

Talent in #GCDigital

Office of the Chief Information Officer of Canada
Treasury Board of Canada Secretariat
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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



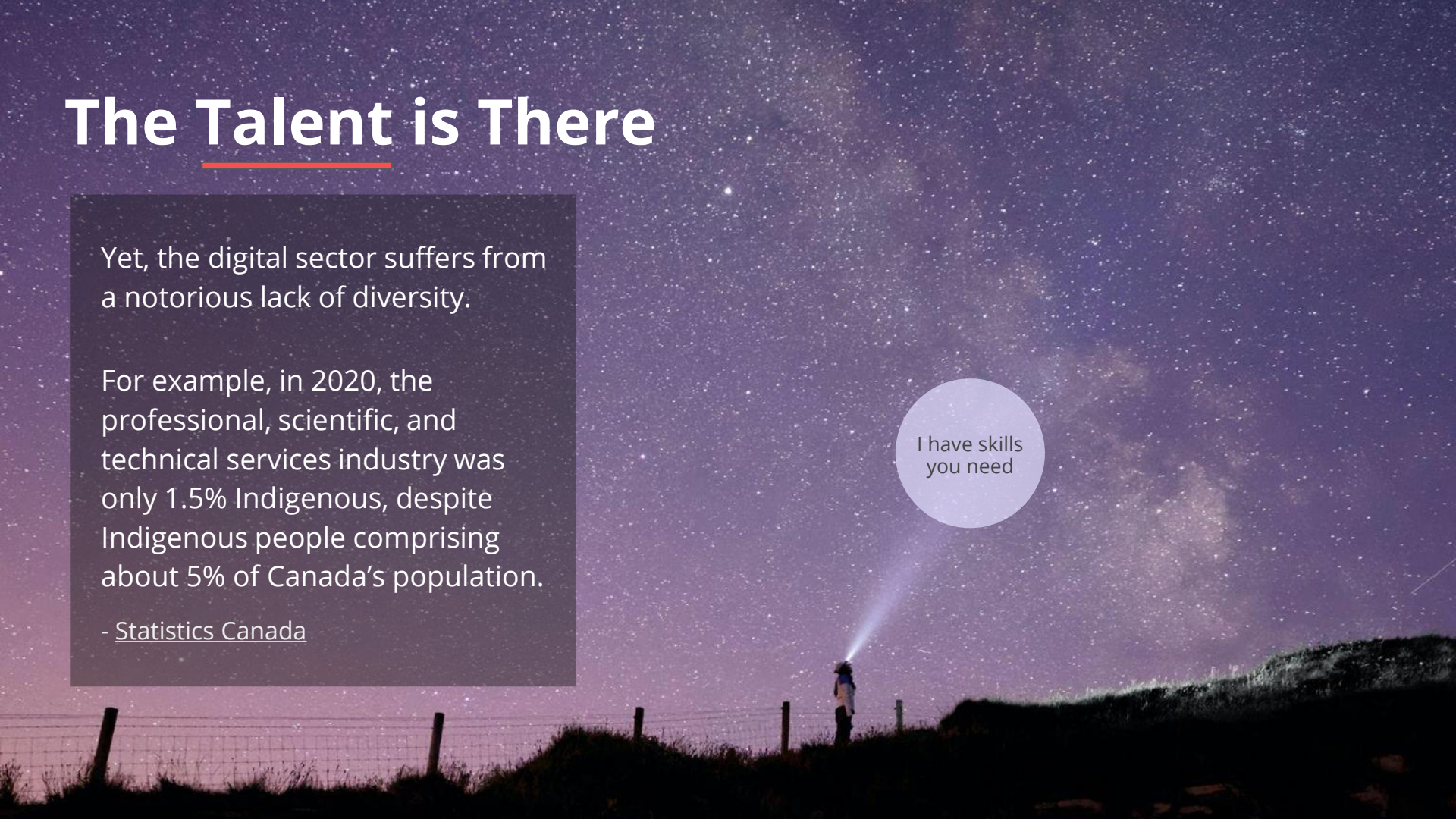
The Talent is There


Yet, 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 people comprising about 5% of Canada's population.

- [Statistics Canada](#)

I have skills
you need

A person stands on a grassy hill at night, silhouetted against a starry sky. They are holding a flashlight that beams light upwards. A speech bubble emanates from the flashlight, containing the text 'I have skills you need'. The background is a deep purple night sky filled with stars and the Milky Way galaxy. A wire fence is visible in the foreground.

A romantic couple stands in silhouette on a dark beach, looking up at a vast, star-filled night sky. The Milky Way is visible as a dense band of stars stretching across the upper half of the frame. In the distance, the warm, orange glow of city lights from a coastal town is visible along the horizon. The overall mood is contemplative and serene.

Digital transformation is about **talent**,
not technology. - *Harvard Business Review*

Our Mission and Challenge...

Our Mission

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



To Do This

We need attract, 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

The CS Population

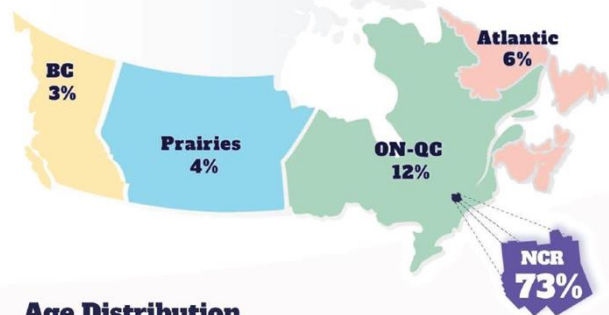
2020 Infographic

Total CS Employees:

20 743

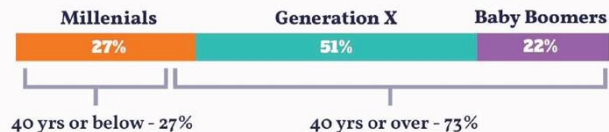
+10K

Where are they?



Age Distribution

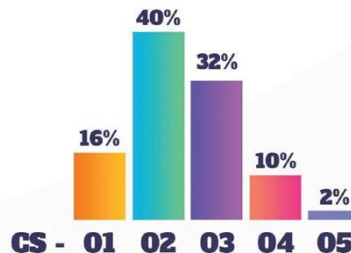
Average Age: 47 yo 45 yo



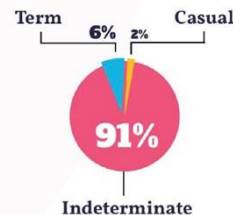
First Official Language



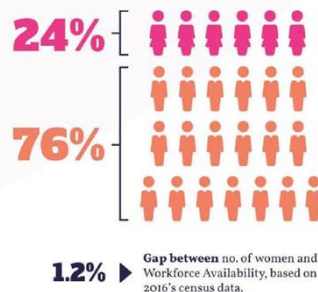
CS Level Distribution



Tenure



Gender Distribution



Top CS Employers



Our Current Services



What We Are Learning



EQUITY MATTERS

We can't get the talent we need without inclusive processes and work environments.



SPEED MATTERS

We need to reduce time to staff by providing automated tools, complemented by smart behavioural design and user testing, that provide real time data and live manager-to-applicant engagement.



REGIONAL INCLUSION MATTERS

We need to look beyond talent in the National Capital Region to recognize and hire talent across the country.

Where We Are Going



GUIDANCE

Providing better, stronger guidance to the CIO community



COLLABORATION

Collaborating with partners to address DEI – such as with the Indigenous Apprenticeship Program



TALENT MOBILITY

Launching new recruitment and mobility tools:

- GC Digital Talent portal
- Indigenous Talent portal



TOP TALENT

Tapping into top talent:

- launch of a pilot for senior technical individual contributors



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 has be to part of the solution.



Contact Us

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