



PROJECT LOCATION : 81 REGENT STREET, FREDERICTON, NEW BRUNSWICK
 DEPARTMENT : EMPLOYMENT AND SOCIAL DEVELOPMENT CANADA (ESDC)
 CONTACT FOR THIS PROJECT: JENNIFER BISAILLON (JENNIFER.BISAILLON@HRSDC-RHDCC.GC.CA)

PROJECT SCOPE



Number of employees impacted
 398 employees



Cost of Project
 \$7, 465, 250.12



Project start date

November 2018



In-service date

February 7, 2022.

2 MAJOR TURNING POINTS OF THE PROJECT

1

Improved accessibility features

ESDC Workplaces implement accessibility features that surpass the Government of Canada standards. Some examples include wider doorways; barrier free washrooms in base building and in-suite; 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; chaise carpet pattern to accommodate users with visual impairments; electric height adjustable change table in washroom; benches in other in-suite washrooms.

2

Modernizing during the pandemic

The majority of the construction for this project took place during COVID. And because of the protocols put forth by the Government of Canada, the project was able to be completed with no major delays or shutdowns.

1 UNIQUE ASPECT ABOUT THE PROJECT



The unique aspect for this project is the design element brought to the office. A forestry inspired theme was decided for this office, and inspiration and added details based on this theme were included in the office's design. An example of this are the wayfinding signs (picture below) are inspired by trees as well as the decals installed on the lockers, the frosting on the glazing for the enclosed rooms.

The 4 boardrooms are named after flora and fauna found in the forests of New Brunswick. The employees were invited to submit suggestions for the boardroom names and then were asked to vote for their four preferences. They selected chickadee, violet, balsam fir, and Appalachian.

PEOPLE SIDE OF CHANGE



Guide de déménagement

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 task as a team.



Visite des bureaux de SPAC modernisés de Montréal (avant pandémie)

L'équipe de gestion du changement de la Direction générale du Dirigeant principal des finances a supporté les différents comités régionaux afin d'assurer une transition qui répond au bien-être des employés affectés par le changement.

LESSONS LEARNED

LESSON 1

Establish a communication channel

Having a way to share information with everyone other than email is helpful throughout the project. A good example would be a SharePoint site, which would give project leads a place to share information with employees about project developments and action items. It allows the Change Ambassador and other key stakeholders to communicate and engage with employees in a different way.

LESSON 2

Change Management is not project management (and vice versa)

Change management and project management are equally important in a project. However, these elements are distinct and should be done in parallel with one another. The CFOB National Change Management Team helps to support ESDC Workplace Projects with the change management aspect of the project.

LESSON 3

Move when the space is ready

A move should not occur until the new space is ready, functional and clean. Moving to a site still under construction is not recommended nor is it beneficial to its employees.

PHOTOS OF THE EDSC WORKPLACE IN FREDRICTON

