
| Family Services | 285.10 | 111.1 | 173 | 61% | 108 | 62% |
| Finance | 232.00 | 88 | 144 | 62% | 5100% | 35% |
| Health | 1,370.20 | 605.2 | 765 | 56% | 417.33 | 55% |
| Human Resources | 117.00 | 49 | 68 | 58% | 31 | 46% |
| Justice | 478.00 | 201 | 277 | 58% | 129 | 47% |
| Office of the Legislative Assembly | 47.00 | 19 | 28 | 60% | 15 | 54% |
| Total Departments | 5,011.98 | 1,768.65 | 3,242.33 | 65% | 1,688.66 | 52% |
| Nunavut Arctic College | 312.77 | 180.07 | 132.7 | 42% | 85.7 | 65% |
| Nunavut Business Credit Corporation | 6.00 | 3 | 3 | 50% | 1 | 33% |
| Nunavut Housing Corporation | 128.00 | 25 | 103 | 80% | 43 | 42% |
| Qulliq Energy Corporation | 216.40 | 46 | 170.4 | 79% | 95.4 | 56% |
| Total Territorial Corporations | 663.17 | 254.07 | 409.1 | 62% | 225.1 | 55% |
| Total | 5,675.15 | 2,022.72 | 3,651.43 | 64% | 1,913.76 | 52% |

| Employment Summary by Community | Positions | | | | Nunavut Inuit | |
|---------------------------------|-----------------|-----------------|-----------------|------------|-----------------|------------|
| | Total Positions | Vacancies | Filled | % Capacity | Hired | % IEP |
| Arctic Bay | 69.87 | 24.77 | 45.1 | 65% | 31.1 | 69% |
| Clyde River | 94.4 | 30.03 | 64.37 | 68% | 46.37 | 72% |
| Grise Fiord | 29.2 | 13.5 | 15.7 | 54% | 11.7 | 75% |
| Igloolik | 213.37 | 74.37 | 139.00 | 65% | 11.7 | 75% |
| Iqaluit | 2,299.63 | 875.97 | 1,422.67 | 62% | 462 | 32% |
| Kimmirut | 47.90 | 18.03 | 29.87 | 62% | 16.12 | 54% |
| Kinngait | 158.37 | 62.07 | 96.30 | 61% | 55.30 | 57% |
| Pangnirtung | 171.80 | 53.03 | 118.77 | 69% | 85.77 | 72% |
| Pond Inlet | 204.80 | 87.8 | 117.00 | 57% | 70 | 60% |
| Qikiqtarjuaq | 48.00 | 14.87 | 33.13 | 69% | 23.13 | 70% |
| Resolute Bay | 32.40 | 17.05 | 15.35 | 47% | 8.6 | 56% |
| Sanikiluaq | 74.37 | 21.5 | 52.87 | 71% | 36.87 | 70% |
| Sanirajak | 65.47 | 19.1 | 46.37 | 71% | 33.37 | 72% |
| Total Qikiqtaaluk | 3,509.57 | 1,312.08 | 2,196.48 | 63% | 969.32 | 44% |
| Arviat | 264.53 | 88.5 | 176.03 | 67% | 125.03 | 71% |
| Baker Lake | 214.77 | 52.27 | 162.50 | 76% | 99.5 | 61% |
| Chesterfield Inlet | 50.67 | 20.3 | 30.37 | 60% | 21.37 | 70% |
| Coral Harbour | 79.25 | 20.27 | 58.98 | 74% | 48.98 | 83% |
| Nauyasat | 95.87 | 38.27 | 57.60 | 60% | 37.6 | 65% |
| Rankin Inlet | 574.87 | 200.00 | 374.87 | 65% | 255.37 | 68% |
| Whale Cove | 53.43 | 27.03 | 26.40 | 49% | 18.4 | 70% |
| Total Kivalliq | 1,333.38 | 446.63 | 886.75 | 67% | 606.25 | 68% |
| Cambridge Bay | 339.30 | 124.3 | 215.00 | 63% | 118 | 55% |
| Gjoa Haven | 129.80 | 39.8 | 90.00 | 69% | 66 | 73% |
| Kugaaruk | 78.40 | 17.8 | 60.60 | 77% | 43.6 | 72% |
| Kugluktuk | 182.30 | 57.30 | 125.00 | 69% | 64.00 | 51% |
| Taloyoak | 73.90 | 14.3 | 59.60 | 81% | 37.6 | 63% |
| Total Kitikmeot | 803.70 | 253.5 | 550.20 | 68% | 329.2 | |
| Churchill | 5.00 | 1 | 4.00 | 80% | 1 | 25% |
| Edmonton | 3.00 | 1 | 2.00 | 67% | 2 | 100% |
| Gatineau | 5.00 | 2 | 3.00 | 60% | 0 | 0 |
| Ottawa | 6.00 | 2 | 4.00 | 67% | 3 | 75% |
| Winnipeg | 7.00 | 2 | 5.00 | 71% | 3 | 60% |
| Total Other | 26.00 | 8 | 18.00 | 69% | 9 | 50% |
| Total | 5,672.65 | 2,020.22 | 3,651.43 | 64% | 1,913.76 | 52% |

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, 2025

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Statistics of the Public Service within the
Government of Nunavut as of:
March 31, 2025

The 2024-2025 Towards a Representative Public Service report is available electronically at our website: www.gov.nu.ca

[illegible]

Titiraq hamna hailiyuq Inuinnaqtun atani atiani:
Hivumuurutikhaq Ilautquyauyukharnik Havaktitiyunun

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

Towards a Representative Public Service
Statistics of the Public Service within the Government of Nunavut as of March 31, 2025
June 2025
Iqaluit, Nunavut
978-1-55325-611-3
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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 | 16.00 | 37.00 | 70% | 14.00 | 38% |
| Senior Management | 198.00 | 41.00 | 157.00 | 79% | 33.00 | 21% |
| Middle Management | 517.00 | 160.00 | 357.00 | 69% | 105.00 | 29% |
| Professional | 2,172.60 | 780.10 | 1,391.50 | 64% | 451.50 | 32% |
| Paraprofessional | 1,190.63 | 480.00 | 710.63 | 60% | 440.97 | 62% |
| Administrative Support | 1,542.91 | 544.62 | 998.30 | 65% | 869.30 | 87% |
| Total | 5,674.15 | 2,021.72 | 3,651.43 | 64% | 1,913.76 | 52% |
| Community and Government Services | 469.00 | 188.00 | 281.00 | 60% | 116.00 | 41% |
| Culture and Heritage | 109.80 | 47.80 | 62.00 | 56% | 49.00 | 79% |
| Economic Development and Transportation | 156.00 | 64.00 | 92.00 | 59% | 62.00 | 67% |
| Education | 1,507.38 | 303.05 | 1,204.33 | 80% | 622.33 | 52% |
| Environment | 144.50 | 59.50 | 85.00 | 59% | 44.00 | 52% |
| Executive and Intergovernmental Affairs | 96.00 | 33.00 | 63.00 | 66% | 44.00 | 70% |
| Family Services | 285.10 | 111.10 | 173.00 | 61% | 108.00 | 62% |
| Finance | 232.00 | 88.00 | 144.00 | 62% | 51.00 | 35% |
| Health | 1,370.20 | 605.20 | 765.00 | 56% | 417.33 | 55% |
| Human Resources | 117.00 | 49.00 | 68.00 | 58% | 31.00 | 46% |
| Justice | 478.00 | 201.00 | 277.00 | 58% | 129.00 | 47% |
| Office of the Legislative Assembly | 47.00 | 19.00 | 28.00 | 60% | 15.00 | 54% |
| Total Departments | 5,011.98 | 1,768.65 | 3,242.33 | 65% | 1,688.66 | 52% |
| Nunavut Arctic College | 312.77 | 180.07 | 132.70 | 42% | 85.70 | 65% |
| Nunavut Business Credit Corporation | 6.00 | 3.00 | 3.00 | 50% | 1.00 | 33% |
| Nunavut Housing Corporation | 128.00 | 25.00 | 103.00 | 80% | 43.00 | 42% |
| Qulliq Energy Corporation | 216.40 | 46.00 | 170.40 | 79% | 95.40 | 56% |
| Total Territorial Corporations | 663.17 | 254.07 | 409.10 | 62% | 225.10 | 55% |
| Total | 5,675.15 | 2,022.72 | 3,651.43 | 64% | 1,913.76 | 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 | 69.87 | 24.77 | 45.10 | 65% | 31.10 | 69% |
| Clyde River | 94.40 | 30.03 | 64.37 | 68% | 46.37 | 72% |
| Grise Fiord | 29.20 | 13.50 | 15.70 | 54% | 11.70 | 75% |
| Igloolik | 213.37 | 74.37 | 139.00 | 65% | 89.00 | 64% |
| Iqaluit | 2,299.63 | 875.97 | 1,422.67 | 62% | 462.00 | 32% |
| Kimmirut | 47.90 | 18.03 | 29.87 | 62% | 16.12 | 54% |
| Kinngait | 158.37 | 62.07 | 96.30 | 61% | 55.30 | 57% |
| Pangnirtung | 171.80 | 53.03 | 118.77 | 69% | 85.77 | 72% |
| Pond Inlet | 204.80 | 87.80 | 117.00 | 57% | 70.00 | 60% |
| Qikiqtarjuaq | 48.00 | 14.87 | 33.13 | 69% | 23.13 | 70% |
| Resolute Bay | 32.40 | 17.05 | 15.35 | 47% | 8.60 | 56% |
| Sanikiluaq | 74.37 | 21.50 | 52.87 | 71% | 36.87 | 70% |
| Sanirajak | 65.47 | 19.10 | 46.37 | 71% | 33.37 | 72% |
| Total Qikiqtaaluk | 3,509.57 | 1,312.08 | 2,196.48 | 63% | 969.32 | 44% |
| Arviat | 264.53 | 88.50 | 176.03 | 67% | 125.03 | 71% |
| Baker Lake | 214.77 | 52.27 | 162.50 | 76% | 99.50 | 61% |
| Chesterfield Inlet | 50.67 | 20.30 | 30.37 | 60% | 21.37 | 70% |
| Coral Harbour | 79.25 | 20.27 | 58.98 | 74% | 48.98 | 83% |
| Nauyasat | 95.87 | 38.27 | 57.60 | 60% | 37.60 | 65% |
| Rankin Inlet | 574.87 | 200.00 | 374.87 | 65% | 255.37 | 68% |
| Whale Cove | 53.43 | 27.03 | 26.40 | 49% | 18.40 | 70% |
| Total Kivalliq | 1,333.38 | 446.63 | 886.75 | 67% | 606.25 | 68% |
| Cambridge Bay | 339.30 | 124.30 | 215.00 | 63% | 118.00 | 55% |
| Gjoa Haven | 129.80 | 39.80 | 90.00 | 69% | 66.00 | 73% |
| Kugaaruk | 78.40 | 17.80 | 60.60 | 77% | 43.60 | 72% |
| Kugluktuk | 182.30 | 57.30 | 125.00 | 69% | 64.00 | 51% |
| Taloyoak | 73.90 | 14.30 | 59.60 | 81% | 37.60 | 63% |
| Total Kitikmeot | 803.70 | 253.50 | 550.20 | 68% | 329.20 | |
| Churchill | 5.00 | 1.00 | 4.00 | 80% | 1.00 | 25% |
| Edmonton | 3.00 | 1.00 | 2.00 | 67% | 2.00 | 100% |
| Gatineau | 5.00 | 2.00 | 3.00 | 60% | 0.00 | - |
| Ottawa | 6.00 | 2.00 | 4.00 | 67% | 3.00 | 75% |
| Winnipeg | 7.00 | 2.00 | 5.00 | 71% | 3.00 | 60% |
| Total Other | 26.00 | 8.00 | 18.00 | 69% | 9.00 | 50% |
| Total | 5,672.65 | 2,020.22 | 3,651.43 | 64% | 1,913.76 | 52% |

Community and Government Services

| | Positions | | | | Nunavut Inuit | |
|-------------------------------------------------------------|-----------------|---------------|---------------|------------|---------------|------------|
| | Total Positions | Vacancies | Filled | % Capacity | Hired | % IEP |
| Employment summary, by category | | | | | | |
| Executive | 5.00 | 2.00 | 3.00 | 60% | 0.00 | 0% |
| Senior Management | 23.00 | 6.00 | 17.00 | 74% | 2.00 | 12% |
| Middle Management | 61.00 | 19.00 | 42.00 | 69% | 7.00 | 17% |
| Professional | 138.00 | 65.00 | 73.00 | 53% | 16.00 | 22% |
| Paraprofessional | 195.00 | 82.00 | 113.00 | 58% | 59.00 | 52% |
| Administrative Support | 47.00 | 14.00 | 33.00 | 70% | 32.00 | 97% |
| Total | 469.00 | 188.00 | 281.00 | 60% | 116.00 | 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 | 4.00 | 13.00 | 76% | 8.00 | 62% |
| Cambridge Bay | 48.00 | 19.00 | 29.00 | 60% | 14.00 | 48% |
| 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 | 214.00 | 79.00 | 135.00 | 63% | 26.00 | 19% |
| Kimmirut | 2.00 | 1.00 | 1.00 | 50% | 1.00 | 100% |
| Kinngait | 23.00 | 15.00 | 8.00 | 35% | 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 | 1.00 | 1.00 | 50% | 0.00 | 0% |
| Pangnirtung | 3.00 | 1.00 | 2.00 | 67% | 1.00 | 50% |
| Pond Inlet | 34.00 | 21.00 | 13.00 | 38% | 10.00 | 77% |
| Qikiqtarjuaq | 2.00 | 1.00 | 1.00 | 50% | 1.00 | 100% |
| Rankin Inlet | 80.00 | 30.00 | 50.00 | 63% | 32.00 | 64% |
| Resolute Bay | 2.00 | 2.00 | 0.00 | 0% | 0.00 | - |
| Sanikiluaq | 2.00 | 0.00 | 2.00 | 100% | 1.00 | 50% |
| 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 | 469.00 | 188.00 | 281.00 | 60% | 116.00 | 41% |
| Employment summary, by Iqaluit and other communities | | | | | | |
| Iqaluit | 214.00 | 79.00 | 135.00 | 63% | 26.00 | 19% |
| Other Communities | 255.00 | 109.00 | 146.00 | 57% | 90.00 | 62% |
| Total | 469.00 | 188.00 | 281.00 | 60% | 116.00 | 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% | 5.00 | 71% |
| Middle Management | 19.00 | 7.00 | 12.00 | 63% | 9.00 | 75% |
| Professional | 49.00 | 27.00 | 22.00 | 45% | 16.00 | 73% |
| Paraprofessional | 15.00 | 7.00 | 8.00 | 53% | 6.00 | 75% |
| Administrative Support | 16.80 | 5.80 | 11.00 | 65% | 11.00 | 100% |
| Total | 109.80 | 47.80 | 62.00 | 56% | 49.00 | 79% |
| 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 | 67.80 | 30.80 | 37.00 | 55% | 32.00 | 86% |
| Kugluktuk | 11.00 | 6.00 | 5.00 | 45% | 4.00 | 80% |
| Total | 109.80 | 47.80 | 62.00 | 56% | 49.00 | 79% |
| Employment summary, by Iqaluit and other communities | | | | | | |
| Iqaluit | 67.80 | 30.80 | 37.00 | 55% | 32.00 | 86% |
| Other Communities | 42.00 | 17.00 | 25.00 | 60% | 17.00 | 68% |
| Total | 109.80 | 47.80 | 62.00 | 56% | 49.00 | 79% |

Economic Development and Transportation

| | Positions | | | | Nunavut Inuit | |
|-------------------------------------------------------------|--------------------|--------------|--------------|---------------|---------------|------------|
| | Total Positions | Vacancies | Filled | % Capacity | Hired | % IEP |
| Employment summary, by category | | | | | | |
| Executive | 6.00 | 2.00 | 4.00 | 67% | 2.00 | 50% |
| Senior Management | 12.00 | 2.00 | 10.00 | 83% | 3.00 | 30% |
| Middle Management | 34.00 | 9.00 | 25.00 | 74% | 13.00 | 52% |
| Professional | 42.00 | 22.00 | 20.00 | 48% | 15.00 | 75% |
| Paraprofessional | 36.00 | 14.00 | 22.00 | 61% | 18.00 | 82% |
| Administrative Support | 26.00 | 15.00 | 11.00 | 42% | 11.00 | 100% |
| Total | 156.00 | 64.00 | 92.00 | 59% | 62.00 | 67% |
| Employment summary, by community | | | | | | |
| Arviat | 5.00 | 3.00 | 2.00 | 40% | 2.00 | 100% |
| Cambridge Bay | 5.00 | 2.00 | 3.00 | 60% | 3.00 | 100% |
| Gjoa Haven | 4.00 | 2.00 | 2.00 | 50% | 2.00 | 100% |
| Iqaluit | 69.00 | 30.00 | 39.00 | 57% | 17.00 | 44% |
| Kinngait | 2.00 | 1.00 | 1.00 | 50% | 1.00 | 100% |
| Kugluktuk | 10.00 | 5.00 | 5.00 | 50% | 3.00 | 60% |
| Pangnirtung | 14.00 | 5.00 | 9.00 | 64% | 9.00 | 100% |
| Pond Inlet | 9.00 | 2.00 | 7.00 | 78% | 7.00 | 100% |
| Rankin Inlet | 37.00 | 14.00 | 23.00 | 62% | 17.00 | 74% |
| Resolute Bay | 1.00 | 0.00 | 1.00 | 100% | 1.00 | 100% |
| Total | 156.00 | 64.00 | 92.00 | 59% | 62.00 | 67% |
| Employment summary, by Iqaluit and other communities | | | | | | |
| Iqaluit | 69.00 | 0.00 | 0.00 | 0% | 0.00 | - |
| Other Communities | 87.00 | 64.00 | 92.00 | 106% | 62.00 | 67% |
| Total | 156.00 | 64.00 | 92.00 | 59% | 62.00 | 67% |

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 | 23.00 | 1.00 | 22.00 | 96% | 2.00 | 9% |
| Middle Management | 78.00 | 21.00 | 57.00 | 73% | 11.00 | 19% |
| Professional | 833.50 | 126.00 | 707.50 | 85% | 231.50 | 33% |
| Paraprofessional | 195.07 | 57.50 | 137.57 | 71% | 117.57 | 85% |
| Administrative Support | 373.81 | 96.55 | 277.26 | 74% | 259.26 | 94% |
| Total | 1,506.38 | 302.05 | 1,204.33 | 80% | 622.33 | 52% |
| Employment summary, by community | | | | | | |
| Arctic Bay | 34.50 | 7.00 | 27.50 | 80% | 15.50 | 56% |
| Arviat | 136.50 | 42.50 | 94.00 | 69% | 64.00 | 68% |
| Baker Lake | 86.50 | 16.00 | 70.50 | 82% | 32.50 | 46% |
| Cambridge Bay | 50.00 | 7.00 | 43.00 | 86% | 17.00 | 40% |
| Chesterfield Inlet | 21.30 | 2.80 | 18.50 | 87% | 11.50 | 62% |
| Clyde River | 40.50 | 4.50 | 36.00 | 89% | 22.00 | 61% |
| Coral Harbour | 39.38 | 8.50 | 30.88 | 78% | 24.88 | 81% |
| Gjoa Haven | 52.00 | 9.00 | 43.00 | 83% | 31.00 | 72% |
| Grise Fiord | 10.03 | 2.00 | 8.03 | 80% | 6.03 | 75% |
| Igloolik | 83.00 | 12.00 | 71.00 | 86% | 40.00 | 56% |
| Iqaluit | 288.50 | 71.50 | 217.00 | 75% | 57.00 | 26% |
| Kimmirut | 20.00 | 4.00 | 16.00 | 80% | 5.25 | 33% |
| Kinngait | 51.00 | 12.00 | 39.00 | 76% | 21.00 | 54% |
| Kugaaruk | 44.50 | 4.50 | 40.00 | 90% | 25.00 | 63% |
| Kugluktuk | 75.00 | 14.50 | 60.50 | 81% | 21.50 | 36% |
| Nauyasat | 59.50 | 20.50 | 39.00 | 66% | 24.00 | 62% |
| Pangnirtung | 62.00 | 10.50 | 51.50 | 83% | 37.50 | 73% |
| Pond Inlet | 98.00 | 23.00 | 75.00 | 77% | 38.00 | 51% |
| Qikiqtarjuaq | 20.03 | 1.00 | 19.03 | 95% | 12.03 | 63% |
| Rankin Inlet | 88.10 | 9.00 | 79.10 | 90% | 39.60 | 50% |
| Resolute Bay | 10.50 | 3.75 | 6.75 | 64% | 1.00 | 15% |
| Sanikiluaq | 42.00 | 4.00 | 38.00 | 90% | 25.00 | 66% |
| Sanirajak | 34.00 | 3.50 | 30.50 | 90% | 22.50 | 74% |
| Taloyoak | 39.00 | 2.00 | 37.00 | 95% | 21.00 | 57% |
| Whale Cove | 21.53 | 8.00 | 13.53 | 63% | 7.53 | 56% |
| Total | 1,507.38 | 303.05 | 1,204.33 | 80% | 622.33 | 52% |
| Employment summary, by Iqaluit and other communities | | | | | | |
| Iqaluit | 288.50 | 71.50 | 217.00 | 75% | 57.00 | 26% |
| Other Communities | 1,218.88 | 231.55 | 987.33 | 81% | 565.33 | 57% |
| Total | 1,507.38 | 303.05 | 1,204.33 | 80% | 622.33 | 52% |

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 | 2.00 | 5.00 | 71% | 0.00 | 0% |
| Middle Management | 19.00 | 4.00 | 15.00 | 79% | 2.00 | 13% |
| Professional | 42.00 | 21.00 | 21.00 | 50% | 7.00 | 33% |
| Paraprofessional | 62.00 | 28.00 | 34.00 | 55% | 27.00 | 79% |
| Administrative Support | 12.50 | 4.50 | 8.00 | 64% | 6.00 | 75% |
| Total | 144.50 | 59.50 | 85.00 | 59% | 44.00 | 52% |
| Employment summary, by community | | | | | | |
| Arctic Bay | 1.00 | 0.00 | 1.00 | 100% | 1.00 | 100% |
| Arviat | 11.00 | 3.00 | 8.00 | 73% | 6.00 | 75% |
| Baker Lake | 3.00 | 0.00 | 3.00 | 100% | 2.00 | 67% |
| Cambridge Bay | 3.50 | 2.50 | 1.00 | 29% | 1.00 | 100% |
| Chesterfield Inlet | 1.00 | 0.00 | 1.00 | 100% | 1.00 | 100% |
| Clyde River | 3.50 | 2.50 | 1.00 | 29% | 1.00 | 100% |
| Coral Harbour | 1.00 | 0.00 | 1.00 | 100% | 1.00 | 100% |
| 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 | 9.00 | 5.00 | 36% | 2.00 | 40% |
| Iqaluit | 63.00 | 23.00 | 40.00 | 63% | 13.00 | 33% |
| Kimmirut | 2.50 | 1.50 | 1.00 | 40% | 1.00 | 100% |
| Kinngait | 3.00 | 2.00 | 1.00 | 33% | 1.00 | 100% |
| Kugaaruk | 1.00 | 0.00 | 1.00 | 100% | 1.00 | 100% |
| Kugluktuk | 14.50 | 4.50 | 10.00 | 69% | 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 | 5.00 | 2.00 | 29% | 0.00 | 0% |
| Qikiqtarjuaq | 1.00 | 1.00 | 0.00 | 0% | 0.00 | - |
| Rankin Inlet | 4.00 | 2.00 | 2.00 | 50% | 2.00 | 100% |
| Resolute Bay | 1.00 | 0.00 | 1.00 | 100% | 1.00 | 100% |
| Sanikiluaq | 2.50 | 2.50 | 0.00 | 0% | 0.00 | - |
| 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 | 144.50 | 59.50 | 85.00 | 59% | 44.00 | 52% |
| Employment summary, by Iqaluit and other communities | | | | | | |
| Iqaluit | 63.00 | 23.00 | 40.00 | 63% | 13.00 | 33% |
| Other Communities | 81.50 | 36.50 | 45.00 | 55% | 31.00 | 69% |
| Total | 144.50 | 59.50 | 85.00 | 59% | 44.00 | 52% |

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% | 2.00 | 50% |
| Senior Management | 11.00 | 1.00 | 10.00 | 91% | 3.00 | 30% |
| Middle Management | 10.00 | 1.00 | 9.00 | 90% | 6.00 | 67% |
| Professional | 36.00 | 22.00 | 14.00 | 39% | 8.00 | 57% |
| Paraprofessional | 5.00 | 2.00 | 3.00 | 60% | 3.00 | 100% |
| Administrative Support | 29.00 | 6.00 | 23.00 | 79% | 22.00 | 96% |
| Total | 96.00 | 33.00 | 63.00 | 66% | 44.00 | 70% |
| 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 | 1.00 | 0.00 | 0% | 0.00 | - |
| Igloolik | 1.00 | 0.00 | 1.00 | 100% | 1.00 | 100% |
| Iqaluit | 68.00 | 28.00 | 40.00 | 59% | 22.00 | 55% |
| Kimmirut | 1.00 | 1.00 | 0.00 | 0% | 0.00 | - |
| 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 | 2.00 | 1.00 | 33% | 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 | 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% | 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 | 33.00 | 63.00 | 66% | 44.00 | 70% |
| Employment summary, by Iqaluit and other communities | | | | | | |
| Iqaluit | 68.00 | 28.00 | 40.00 | 59% | 22.00 | 55% |
| Other Communities | 28.00 | 5.00 | 23.00 | 82% | 22.00 | 96% |
| Total | 96.00 | 33.00 | 63.00 | 66% | 44.00 | 70% |

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 | 28.00 | 8.00 | 20.00 | 71% | 11.00 | 55% |
| Professional | 111.00 | 48.00 | 62.00 | 56% | 18.00 | 29% |
| Paraprofessional | 105.00 | 38.00 | 67.00 | 64% | 63.00 | 94% |
| Administrative Support | 23.10 | 11.10 | 12.00 | 52% | 11.00 | 92% |
| Total | 285.10 | 111.10 | 173.00 | 61% | 108.00 | 62% |
| Employment summary, by community | | | | | | |
| Arctic Bay | 5.00 | 1.00 | 4.00 | 80% | 3.00 | 75% |
| Arviat | 9.00 | 2.00 | 7.00 | 78% | 5.00 | 71% |
| Baker Lake | 9.00 | 3.00 | 6.00 | 67% | 5.00 | 83% |
| Cambridge Bay | 20.00 | 10.00 | 10.00 | 50% | 7.00 | 70% |
| Chesterfield Inlet | 3.00 | 3.00 | 0.00 | 0% | 0.00 | - |
| Clyde River | 4.53 | 2.53 | 2.00 | 44% | 2.00 | 100% |
| Coral Harbour | 4.00 | 1.00 | 3.00 | 75% | 2.00 | 67% |
| Edmonton | 3.00 | 1.00 | 2.00 | 67% | 2.00 | 100% |
| Gjoa Haven | 6.00 | 2.00 | 4.00 | 67% | 3.00 | 75% |
| Grise Fiord | 2.00 | 1.00 | 1.00 | 50% | 1.00 | 100% |
| Igloolik | 10.00 | 6.00 | 4.00 | 40% | 2.00 | 50% |
| Iqaluit | 106.00 | 39.00 | 66.00 | 62% | 29.00 | 44% |
| Kimmirut | 3.00 | 1.00 | 2.00 | 67% | 1.00 | 50% |
| Kinngait | 8.00 | 3.00 | 5.00 | 63% | 3.00 | 60% |
| Kugaaruk | 4.00 | 1.00 | 3.00 | 75% | 3.00 | 100% |
| Kugluktuk | 9.00 | 3.00 | 6.00 | 67% | 4.00 | 67% |
| Nauyasat | 3.00 | 2.00 | 1.00 | 33% | 1.00 | 100% |
| Ottawa | 2.00 | 0.00 | 2.00 | 100% | 2.00 | 100% |
| Pangnirtung | 19.50 | 6.50 | 13.00 | 67% | 9.00 | 69% |
| Pond Inlet | 10.00 | 5.00 | 5.00 | 50% | 3.00 | 60% |
| Qikiqtarjuaq | 3.53 | 1.53 | 2.00 | 57% | 1.00 | 50% |
| Rankin Inlet | 24.00 | 7.00 | 17.00 | 71% | 14.00 | 82% |
| Resolute Bay | 2.00 | 1.00 | 1.00 | 50% | 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 | 4.00 | 1.00 | 3.00 | 75% | 3.00 | 100% |
| Winnipeg | 0.00 | 0.00 | 0.00 | - | 0.00 | - |
| Total | 285.10 | 111.10 | 173.00 | 61% | 108.00 | 62% |
| Employment summary, by Iqaluit and other communities | | | | | | |
| Iqaluit | 106.00 | 39.00 | 66.00 | 62% | 29.00 | 44% |
| Other Communities | 179.10 | 72.10 | 107.00 | 60% | 79.00 | 74% |
| Total | 285.10 | 111.10 | 173.00 | 61% | 108.00 | 62% |

Finance

| | Positions | | | | Nunavut Inuit | |
|-------------------------------------------------------------|--------------------|--------------|---------------|---------------|---------------|------------|
| | Total Positions | Vacancies | Filled | % Capacity | Hired | % IEP |
| Employment summary, by category | | | | | | |
| Executive | 4.00 | 2.00 | 2.00 | 50% | 0.00 | 0% |
| Senior Management | 11.00 | 2.00 | 9.00 | 82% | 0.00 | 0% |
| Middle Management | 29.00 | 5.00 | 24.00 | 83% | 3.00 | 13% |
| Professional | 52.00 | 27.00 | 25.00 | 48% | 5.00 | 20% |
| Paraprofessional | 99.00 | 36.00 | 63.00 | 64% | 24.00 | 38% |
| Administrative Support | 37.00 | 16.00 | 21.00 | 57% | 19.00 | 90% |
| Total | 232.00 | 88.00 | 144.00 | 62% | 51.00 | 35% |
| Employment summary, by community | | | | | | |
| Cambridge Bay | 19.00 | 8.00 | 11.00 | 58% | 6.00 | 55% |
| Igloolik | 9.00 | 6.00 | 3.00 | 33% | 3.00 | 100% |
| Iqaluit | 164.00 | 56.00 | 108.00 | 66% | 23.00 | 21% |
| Rankin Inlet | 40.00 | 18.00 | 22.00 | 55% | 19.00 | 86% |
| Total | 232.00 | 88.00 | 144.00 | 62% | 51.00 | 35% |
| Employment summary, by Iqaluit and other communities | | | | | | |
| Iqaluit | 164.00 | 56.00 | 108.00 | 66% | 23.00 | 21% |
| Other Communities | 68.00 | 32.00 | 36.00 | 53% | 28.00 | 78% |
| Total | 232.00 | 88.00 | 144.00 | 62% | 51.00 | 35% |

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 | 106.00 | 44.00 | 62.00 | 58% | 9.00 | 15% |
| Professional | 405.50 | 215.50 | 190.00 | 47% | 29.00 | 15% |
| Paraprofessional | 222.17 | 111.50 | 110.67 | 50% | 39.00 | 35% |
| Administrative Support | 592.53 | 221.20 | 371.33 | 63% | 335.33 | 90% |
| Total | 1,370.20 | 605.20 | 765.00 | 56% | 417.33 | 55% |
| Employment summary, by community | | | | | | |
| Arctic Bay | 19.00 | 14.00 | 5.00 | 26% | 4.00 | 80% |
| Arviat | 39.50 | 18.00 | 21.50 | 54% | 12.50 | 58% |
| Baker Lake | 35.00 | 14.00 | 21.00 | 60% | 18.00 | 86% |
| Cambridge Bay | 127.03 | 55.03 | 72.00 | 57% | 44.00 | 61% |
| Chesterfield Inlet | 16.00 | 11.00 | 5.00 | 31% | 5.00 | 100% |
| Churchill | 5.00 | 1.00 | 4.00 | 80% | 1.00 | 25% |
| Clyde River | 24.00 | 11.50 | 12.50 | 52% | 9.50 | 76% |
| Coral Harbour | 23.00 | 7.50 | 15.50 | 67% | 12.50 | 81% |
| Gjoa Haven | 51.53 | 16.53 | 35.00 | 68% | 25.00 | 71% |
| Grise Fiord | 10.30 | 8.50 | 1.80 | 17% | 1.80 | 100% |
| Igloolik | 53.10 | 23.10 | 30.00 | 56% | 20.00 | 67% |
| Iqaluit | 492.23 | 195.57 | 296.67 | 60% | 90.00 | 30% |
| Kimmirut | 14.53 | 7.53 | 7.00 | 48% | 5.00 | 71% |
| Kinngait | 32.60 | 20.57 | 12.03 | 37% | 10.03 | 83% |
| Kugaaruk | 18.53 | 7.53 | 11.00 | 59% | 10.00 | 91% |
| Kugluktuk | 29.03 | 13.53 | 15.50 | 53% | 8.50 | 55% |
| Nauyasat | 22.50 | 10.50 | 12.00 | 53% | 8.00 | 67% |
| Ottawa | 1.00 | 0.00 | 1.00 | 100% | 1.00 | 100% |
| Pangnirtung | 62.03 | 27.03 | 35.00 | 56% | 22.00 | 63% |
| 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 | 154.00 | 66.00 | 88.00 | 57% | 64.00 | 73% |
| Resolute Bay | 11.03 | 8.03 | 3.00 | 27% | 3.00 | 100% |
| Sanikiluaq | 19.00 | 11.00 | 8.00 | 42% | 7.00 | 88% |
| Sanirajak | 17.57 | 8.57 | 9.00 | 51% | 5.00 | 56% |
| Taloyoak | 18.53 | 4.53 | 14.00 | 76% | 9.00 | 64% |
| Whale Cove | 17.53 | 11.53 | 6.00 | 34% | 5.00 | 83% |
| Winnipeg | 7.00 | 2.00 | 5.00 | 71% | 3.00 | 60% |
| Total | 1,370.20 | 605.20 | 765.00 | 56% | 417.33 | 55% |
| Employment summary, by Iqaluit and other communities | | | | | | |
| Iqaluit | 492.23 | 195.57 | 296.67 | 60% | 90.00 | 30% |
| Other Communities | 877.97 | 409.63 | 468.33 | 53% | 327.33 | 70% |
| Total | 1,370.20 | 605.20 | 765.00 | 56% | 417.33 | 55% |

Human Resources

| | Positions | | | | Nunavut Inuit | |
|-------------------------------------------------------------|-----------------|--------------|--------------|------------|---------------|------------|
| | Total Positions | Vacancies | Filled | % Capacity | Hired | % IEP |
| Employment summary, by category | | | | | | |
| Executive | 3.00 | 2.00 | 1.00 | 33% | 0.00 | 0% |
| Senior Management | 8.00 | 3.00 | 5.00 | 63% | 2.00 | 40% |
| Middle Management | 17.00 | 5.00 | 12.00 | 71% | 3.00 | 25% |
| Professional | 46.00 | 25.00 | 21.00 | 46% | 6.00 | 29% |
| Paraprofessional | 23.00 | 10.00 | 13.00 | 57% | 4.00 | 31% |
| Administrative Support | 20.00 | 4.00 | 16.00 | 80% | 16.00 | 100% |
| Total | 117.00 | 49.00 | 68.00 | 58% | 31.00 | 46% |
| Employment summary, by community | | | | | | |
| Cambridge Bay | 6.00 | 1.00 | 5.00 | 83% | 5.00 | 100% |
| Igloolik | 7.00 | 1.00 | 6.00 | 86% | 6.00 | 100% |
| Iqaluit | 95.00 | 44.00 | 51.00 | 54% | 14.00 | 27% |
| Rankin Inlet | 9.00 | 3.00 | 6.00 | 67% | 6.00 | 100% |
| Total | 117.00 | 49.00 | 68.00 | 58% | 31.00 | 46% |
| Employment summary, by Iqaluit and other communities | | | | | | |
| Iqaluit | 95.00 | 44.00 | 51.00 | 54% | 14.00 | 27% |
| Other Communities | 22.00 | 5.00 | 17.00 | 77% | 17.00 | 100% |
| Total | 117.00 | 49.00 | 68.00 | 58% | 31.00 | 46% |

Justice

| | Positions | | | | Nunavut Inuit | |
|-------------------------------------------------------------|-----------------|---------------|---------------|------------|---------------|------------|
| | Total Positions | Vacancies | Filled | % Capacity | Hired | % IEP |
| Employment summary, by category | | | | | | |
| Executive | 3.00 | 1.00 | 2.00 | 67% | 1.00 | 50% |
| Senior Management | 10.00 | 2.00 | 8.00 | 80% | 1.00 | 13% |
| Middle Management | 27.00 | 15.00 | 12.00 | 44% | 5.00 | 42% |
| Professional | 83.00 | 30.00 | 53.00 | 64% | 18.00 | 34% |
| Paraprofessional | 96.00 | 41.00 | 55.00 | 57% | 22.00 | 40% |
| Administrative Support | 259.00 | 112.00 | 147.00 | 57% | 82.00 | 56% |
| Total | 478.00 | 201.00 | 277.00 | 58% | 129.00 | 47% |
| Employment summary, by community | | | | | | |
| Arctic Bay | 2.00 | 0.00 | 2.00 | 100% | 2.00 | 100% |
| Arviat | 4.00 | 1.00 | 3.00 | 75% | 3.00 | 100% |
| Baker Lake | 2.00 | 0.00 | 2.00 | 100% | 2.00 | 100% |
| Cambridge Bay | 8.00 | 3.00 | 5.00 | 63% | 3.00 | 60% |
| Chesterfield Inlet | 1.00 | 0.00 | 1.00 | 100% | 1.00 | 100% |
| Clyde River | 1.00 | 1.00 | 0.00 | 0% | 0.00 | - |
| 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 | 2.00 | 0.00 | 0% | 0.00 | - |
| Iqaluit | 356.00 | 163.00 | 193.00 | 54% | 65.00 | 34% |
| Kimmirut | 2.00 | 2.00 | 0.00 | 0% | 0.00 | - |
| 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 | 4.00 | 10.00 | 71% | 8.00 | 80% |
| Nauyasat | 1.00 | 0.00 | 1.00 | 100% | 1.00 | 100% |
| Ottawa | 0.00 | 0.00 | 0.00 | - | 0.00 | - |
| Pangnirtung | 3.00 | 2.00 | 1.00 | 33% | 0.00 | 0% |
| Pond Inlet | 5.00 | 3.00 | 2.00 | 40% | 2.00 | 100% |
| Qikiqtarjuaq | 1.00 | 1.00 | 0.00 | 0% | 0.00 | - |
| Rankin Inlet | 51.00 | 9.00 | 42.00 | 82% | 28.00 | 67% |
| 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 | 478.00 | 201.00 | 277.00 | 58% | 129.00 | 47% |
| Employment summary, by Iqaluit and other communities | | | | | | |
| Iqaluit | 356.00 | 163.00 | 193.00 | 54% | 65.00 | 34% |
| Other Communities | 122.00 | 38.00 | 84.00 | 69% | 64.00 | 76% |
| Total | 478.00 | 201.00 | 277.00 | 58% | 129.00 | 47% |

Office of the Legislative Assembly

| | Positions | | | | Nunavut Inuit | |
|-------------------------------------------------------------|--------------------|--------------|--------------|---------------|---------------|------------|
| | Total Positions | Vacancies | Filled | % Capacity | Hired | % IEP |
| Employment summary, by category | | | | | | |
| Executive | 2.00 | 1.00 | 1.00 | 50% | 1.00 | 100% |
| Senior Management | 5.00 | 1.00 | 4.00 | 80% | 0.00 | 0% |
| Middle Management | 7.00 | 1.00 | 6.00 | 86% | 3.00 | 50% |
| Professional | 18.00 | 8.00 | 10.00 | 56% | 5.00 | 50% |
| Paraprofessional | 11.00 | 5.00 | 6.00 | 55% | 5.00 | 83% |
| Administrative Support | 4.00 | 3.00 | 1.00 | 25% | 1.00 | 100% |
| Total | 47.00 | 19.00 | 28.00 | 60% | 15.00 | 54% |
| Employment summary, by community | | | | | | |
| Iqaluit | 42.00 | 17.00 | 25.00 | 60% | 12.00 | 48% |
| Rankin Inlet | 5.00 | 2.00 | 3.00 | 60% | 3.00 | 100% |
| Total | 47.00 | 19.00 | 28.00 | 60% | 15.00 | 54% |
| Employment summary, by Iqaluit and other communities | | | | | | |
| Iqaluit | 42.00 | 17.00 | 25.00 | 60% | 12.00 | 48% |
| Other Communities | 5.00 | 2.00 | 3.00 | 60% | 3.00 | 100% |
| Total | 47.00 | 19.00 | 28.00 | 60% | 15.00 | 54% |

Nunavut Arctic College

| | Positions | | | | Nunavut Inuit | |
|-------------------------------------------------------------|-----------------|---------------|---------------|------------|---------------|------------|
| | Total Positions | Vacancies | Filled | % Capacity | Hired | % IEP |
| Employment summary, by category | | | | | | |
| Executive | 2.00 | 1.00 | 1.00 | 50% | 1.00 | 100% |
| Senior Management | 8.00 | 0.00 | 8.00 | 100% | 4.00 | 50% |
| Middle Management | 29.00 | 12.00 | 17.00 | 59% | 9.00 | 53% |
| Professional | 171.60 | 111.60 | 60.00 | 35% | 31.00 | 52% |
| Paraprofessional | 42.00 | 28.00 | 14.00 | 33% | 11.00 | 79% |
| Administrative Support | 60.17 | 27.47 | 32.70 | 54% | 29.70 | 91% |
| Total | 312.77 | 180.07 | 132.70 | 42% | 85.70 | 65% |
| Employment summary, by community | | | | | | |
| Arctic Bay | 3.77 | 2.77 | 1.00 | 27% | 1.00 | 100% |
| Arviat | 21.53 | 13.00 | 8.53 | 40% | 7.53 | 88% |
| Baker Lake | 9.27 | 5.27 | 4.00 | 43% | 4.00 | 100% |
| Cambridge Bay | 25.77 | 13.77 | 12.00 | 47% | 8.00 | 67% |
| 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 | 2.27 | 0.00 | 0% | 0.00 | - |
| Grise Fiord | 1.27 | 0.00 | 1.27 | 100% | 1.27 | 100% |
| Igloolik | 7.27 | 5.27 | 2.00 | 28% | 1.00 | 50% |
| Iqaluit | 114.10 | 55.10 | 59.00 | 52% | 28.00 | 47% |
| 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 | 1.00 | 2.27 | 69% | 2.27 | 100% |
| Pond Inlet | 5.77 | 5.77 | 0.00 | 0% | 0.00 | - |
| Qikiqtarjuaq | 1.27 | 0.27 | 1.00 | 79% | 1.00 | 100% |
| Rankin Inlet | 59.77 | 34.00 | 25.77 | 43% | 18.77 | 73% |
| 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 | 310.27 | 177.57 | 132.70 | 43% | 85.70 | 65% |
| Employment summary, by Iqaluit and other communities | | | | | | |
| Iqaluit | 114.10 | 55.10 | 59.00 | 52% | 28.00 | 47% |
| Other Communities | 196.17 | 122.47 | 73.70 | 38% | 57.70 | 78% |
| Total | 310.27 | 177.57 | 132.70 | 43% | 85.70 | 65% |

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 | 4.00 | 3.00 | 1.00 | 25% | 1.00 | 100% |
| Administrative Support | 0.00 | 0.00 | 0.00 | - | 0.00 | - |
| 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% | 0.00 | 0% |
| Senior Management | 11.00 | 2.00 | 9.00 | 82% | 2.00 | 22% |
| Middle Management | 23.00 | 4.00 | 19.00 | 83% | 6.00 | 32% |
| Professional | 39.00 | 7.00 | 32.00 | 82% | 6.00 | 19% |
| Paraprofessional | 33.00 | 8.00 | 25.00 | 76% | 14.00 | 56% |
| Administrative Support | 18.00 | 3.00 | 15.00 | 83% | 15.00 | 100% |
| Total | 128.00 | 25.00 | 103.00 | 80% | 43.00 | 42% |
| Employment summary, by community | | | | | | |
| Arviat | 31.00 | 4.00 | 27.00 | 87% | 21.00 | 78% |
| Cambridge Bay | 14.00 | 1.00 | 13.00 | 93% | 4.00 | 31% |
| Iqaluit | 54.00 | 13.00 | 41.00 | 76% | 12.00 | 29% |
| Kinngait | 27.00 | 5.00 | 22.00 | 81% | 6.00 | 27% |
| Rankin Inlet | 2.00 | 2.00 | 0.00 | 0% | 0.00 | - |
| Total | 128.00 | 25.00 | 103.00 | 80% | 43.00 | 42% |
| Employment summary, by Iqaluit and other communities | | | | | | |
| Iqaluit | 54.00 | 13.00 | 41.00 | 76% | 12.00 | 29% |
| Other Communities | 74.00 | 12.00 | 62.00 | 84% | 31.00 | 50% |
| Total | 128.00 | 25.00 | 103.00 | 80% | 43.00 | 42% |

Qulliq Energy 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 | 6.00 | 1.00 | 5.00 | 83% | 0.00 | 0% |
| Middle Management | 30.00 | 5.00 | 25.00 | 83% | 8.00 | 32% |
| Professional | 105.00 | 25.00 | 80.00 | 76% | 40.00 | 50% |
| Paraprofessional | 47.40 | 9.00 | 38.40 | 81% | 27.40 | 71% |
| Administrative Support | 24.00 | 5.00 | 19.00 | 79% | 19.00 | 100% |
| Total | 216.40 | 46.00 | 170.40 | 79% | 95.40 | 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 | 47.00 | 9.00 | 38.00 | 81% | 24.00 | 63% |
| Cambridge Bay | 12.00 | 2.00 | 10.00 | 83% | 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 | 0.00 | 1.60 | 100% | 1.60 | 100% |
| Igloolik | 2.00 | 0.00 | 2.00 | 100% | 2.00 | 100% |
| Iqaluit | 100.00 | 28.00 | 72.00 | 72% | 21.00 | 29% |
| 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 | 0.00 | 1.60 | 100% | 1.60 | 100% |
| Kugluktuk | 3.00 | 1.00 | 2.00 | 67% | 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 | 20.00 | 4.00 | 16.00 | 80% | 11.00 | 69% |
| 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 | 1.00 | 0.60 | 38% | 0.60 | 100% |
| Total | 216.40 | 46.00 | 170.40 | 79% | 95.40 | 56% |
| Employment summary, by Iqaluit and other communities | | | | | | |
| Iqaluit | 100.00 | 28.00 | 72.00 | 72% | 21.00 | 29% |
| Other Communities | 116.40 | 18.00 | 98.40 | 85% | 74.40 | 76% |
| Total | 216.40 | 46.00 | 170.40 | 79% | 95.40 | 56% |

One-Year Overview of the Government of Nunavut Public Service

Category All Departments and Territorial Corporations

| | Positions | | | | Capacity (%) | | | |
|-----------------------------------------|-----------------|-----------------|-----------------|-----------------|--------------|------------|------------|------------|
| | June 2024 | Sept. 2024 | Dec. 2024 | Mar. 2025 | June 2024 | Sept. 2024 | Dec. 2024 | Mar. 2025 |
| Executive | 53.00 | 53.00 | 54.00 | 53.00 | 81% | 79% | 74% | 70% |
| Senior Management | 196.00 | 199.00 | 197.00 | 198.00 | 76% | 76% | 76% | 79% |
| Middle Management | 509.00 | 514.00 | 512.00 | 517.00 | 68% | 69% | 72% | 69% |
| Professional | 2,150.63 | 2,157.10 | 2,158.10 | 2,172.60 | 65% | 62% | 64% | 64% |
| Paraprofessional | 1,165.07 | 1,174.07 | 1,179.13 | 1,190.63 | 61% | 60% | 60% | 60% |
| Administrative Support | 1,561.16 | 1,556.11 | 1,552.91 | 1,542.91 | 65% | 64% | 64% | 65% |
| Total | 5,634.86 | 5,653.28 | 5,653.15 | 5,674.15 | 65% | 64% | 64% | 64% |
| Community and Government Services | 458.00 | 455.00 | 455.00 | 469.00 | 61% | 63% | 62% | 60% |
| Culture and Heritage | 108.80 | 108.80 | 109.80 | 109.80 | 59% | 58% | 57% | 56% |
| Economic Development and Transportation | 154.00 | 154.00 | 153.00 | 156.00 | 63% | 64% | 63% | 59% |
| Education | 1,499.10 | 1,507.51 | 1,507.38 | 1,507.38 | 79% | 76% | 78% | 80% |
| Environment | 144.50 | 144.50 | 144.50 | 144.50 | 59% | 61% | 62% | 59% |
| Executive and Intergovernmental Affairs | 96.00 | 96.00 | 96.00 | 96.00 | 57% | 64% | 64% | 66% |
| Family Services | 277.10 | 281.10 | 281.10 | 285.10 | 64% | 63% | 61% | 61% |
| Finance | 232.00 | 232.00 | 232.00 | 232.00 | 64% | 60% | 60% | 62% |
| Health | 1,368.20 | 1,369.20 | 1,370.20 | 1,370.20 | 56% | 55% | 55% | 56% |
| Human Resources | 117.00 | 117.00 | 117.00 | 117.00 | 61% | 61% | 60% | 58% |
| Justice | 476.00 | 479.00 | 479.00 | 478.00 | 59% | 58% | 58% | 58% |
| Office of the Legislative Assembly | 47.00 | 48.00 | 47.00 | 47.00 | 55% | 54% | 60% | 60% |
| Departments Total | 4,977.70 | 4,992.11 | 4,991.98 | 5,011.98 | 65% | 64% | 64% | 65% |
| Nunavut Arctic College | 313.77 | 313.77 | 313.77 | 312.77 | 47% | 44% | 50% | 42% |
| Nunavut Business Credit Corporation | 6.00 | 6.00 | 6.00 | 6.00 | 50% | 50% | 50% | 50% |
| Nunavut Housing Corporation | 126.00 | 127.00 | 128.00 | 128.00 | 75% | 77% | 78% | 80% |
| Qulliq Energy Corporation | 211.40 | 214.40 | 213.40 | 216.40 | 81% | 81% | 81% | 79% |
| Territorial Corporations Total | 657.17 | 661.17 | 661.17 | 663.17 | 63% | 62% | 66% | 62% |
| Total | 5,634.86 | 5,653.28 | 5,653.15 | 5,675.15 | 65% | 64% | 64% | 64% |

One-Year Overview of Nunavut Inuit Employment

Category All Departments and Territorial Corporations

| | Nunavut Inuit | | | | IEP (%) | | | |
|-----------------------------------------|-----------------|-----------------|-----------------|-----------------|------------|------------|------------|------------|
| | June 2024 | Sept. 2024 | Dec. 2024 | Mar. 2025 | June 2024 | Sept. 2024 | Dec. 2024 | Mar. 2025 |
| Executive | 18.00 | 18.00 | 16.00 | 14.00 | 42% | 43% | 40% | 38% |
| Senior Management | 27.00 | 30.00 | 30.00 | 33.00 | 18% | 20% | 20% | 21% |
| Middle Management | 100.00 | 110.00 | 116.00 | 105.00 | 29% | 31% | 31% | 29% |
| Professional | 451.03 | 437.00 | 457.00 | 451.50 | 32% | 33% | 33% | 32% |
| Paraprofessional | 437.10 | 440.30 | 436.97 | 440.97 | 61% | 62% | 62% | 62% |
| Administrative Support | 877.56 | 855.06 | 859.56 | 869.30 | 86% | 86% | 87% | 87% |
| Total | 1,910.70 | 1,890.36 | 1,915.53 | 1,913.76 | 52% | 53% | 53% | 52% |
| Community and Government Services | 115.00 | 117.00 | 115.00 | 116.00 | 41% | 41% | 41% | 41% |
| Culture and Heritage | 50.00 | 50.00 | 49.00 | 49.00 | 78% | 79% | 78% | 79% |
| Economic Development and Transportation | 63.00 | 63.00 | 64.00 | 62.00 | 65% | 64% | 67% | 67% |
| Education | 597.30 | 590.76 | 611.33 | 622.33 | 50% | 52% | 52% | 52% |
| Environment | 45.00 | 47.00 | 48.00 | 44.00 | 53% | 53% | 53% | 52% |
| Executive and Intergovernmental Affairs | 41.00 | 43.00 | 42.00 | 44.00 | 75% | 70% | 69% | 70% |
| Family Services | 110.53 | 112.53 | 108.53 | 108.00 | 63% | 64% | 63% | 62% |
| Finance | 60.00 | 51.00 | 53.00 | 51.00 | 40% | 37% | 38% | 35% |
| Health | 415.30 | 409.30 | 410.30 | 417.33 | 55% | 55% | 54% | 55% |
| Human Resources | 39.00 | 36.00 | 32.00 | 31.00 | 55% | 51% | 46% | 46% |
| Justice | 130.00 | 128.00 | 128.00 | 129.00 | 47% | 46% | 46% | 47% |
| Office of the Legislative Assembly | 14.00 | 14.00 | 15.00 | 15.00 | 54% | 54% | 54% | 54% |
| Departments Total | 1,680.13 | 1,661.60 | 1,676.16 | 1,688.66 | 52% | 52% | 52% | 52% |
| Nunavut Arctic College | 90.97 | 85.97 | 101.97 | 85.70 | 61% | 63% | 65% | 65% |
| Nunavut Business Credit Corporation | 1.00 | 1.00 | 1.00 | 1.00 | 33% | 33% | 33% | 33% |
| Nunavut Housing Corporation | 42.00 | 44.00 | 42.00 | 43.00 | 45% | 45% | 42% | 42% |
| Qulliq Energy Corporation | 96.60 | 97.80 | 94.40 | 95.40 | 57% | 57% | 55% | 56% |
| Territorial Corporations Total | 230.57 | 228.77 | 239.37 | 225.10 | 55% | 56% | 55% | 55% |
| Total | 1,910.70 | 1,890.36 | 1,915.53 | 1,913.76 | 52% | 53% | 53% | 52% |

Sivuliqtiksat Internship Program* Employment

| | | Total Positions | Filled | % Capacity |
|---------------------------------------|-----------------------------------------|----------------------------|---------------|-----------------------|
| Departments | | | | |
| | Community and Government Services | 0.00 | 0.00 | - |
| | Culture and Heritage | 0.00 | 0.00 | - |
| | Economic Development and Transportation | 1.00 | 1.00 | 100% |
| | Education | 2.00 | 2.00 | 100% |
| | Environment | 1.00 | 1.00 | 100% |
| | Executive and Intergovernmental Affairs | 1.00 | 1.00 | 100% |
| | Family Services | 1.00 | 1.00 | 100% |
| | Finance | 0.00 | 0.00 | - |
| | Health | 0.00 | 0.00 | - |
| | Human Resources | 0.00 | 0.00 | - |
| | Justice | 2.00 | 0.00 | 0% |
| | Office of the Legislative Assembly | 0.00 | 0.00 | - |
| Departments Total | | 8.00 | 6.00 | 75% |
| Territorial Corporations | | | | |
| | Nunavut Arctic College | 0.00 | 0.00 | - |
| | Nunavut Business Credit Corporation | 1.00 | 0.00 | 0% |
| | Nunavut Housing Corporation | 0.00 | 0.00 | - |
| | Qulliq Energy Corporation | 0.00 | 0.00 | - |
| Territorial Corporations Total | | 1.00 | 0.00 | 0% |
| Total | | 9.00 | 6.00 | 67% |

*Positions are only open to Nunavut Inuit. There are 16 positions available in the program through the Department of Human Resources. Five of the 16 positions were not assigned to a department/territorial corporation as of March 31, 2025.

Casual Employment

| | Total Casual | Nunavut Inuit | % IEP |
|-----------------------------------------|-------------------------|--------------------------|------------------|
| Departments | | | |
| Community and Government Services | 86.00 | 52.00 | 60% |
| Culture and Heritage | 20.00 | 13.00 | 65% |
| Economic Development and Transportation | 38.00 | 24.00 | 63% |
| Education | 79.00 | 53.00 | 67% |
| Environment | 24.00 | 17.00 | 71% |
| Executive and Intergovernmental Affairs | 15.00 | 8.00 | 53% |
| Family Services | 115.00 | 54.00 | 47% |
| Finance | 51.00 | 30.00 | 59% |
| Health | 415.00 | 205.00 | 49% |
| Human Resources | 9.00 | 3.00 | 33% |
| Justice | 142.00 | 55.00 | 39% |
| Office of the Legislative Assembly | 3.00 | 2.00 | 67% |
| Departments Total | 997.00 | 516.00 | 52% |
| Territorial Corporations | | | |
| Nunavut Arctic College | 88.00 | 60.00 | 68% |
| Nunavut Business Credit Corporation | 0.00 | 0.00 | - |
| Nunavut Housing Corporation | 23.00 | 13.00 | 57% |
| Qulliq Energy Corporation | 29.00 | 15.00 | 52% |
| Territorial Corporations Total | 140.00 | 88.00 | 63% |
| Total | 1,137.00 | 604.00 | 53% |

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 | 21.00 | 14.00 | 67% |
| | Arviat | 58.00 | 49.00 | 84% |
| | Baker Lake | 32.00 | 26.00 | 81% |
| | Cambridge Bay | 73.00 | 43.00 | 59% |
| | Chesterfield Inlet | 5.00 | 4.00 | 80% |
| | Clyde River | 18.00 | 11.00 | 61% |
| | Coral Harbour | 15.00 | 10.00 | 67% |
| | Edmonton | 1.00 | 1.00 | 100% |
| | Garland | 1.00 | 0.00 | 0% |
| | Gjoa Haven | 17.00 | 12.00 | 71% |
| | Grise Fiord | 6.00 | 4.00 | 67% |
| | Igloolik | 32.00 | 20.00 | 63% |
| | Iqaluit | 517.00 | 163.00 | 32% |
| | Kimmirut | 9.00 | 7.00 | 78% |
| | Kinngait | 18.00 | 14.00 | 78% |
| | Kugaaruk | 13.00 | 8.00 | 62% |
| | Kugluktuk | 23.00 | 14.00 | 61% |
| | Nauyasat | 18.00 | 15.00 | 83% |
| | Ottawa | 2.00 | 1.00 | 50% |
| | Pangnirtung | 40.00 | 30.00 | 75% |
| | Pond Inlet | 37.00 | 25.00 | 68% |
| | Qikiqtarjuaq | 10.00 | 7.00 | 70% |
| | Rankin Inlet | 114.00 | 91.00 | 80% |
| | Resolute Bay | 8.00 | 5.00 | 63% |
| | Sanikiluaq | 10.00 | 6.00 | 60% |
| | Sanirajak | 7.00 | 4.00 | 57% |
| | Taloyoak | 13.00 | 8.00 | 62% |
| | Whale Cove | 9.00 | 8.00 | 89% |
| | Winnipeg | 10.00 | 3.00 | 30% |
| Total | | 1,137.00 | 603.00 | 53% |
| Employment Summary, by Iqaluit and other communities | | | | |
| | Iqaluit | 517.00 | 163.00 | 32% |
| | Other Communities | 620.00 | 440.00 | 71% |
| Total | | 1,137.00 | 603.00 | 53% |

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 | 36.00 | 14.00 | 39% |
| Culture and Heritage | 14.00 | 4.00 | 29% |
| Economic Development and Transportation | 18.00 | 5.00 | 28% |
| Education | 993.00 | 858.00 | 86% |
| Environment | 17.00 | 17.00 | 100% |
| Executive and Intergovernmental Affairs | 3.00 | 2.00 | 67% |
| Family Services | 12.00 | 2.00 | 17% |
| Finance | 26.00 | 9.00 | 35% |
| Health | 550.00 | 381.00 | 69% |
| Human Resources | 9.00 | 0.00 | 0% |
| Justice | 282.00 | 120.00 | 43% |
| Office of the Legislative Assembly | 1.00 | 1.00 | 100% |
| Departments Total | 1,961.00 | 1,413.00 | 72% |
| Territorial Corporations | | | |
| Nunavut Arctic College | 161.00 | 104.00 | 65% |
| Nunavut Business Credit Corporation | 0.00 | 0.00 | - |
| Nunavut Housing Corporation | 2.00 | 2.00 | 100% |
| Qulliq Energy Corporation | 18.00 | 18.00 | 100% |
| Territorial Corporations Total | 181.00 | 124.00 | 69% |
| Total | 2,142.00 | 1,537.00 | 72% |

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 | 1,325.00 | 1,149.00 | 87% |
| Total Relief and Substitute | 3,467.00 | 2,686.00 | 77% |

Relief Employment by Community

| | Total Relief | Nunavut Inuit | % IEP |
|-------------------------------------------------------------|-----------------|------------------|------------|
| Employment summary, by community | | | |
| Arctic Bay | 41.00 | 40.00 | 98% |
| Arviat | 96.00 | 95.00 | 99% |
| Baker Lake | 43.00 | 43.00 | 100% |
| Cambridge Bay | 110.00 | 84.00 | 76% |
| Chesterfield Inlet | 9.00 | 8.00 | 89% |
| Clyde River | 112.00 | 110.00 | 98% |
| Coral Harbour | 19.00 | 18.00 | 95% |
| Gatineau | 2.00 | 0.00 | 0% |
| Gjoa Haven | 80.00 | 75.00 | 94% |
| Grise Fiord | 8.00 | 6.00 | 75% |
| Igloolik | 126.00 | 122.00 | 97% |
| Iqaluit | 635.00 | 182.00 | 29% |
| Kimmirut | 26.00 | 23.00 | 88% |
| Kinngait | 72.00 | 65.00 | 90% |
| Kugaaruk | 38.00 | 35.00 | 92% |
| Kugluktuk | 41.00 | 38.00 | 93% |
| Nauyasat | 54.00 | 53.00 | 98% |
| Pangnirtung | 112.00 | 77.00 | 69% |
| Pond Inlet | 95.00 | 85.00 | 89% |
| Qikiqtarjuaq | 33.00 | 33.00 | 100% |
| Rankin Inlet | 161.00 | 139.00 | 86% |
| Resolute Bay | 16.00 | 11.00 | 69% |
| Sanikiluaq | 59.00 | 58.00 | 98% |
| Sanirajak | 99.00 | 94.00 | 95% |
| Taloyoak | 26.00 | 26.00 | 100% |
| Whale Cove | 16.00 | 15.00 | 94% |
| Winnipeg | 13.00 | 2.00 | 15% |
| Total | 2,142.00 | 1,537.00 | 72% |
| Employment Summary, by Iqaluit and other communities | | | |
| Iqaluit | 26.00 | 23.00 | 88% |
| Other Communities | 2,116.00 | 1,514.00 | 72% |
| Total | 2,142.00 | 1,537.00 | 72% |

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 | 15.00 | 15.00 | 100% |
| | Arviat | 151.00 | 142.00 | 94% |
| | Baker Lake | 61.00 | 53.00 | 87% |
| | Cambridge Bay | 46.00 | 38.00 | 83% |
| | Chesterfield Inlet | 23.00 | 20.00 | 87% |
| | Clyde River | 64.00 | 63.00 | 98% |
| | Coral Harbour | 46.00 | 43.00 | 93% |
| | Gjoa Haven | 68.00 | 65.00 | 96% |
| | Grise Fiord | 4.00 | 3.00 | 75% |
| | Igloolik | 67.00 | 60.00 | 90% |
| | Iqaluit | 69.00 | 11.00 | 16% |
| | Kimmirut | 12.00 | 10.00 | 83% |
| | Kinngait | 47.00 | 44.00 | 94% |
| | Kugaaruk | 72.00 | 70.00 | 97% |
| | Kugluktuk | 50.00 | 45.00 | 90% |
| | Nauyasat | 92.00 | 90.00 | 98% |
| | Pangnirtung | 63.00 | 52.00 | 83% |
| | Pond Inlet | 62.00 | 49.00 | 79% |
| | Qikiqtarjuaq | 21.00 | 20.00 | 95% |
| | Rankin Inlet | 81.00 | 63.00 | 78% |
| | Resolute Bay | 5.00 | 3.00 | 60% |
| | Sanikiluaq | 51.00 | 47.00 | 92% |
| | Sanirajak | 63.00 | 61.00 | 97% |
| | Taloyoak | 31.00 | 28.00 | 90% |
| | Whale Cove | 35.00 | 30.00 | 86% |
| Total | | 1,299.00 | 1,125.00 | 87% |
| Employment Summary, by Iqaluit and other communities | | | | |
| | Iqaluit | 69.00 | 11.00 | 16% |
| | Other Communities | 1,230.00 | 1,114.00 | 91% |
| Total | | 1,299.00 | 1,125.00 | 87% |

