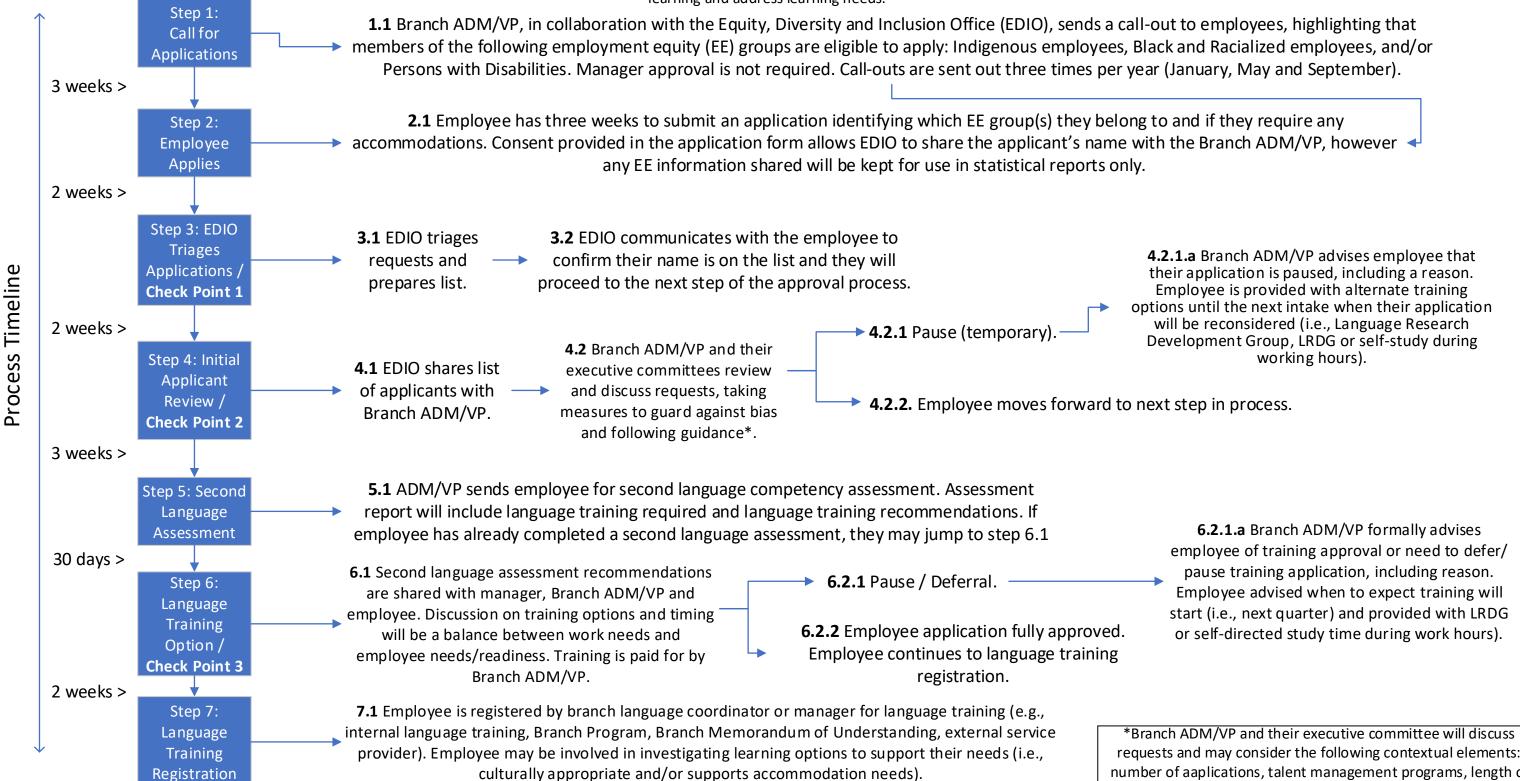
## **Equitable Access to Language Training Program (EALTP) Application Process Map**

EALTP is intended to address real barriers to second language training encountered by Black and Racialized employees, Indigenous employees and employees with disabilities. Branch ADM/VP are accountable for the program, decision points, employee progress through the admission process, and budget. Drivers supporting the program include government priorities focused on career development, such as the Clerk's Call to Action and Forward direction message to Deputies. Action taken must include measures to address bias in decision making, understand the impact of decisions on the mental health and career progression of applicants, and use an employee-centric approach to learning and address learning needs.



**8.1** EDIO, in collaboration with the Branches, reports biannually on

registration, language training, and overall impact of the program.

Step 8:

Reporting

requests and may consider the following contextual elements:
number of aaplications, talent management programs, length of
time in program (i.e., previous application paused), impact on
operational needs and performance management. Branch ADM/
VP will ensure training supports follow employee if they move
within the organization by advising the ADM of the new branch of
the commitment.