

Career Boot Camp 2024

15 Crucial Career Moments

Presented by the Federal Youth Network



INSTRUCTIONS:

- All attendee microphones and cameras are deactivated.
The chat is disabled for attendees, but we will use it to send resources.
- Please use the **Q&A** button to ask your questions.
Vote for a question you like by pressing the Thumbs Up button.
- This session will be given in English only. The French session is given simultaneously. To join the French session instead, exit, go to Sessions in the Lobby, and join the French equivalent session.
- All the sessions are being recorded and will be available on the FYN-RJFF YouTube channel in the 24 hours following the session.

Marcus Wong

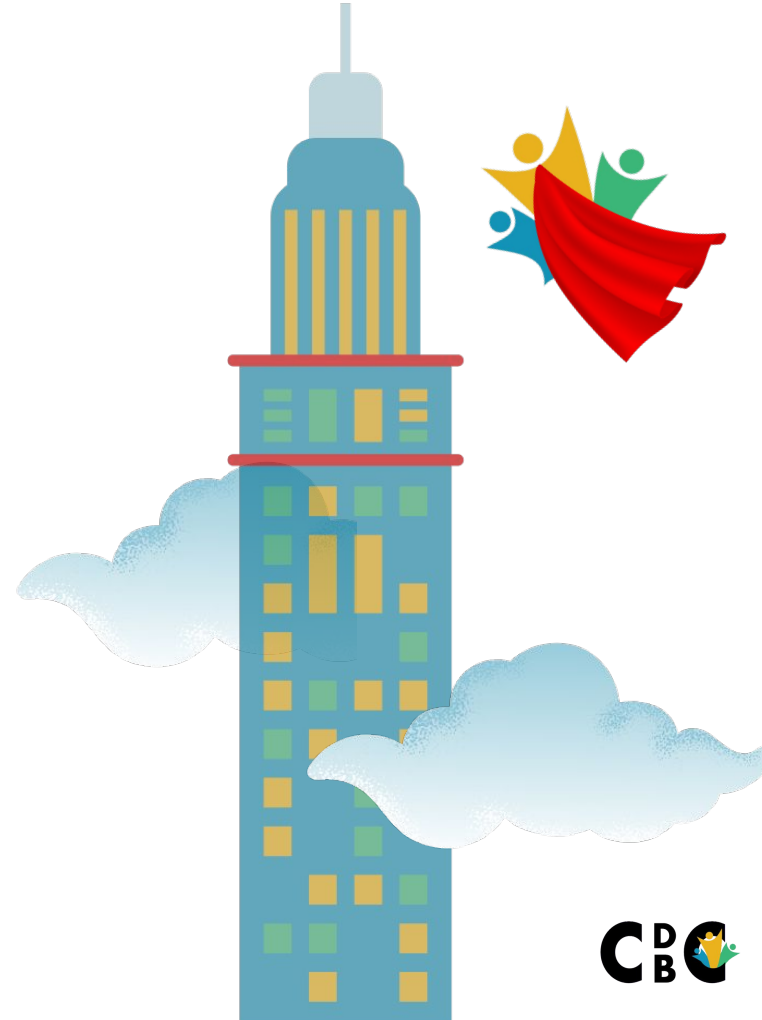
Him/II

- Marcus Wong currently works as an epidemiologist within the Centre for Communicable Disease and Infection Control in the STBBI Surveillance Division.
- Completing a Masters' of Science in Public Health at McGill University, Marcus has worked at the Public Health Agency for 2 years, on bio-behavioural surveys assessing health care access in key populations.
- Marcus has moderated previously for the Federal Youth Network, and commentates esports professionally.



Learning Objectives

- Introduce the concept of Employee Experience and recent research
- Share insights and pain points identified - 15 key Moments that Matter
- Explore the challenges employees may face in their journey and emphasize the ongoing work to create a better employee experience
- Equip new employees with practical strategies and available resources to take control of their own experiences, addressing the identified pain points





Pulse Check

How much do you already know about this topic?

Adele Hewitt

She / Her



- As a Human Resources professional with over 18 years of dedicated service in the Government of Canada, Adele currently spearheads the Employee Experience initiative at the Treasury Board Secretariat as a Senior HR Strategic Analyst in the Office of the Chief Human Resources Officer (OCHRO).
- Drawing upon her extensive operational HR background in the public service, Adele is committed to crafting an exceptional employee experience for Government of Canada employees while fostering a forward-thinking approach.
- Driven by passion for innovation and collaboration, Adele is dedicated to shaping the future of HR, actively driving positive change and continuous improvement. Her leadership continues to contribute to the ongoing evolution of human resources within the government.



Muhammed (Ali) Khan

He / Him



- Ali works with the Inclusion Diversity Equity and Accessibility Secretariat at Indigenous Services Canada. He is also a cofounder of the Anti Racism Ambassadors Network (ARAN).
- Ali maintains the Career Development In The Public Service site, providing resources on mentorship, networking and the Informal Learning Network for public servants across departments and levels to find project collaborators, mentors and/or guest speakers.
- Ali enjoys supporting employee driven networks across the GC particularly those with a focus on career development and health and wellness.



Marcela Popowich

She / Her



- Marcela Popowich is a passionate learner who thrives on new experiences and challenges. Throughout her career in the Public Service, she has worn many hats - from starting as an entry level term to eventually becoming an HR Advisor, manager, virtual events lead, and most recently becoming one of Canada's Free Agents. Each role has taught her valuable lessons about leadership, empathy, and the power of collaboration.
- One of her proudest achievements is co-creating a platform where individuals can share their lived experiences. From discussions on issues of racism and inclusion to insightful career conversations, this space was a beacon for honest dialogue and growth.
- With a curious mind and an unwavering commitment to personal development, she is always seeking new ways to expand her knowledge base. Whether it's through attending workshops or signing up for University courses, she embraces every opportunity for growth with open arms.

Employee Experience

Employee experience is a journey defined by moments and interactions across touchpoints. It's about the emotions, the feelings, the needs, and the motivations of the employees throughout their work life cycle. This journey starts long before an employee joins the organization and continues after they have left.

The Office of the Chief Human Resources Officer (OCHRO) at Treasury Board Secretariat (TBS) is exploring how employees perceive Human Resources (HR) in the Government of Canada (GC) and envisioning an improved future from their perspective.

Our goal is to make employee experience a key element in HR transformation, shaping a better future for employees and fostering a **Great Employee Experience!**

15 Moments that Matter to a GC Employee

- Looking for a new job
- Recruiting or Staffing
- Onboarding
- Accommodation and wellbeing support
- Timely and accurate pay
- Reporting time and or allowances
- Accessing my personal information
- Leave for life events
- Learning and development
- Performance Management
- Career planning and progression
- Updating terms and conditions of employment
- Support with conflict resolutions (formal/informal)
- Support with resignation or termination
- Retirement planning and getting my first pension payment

By understanding what matters most to employees, we can work together to improve HR for the future.

Today's Spotlight



Looking for a new job



Onboarding

The Persona Crew

Personas Overview and Benefits

- Personas are fictional but relatable representations of employee groups
- Showcase challenges, traits, and emotions as they interact with HR systems and services
- Aid understanding of employee experience
- Foster a more employee-focused HR experience

Collaborative Creation

- Co-created diverse personas with GC Partners and with the guidance of GC experts
- Covers aspects like diversity, culture, work locations, employment types, GC experience, tech access, digital tool comfort, and accessibility needs

Today's Spotlight



Alexandra
THE STUDENT



Jill
THE CANDIDATE

Other Crew Members

Nikolas UNCONNECTED EMPLOYEE

Sam EMPLOYEE

Sophia EMPLOYEE SEEKING
ACCOMMODATION

Abby MANAGER

Kyrra SENIOR LEADER

Juan COMPENSATION ADVISOR

Marie-Eve HR PRACTITIONER

Stéphane RETIREE



A glimpse of the student's journey: Looking for a new job



Alexandra She/her

Role: Student

Age: 22

Current Location: Ottawa, ON

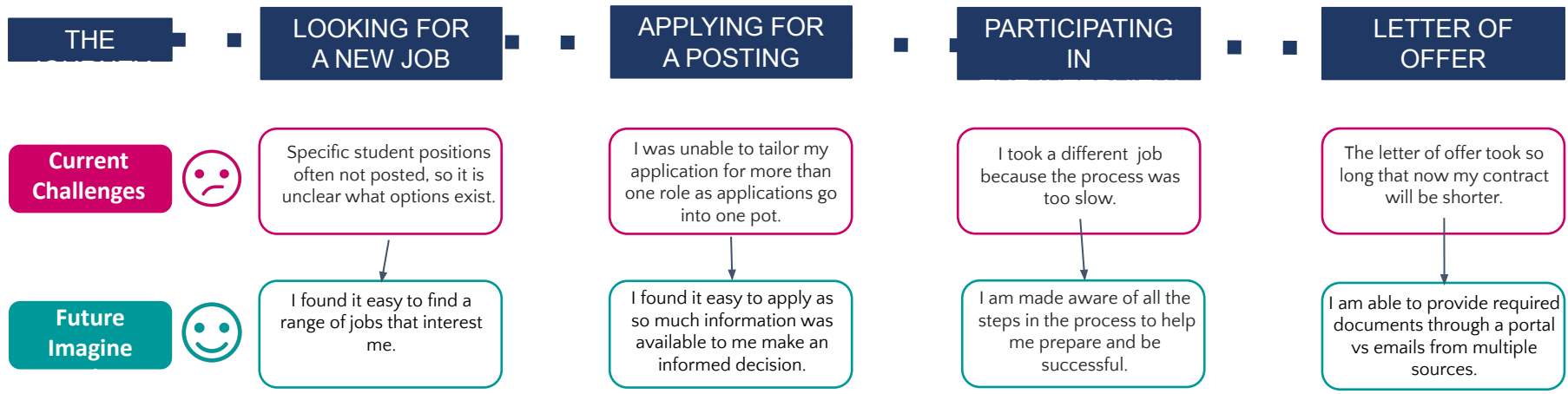
Time with GC: 5 months

She cares about:

- Contributing to the research in her field of study, career growth and mentorship.
- Alexandra is used to working with a very diverse group of students and is hoping to continue to have that in her workplace.
- A workplace culture that values hard work, development, fun and ongoing feedback is important to her, as well as having access to mentors who have both science and leadership skills.

“ I want to make a difference in the lives of Canadians through research on sustainability.”

Alexandra's **CURRENT CHALLENGES** and **FUTURE IMAGINE IFS** for an improved experience.





A glimpse of the candidate's journey: Onboarding



Jill She/her

Role: Recent Graduate

Age: 26

Current Location: Ottawa, ON

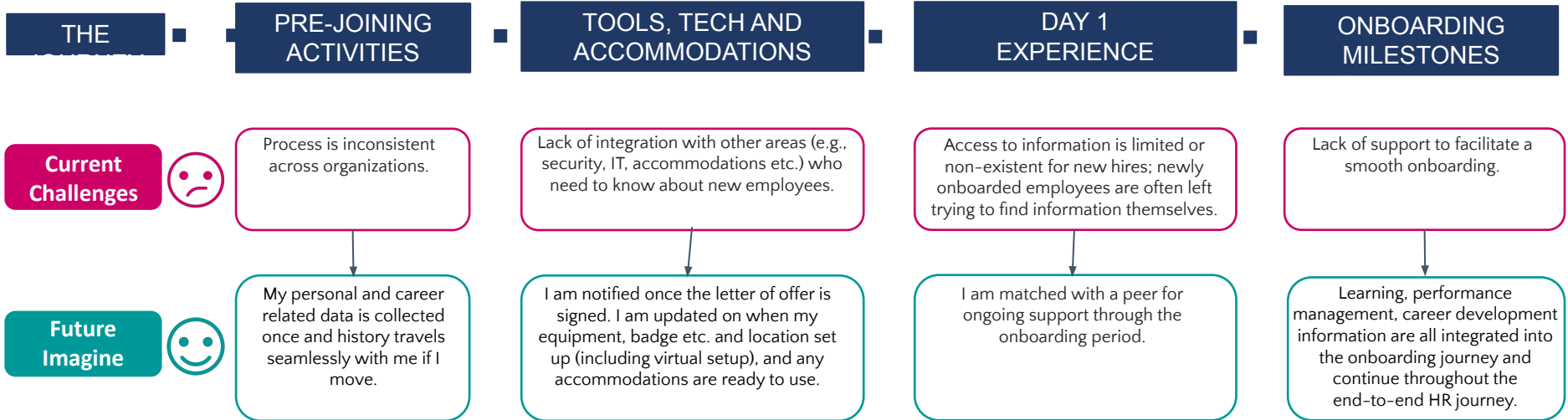
Time with GC: 0 months

She cares about:

- Starting her career after school with an employer that does important work for citizens, is inclusive, and has a culture that is people centric.
- Opportunities to develop and grow professionally.
- An employer that really walks the talk about being employee centric.

“ I want to join the public service because they play such a critical role in the health of Canadians.”

Jill's **CURRENT CHALLENGES** and **FUTURE IMAGINE IFS** for an improved experience.



The “Employee Experience Initiative” is on GCXchange!

Join us by becoming a member of our community and contribute to shaping a better employee experience with HR!

gcxchange | gcéchange

Home Communities Thematic Hubs Support Accessibility

Employee Experience - Expérience employé

Welcome | Bienvenue

Home - Employee Experi...
Moments that Matter
Personas
Journey Maps
GC Partners & Collabor...
Personalize.Share.Trans...
Let's Connect!
Accessibility Commitment
Discover our Organization

Accueil - Expérience empl...
Connectons-nous!
Engagement en matière ...
Découvrez notre organisa...

Recycle bin
Edit

Welcome! | Bienvenue!

TBS-OCHRO-EDDS-SDP | SCT-BDRH-OSSN-OSR

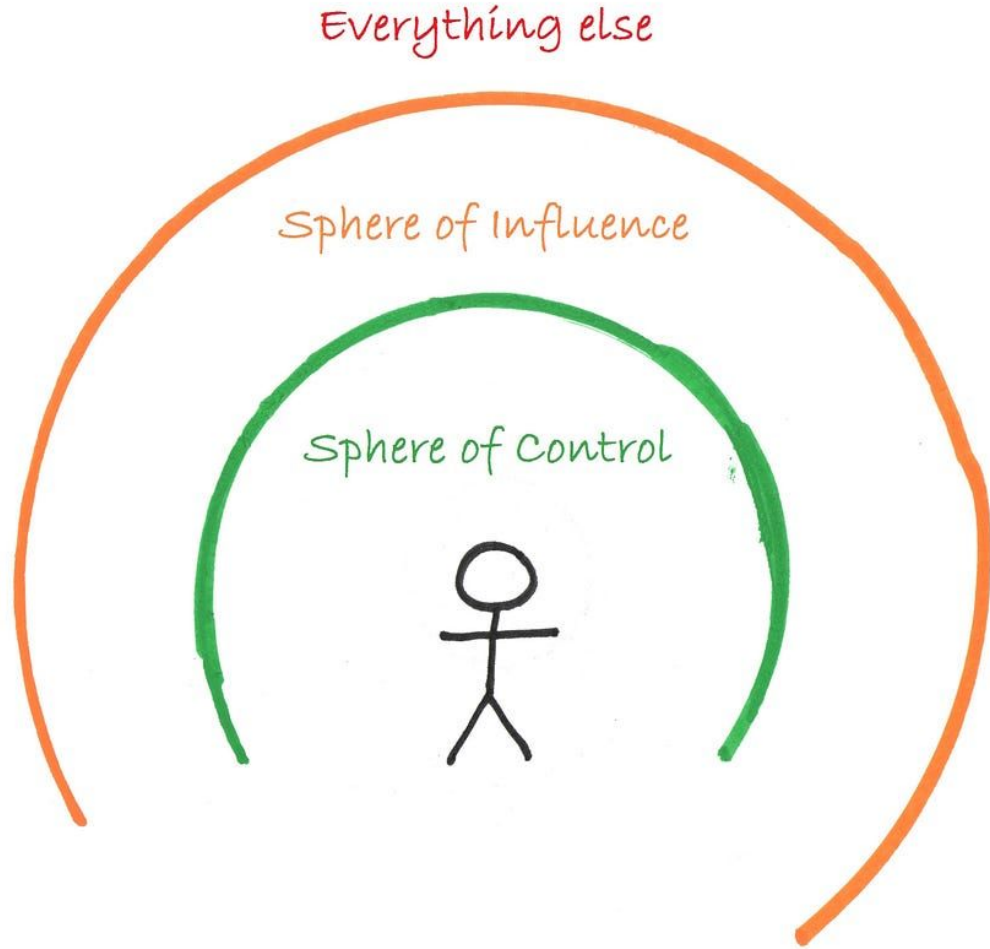
The Employee Experience Initiative
Join us on a journey towards a great employee experience!

Initiative sur l'expérience employé
Joignez-nous sur le parcours vers une bonne expérience employé!

ENGLISH

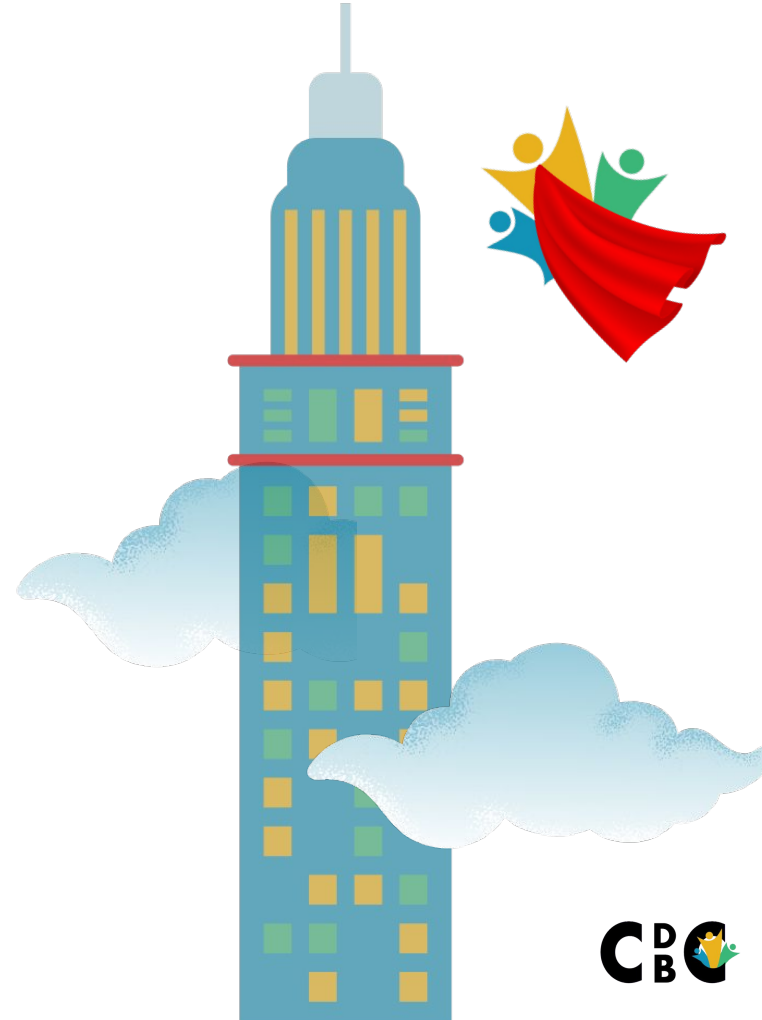
FRANÇAIS

What Can You **Do**?



What Can You Do?

- Career Development & Learning
 - [FYN Learning Hub](#)
 - Connect with the [GC Communities](#)
- Support for wellbeing
 - Know your departmental EAP resources
 - Know your health plan coverage for psychological services
 - Build your professional network
- Support for life and career changes
 - [PSPC Pay Centre resources](#)

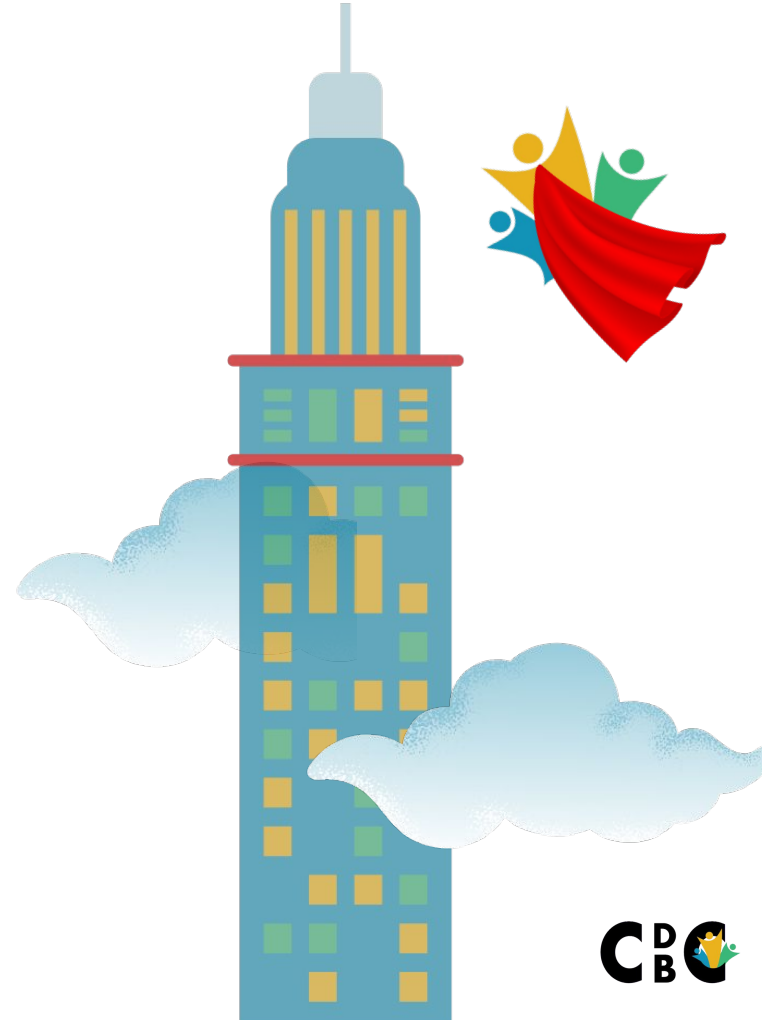


Q&A Time



Learning Objectives

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Thank You



Upcoming Sessions

- Annual **In Person Learning Days** across each Province throughout 2024.
- **Departmental Showcase** - From June 11 to August 20, 2024, join us every Tuesday to hear about cool jobs, common role responsibilities, and bust misconceptions from future leaders in their departments.
- **Welcome to the GC** - This half-day virtual event will help participants navigate their career in the GC.
- More info on all the above dates and locations can be found on our FYN Wiki page.

