ISED DEPARTMENTAL DATA STRATEGY: The Way Forward

VISION: ISED leverages the power of data to foster a growing, competitive and knowledge-based economy.

MISSION: *By providing employees with the data, skills and tools they need, we will achieve excellence in serving Canadians and Canadian businesses.*

BUSINESS DRIVERS:

Enhanced service delivery	Evidence based policies, research & evaluation	Strengthened reporting capacity & story telling	Enriched internal services	Improved regulation & enforcement

GOALS:

- Canadians and Canadian businesses are better informed and served
- ISED adopts a data culture where data are discoverable, accessible, secure and of high quality
- ISED's talent base is enhanced with new skills and experimentation is promoted
- Public trust is honoured by ensuring that data are handled ethically and securely

WHAT ARE WE DOING?	Laying the foundation	Building the momentum	Adopting a data culture
DATA GOVERNANCE	**Data-related leadership established** Chief Data Office | Data Governance Structure | Identify key data stewards & champions Identify processes to manage data at enterprise level (sharing & storing protocols)	**Culture shift across ISED** Data Steward and Champion network established Implement & oversee data processes	**People value their data and treat it as an asset** Monitor adoption of data processes & standards aligned with GoC Data Stewards facilitate access to data
DATA ACCESS	**Data access challenges are well understood** Inventory & valuation of data assets | Inventory data sharing agreements Assessment of legislative & policy framework for data sharing	**Work on transformative data access initiatives** Develop common consent statement for data sharing | Create roadmap for a data sharing hub | Partner with Sectors to pilot data sharing and data integration Investigate data sharing opportunities across all levels of government	**ISED data are open by default** Launch common consent statement for data sharing & monitor data sharing Deploy self-service data sharing hub | Expand data sharing to all levels of government
DATA FRAMEWORK	**Data framework and models are developed** Data standards, including Common Business Profile and dictionaries, developed and piloted Framework for ethical, secure use & storage of data developed |Detailed data models for collection, acquisition, processing and storage conceptualized and piloted	**Put in place data framework and models** Process to handle and use data are known | Quality assurance standards developed Data standards launched |Framework for ethical & secure data use implemented Data models in place across the department	**Protection of data via privacy by design** Staff confidently conduct work with high quality data, with well-established data standards, definitions, and the privacy and security of Canada's data assured
TALENT	**Baseline and identify skills gaps** Identify business needs | Assess data literacy Identify data-related learning and development	**Our workforce begins to transform** Develop career path & data competencies | Upskill and retrain new and existing staff Recruitment strategy based on required data skills	**We have trained people to reach our goals** Ongoing recruitment & development | Talent retention initiative Data as core competency for career development
INNOVATION	**Foundation for change is established** Early opportunities identified |First data analytics pilots undertaken Success stories shared	**Experimentation begins to yield results** Roll-out successful pilots to other sectors | Continue to communicate approaches and use cases | Identify mechanism for making decisions on proposed innovative solutions	**Innovation becomes common business practice** Initiate departmental analytics support | Develop Free Agent data talent matching service (data-skilled talent pool for short-term work) | Establish data science pipeline
TECHNOLOGY	**Higher organizational awareness of existing solutions** Determine technology requirements | Establish technology strategy | Experiment with technology solutions for data (management, sharing, creation, data analytics) | Roadmap for Client Relationship Management (CRM)	**New tools and processes put in place** Implement technology strategy — Business processes for use of new technologies, On-site storage, common data software suite, Business analytics tools available	**Internal technology keeps pace with innovation** Integrated suite of IT tools for data and analytics | Departmental Client Relationship Management with Common Business Profile | Continual evaluation of Next Generation technology with new tech use on demand