

Career Boot Camp 2024

Navigating the Path to Becoming Indeterminate

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.

Natale Dankotuwage

She / Her

- Natale Dankotuwage has been with the Government of Canada for 6 years. She spent three years at Employment and Social Development Canada (ESDC). Her latter three years have been with Innovation Science and Economic Development Canada (ISED) in Digital Service Design/Innovation and Parliamentary Affairs.
- In 2020-2021 Natale was elected to Co-Chair Interconnex; ISED's young professionals network. She truly believes in the value of an engaged and strong network of Public Servants.
- Prior to joining Government, Natale was a fellow with the Asia Foundation, the largest development agency in Asia. She was also a fellow in social impact with the IDEX a global accelerator.



Learning Objectives

- Explain why some roles are staffed using alternate mechanisms
- Understand the key eligibility criteria for becoming a permanent GC employee
- List assets they can develop to be prepared should a permanent opening become available
- Lead open conversations about their career aspirations with their manager
- Communicate their departure respectfully while building a strong reputation





Pulse Check

How much do you already know about this topic?

Priyanka Sharma

She / Her

- Priyanka Sharma, is a Human Resources Advisor for the Employee Experience Team at Immigration, Refugees and Citizenship Canada (IRCC) and is also the co-chair of GC Students under the Federal Youth Network (FYN). At IRCC she works on the student initiatives file to support students with their onboarding, retention and advancement.
- Priyanka joined the Federal Public Service as a student in 2019 and bridged into a full time position in 2020. She began her career at National Defence (DND) where she had the opportunity to develop and support the Student Onboarding Program. In mid 2021 she moved over to ESDC and with her passion for recruitment and advancement of students, she has continued to work with student onboarding. As of June 2023 she continues to support students across the GC with her role in GC Students as well as continue supporting students at IRCC.



Jennifer MacPhee

She / Her

- Jennifer MacPhee has been a federal public servant since 2005.
- She has worked in several different departments in human resources in different areas of specialization.
- She is a passionate public servant who currently works in a role that plans and executes outreach and engagement with job seekers and employers to contribute to the building of the diverse and inclusive public service of the future.



Robert Armstrong

He / Him



- Based in Halifax, Robert Armstrong is the Manager of Human Resources Programs for Public Services and Procurement Canada in the Atlantic Region.
- Prior to returning to PSPC, he spent 11 years with the Canada School of Public Service, where he worked on employee and organizational development across all departments.
- Robert has years of experience working in virtual and dispersed teams prior to the pandemic, and continues to adapt as the virtual workplace evolves.



Share your thoughts
@FYN_RJFF

Why Do You Want To Be Indeterminate?

- Job Security
- Benefits
- Opportunities to move laterally



Understanding Staffing Mechanisms

INDETERMINATE	DETERMINATE	DEPLOYMENT	PROMOTION	ACTING
Full-time or part-time employment of unspecified duration (permanent). (People with this type of contract are public servants).	Employment, part-time or full-time, that ends on a specific date. (People with this type of contract are public servants).	Movement of an employee from one position to another on a permanent basis at the same or equivalent level.	Permanent transfer of an employee from his or her position to a higher-level position	Opportunity for public servants to temporarily replace a higher-level position.
ASSIGNMENT	SECONDMENTS	EXCHANGE	ADVERTISED	NON ADVERTISED
Temporary movement of a public servant to a position at the same level within his or her organization.	Temporary movement of an employee to a position at the same level within another organization.	Work exchanges between the federal public service and other public sectors and private organizations.	Appointment process displayed. Can be found, for example, on GC Jobs.	Appointment process not displayed. Found while networking.

The **Complexity** of the GC Hiring Process

A GC process takes 227 days on average to complete.

You can download the TBS timeline graphic of the hiring process on our GCwiki page.



Get in Pools

Your Manager

- Advocate for you
- Learning plan
- Actings/secondments

Networking and Social Media

- LinkedIn
- GCtools
- Facebook groups
- In-person/virtual mixers and events

Tools To Support You

Skill Development

- Free online courses
- Volunteering at the side of your desk

Job Searching

- GCjobs


Your Reputation

- Do well in your role

You Got an Indeterminate Offer, **Now What?**

- Talk to your manager
- Maintain professionalism
- Capture vital information to take with you
- Give notice to your current team



**Nothing is certain until
you have a letter of offer** 

Q&A Time



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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.

