

# Talent in #GCDigital

Digital Talent and Leadership Sector

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# Disruption drives growth

By the end of 2025,  
the Canadian digital economy  
will see a demand for **250,000** additional jobs

- ICTC

# Growth requires talent

Technology employers have demonstrated that they **accept**, and in some cases **prefer**, on the job learning and skill-oriented micro-credentials.

- Maclean's



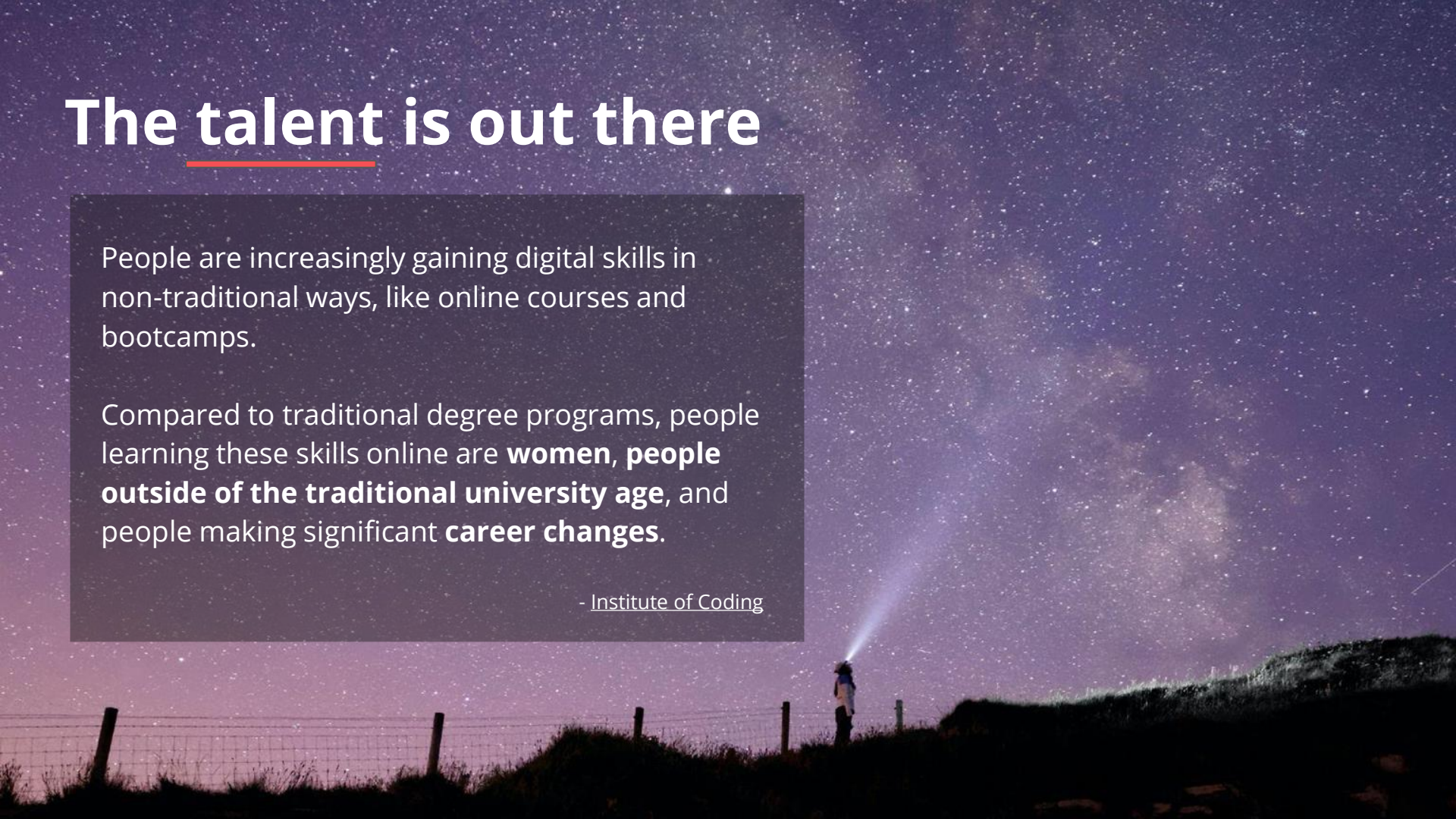


# The talent is out there

People are increasingly gaining digital skills in non-traditional ways, like online courses and bootcamps.

Compared to traditional degree programs, people learning these skills online are **women, people outside of the traditional university age**, and people making significant **career changes**.

- [Institute of Coding](#)





# The talent is out there (and in the public service, too)

There are ~30,000 (and growing) positions in the Government of Canada in 'digital'.

Through community engagement, we've learned that security, cloud, and data analysis are the community's largest learning needs.





# We need to address barriers

The digital sector suffers from a notorious lack of diversity.

For example, in 2020, the professional, scientific, and technical services industry was only 1.5% Indigenous, despite Indigenous peoples comprising about 5% of Canada's population.

- Statistics Canada

It's about **talent**,  
not technology



# Our mission

## **Our Mission**

Play an enabling role in helping the Government of Canada deliver better services



## **What we need**

We need to create a seamless employee experience to attract, develop and recognize talent



# Our mission and our challenge

## Our Mission

Play an enabling role in helping the Government of Canada deliver better services – talent is a key pillar in the

[GC Digital Ambition](#)



## What we need

We need to create a seamless employee experience to attract, hire, develop, and recognize talent

## Challenge

Competition is fierce across all sectors for digital talent



## Barriers

Government's current approach to talent creates unnecessary barriers to recruitment and retention

# What we're doing



## RECRUITMENT AND TALENT MANAGEMENT

Recruits talent by running continuous staffing processes from entry level to senior executive positions in **#GCDigital**, and recognizes, develops and mobilizes talent at the aspiring executive to senior executive levels



## ORGANIZATIONAL READINESS

Provides a suite of HR tools and guidance, including standardized job descriptions, organizational structures and policy guidance



## LEARNING & DEVELOPMENT

Builds frameworks for behavioral and technical digital competencies, learning and career pathways, and upskilling in areas of high demand



## OUTREACH AND PARTNERSHIP

Works to enlarge and expand industry partnering on solutions of mutual benefit, and engages wider community by hosting community events and recognition



## INNOVATION AND EXPERIMENTATION

Rethinks traditional ways of doing business through experimentation to innovate and scale up solutions across government



# Where we're going



## **GUIDANCE**

- Gain sustainable organizational structure and funding
- Develop our story to share with the community and partners



## **COLLABORATION**

- Continually engage and convene the community to understand needs and pain points
- Support and scale digital initiatives across the Government of Canada and provide targeted interventions to address DEI



## **TALENT MOBILITY**

- Build a Digital Talent Platform for life cycle management for digital practitioners
- Allow digital talent to build their own profile showcasing their skills, give hiring managers ability to search for the talent they need in real time



## **TOP TALENT**

- Promote enterprise-wide recruitment and talent management initiatives
- Invest in upskilling
- Standardize career progression, job descriptions, and compensation



# The Future of Canada is **Digital**

To meet the challenge of our time, we need talent and enabling government structures.

To get here, we need to recognize that talent from all of Canada and upskilling existing talent has be to part of the solution.





# Discussion Points

Applying a DEI lens to all initiatives and targeting initiatives – we have early success through examples such as the Indigenous Apprenticeship Program

Hiring hard-to-find talent in areas of critical need and retaining talent – we have some lessons learned through our GC Senior IT Strategist pilot

Compensation and other incentives beyond salary – we have ongoing work

HR frameworks and tools – we are refreshing our suite of generic HR tools for IT such as job descriptions and adding information and data functions

Creating tours of service with industry – we are keen to establish a program via existing mechanisms such as Interchange

Upskilling current employees and fostering a culture of continuous learning - we have early success through the GC Cloud Enterprise Skilling program

# Contact Us

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