



PROJECT LOCATION : 1725 WOODWARD DRIVE OTTAWA, ONTARIO

DEPARTMENT : EMPLOYMENT AND SOCIAL DEVELOPMENT CANADA (ESDC)

CONTACT FOR THIS PROJECT : KARINE LESSARD (KARINE.LESSARD@HRSDC-RHDCC.GC.CA)

FOR CHANGE MANAGEMENT INQUIRIES: CFOB CMCI TEAM – CHANGE MANAGEMENT:
ESDC.NC.CFOB-DGFP-CM-GC.EDSC@HRSDC-HRDCC.GC.CA

This site, located on Woodward Drive, in the National Capital Region (NCR). ESDC occupies both of the modernized floors: the first and the second. This modernized facility was designed with activity-based working (ABW) principles and an accessible and inclusive design with furniture and features such as ergonomic chairs, adjustable height desks, dimmable lighting, and broader passageways. The spaces encourage the physical and mental well-being of employees; and promote collaboration and social connection with colleagues. These spaces are retooled work environments to encourage collaboration, using technology in smarter ways, and fostering a culture of flexibility and well-being.

PROJECT SCOPE



Capacity of Building
153 employees



Section of Building Occupied by ESDC
1st and 2nd floors



Project Start Date

July 2020



Move in date

August 2022

3 HIGHLIGHTS OF THE PROJECT

1

Return to Workplace Pilot in the NCR

ESDC employees at the Woodward Building were the first employees to be part of the modernized ESDC Workplace experience in the return to the office after COVID -starting in August 2022, before the return-to-office mandate.

2

Improved Accessibility Features

Despite Woodward being an older building, it has been modernized to include numerous upgraded functions to accommodate employees. ESDC Workplaces implement accessibility features that surpass the Government of Canada standards. Some examples include wider doorways; single action auto door openers at each suite entry (swipe of card opens the door automatically, no button to push); no bar height seating; barrier-free kitchenettes; chose carpet pattern to accommodate users with visual impairments; electric height adjustable tables.

3

Modernizing During the Pandemic

Most of the construction for this project took place during the pandemic, which allowed unfiltered access and focus on modernizing the space for employees. Also, due to the protocols put forth by the Government of Canada, the project could be completed with no major delays or shutdowns.

ESDC BUSINESS PRIORITIES AND THE EMPLOYEE EXPERIENCE



Real Property's initiatives when designing and constructing the Woodward building was influenced by ESDC's core corporate priorities, including the following:

- Accessibility in the building environment
- Inclusion
- Greening & Sustainability

These initiatives interconnect with employees use, comfort, and accessibility of the space through numerous means.

Accessibility In the built environment

Accessibility and inclusion initiatives included in the design of the Woodward building includes adjustable height desks, dimmable lighting, barrier-free kitchenettes, selected carpet pattern to accommodate individuals with visual impairments, and broader passageways for individuals requiring wheelchairs.

The 2nd floor of the Woodward building is a book-to-floor building, which allows employees flexibility to choose where on the floor they wish to work when they arrive at the office. This gives employees more freedom to choose an area of the building that works best for their personal accommodation. This initiative supports the full adoption of Activity Based Working (ABW) and work flexibility which incorporates ESDC Real Property's modernization initiatives.

Inclusion

The Woodward building supports true activity-based working (ABW), allowing employees to engage in many different activities throughout the day. The setting caters to what the employees need, enabling them to choose different types of work settings to accommodate their activities while taking advantage of natural light in each section of the building.

Greening & Sustainability

Located on the Ottawa side of the National Capital Region (NCR), it is the ESDC office furthest away from the downtown core, and closer to residential areas in the west end of the city, allowing for shorter commute times and public transportation access. The building also has dimmable and motion sensor lighting incorporated into the layout to ensure a sustainable workspace, and large windows to bring in natural light and aid with heating.

PEOPLE SIDE OF CHANGE



The Onsite Work Coordinator (OWC) Team was assembled in August 2022 through the HRSB branch before the team was moved to CFOB in April 2023. The team was set up to aid the employee transition to the modernized workspaces. They aided employees with minor technology issues while they got used to the space, site bookings, and other administrative tasks. They also currently take over as First Aid Attendants and Health and Safety Representatives.



The modernized office offers a bright and open workplace in which provides employees with a sense of well-being and an enjoyable work environment. Compared to the previous office this new ESDC Workplace is equipped with collaboration work points for employees to interact and complete their day-to-day tasks as a team.

PHOTOS OF WOODWARD ESDC WORKPLACE

