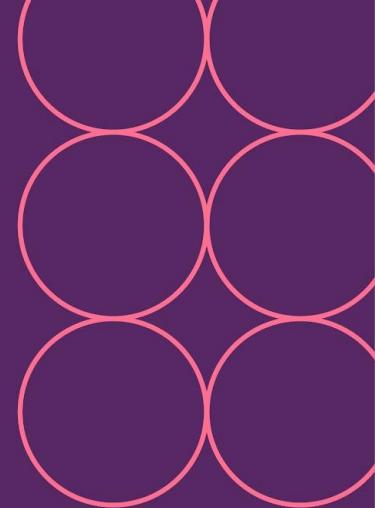


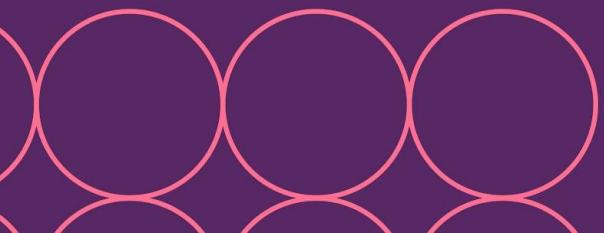
# CAREER BOOT CAMP

CAREER MOBILITY DECODED

SESSION 2



2026



# 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 this page, go to Sessions, and click the French equivalent.
- All the sessions are being recorded and will be available on the FYN-RJFF YouTube channel in the 24 hours following the session.

# REMINDER

- This session includes discussion topics, vocabulary, and scenarios that some learners may find distressing.
- Please feel free to take breaks as needed. If you need support, remember that your organization's Employee Assistance Program is available **24/7**.

**ADDITIONAL RESOURCES CAN BE FOUND ON OUR WIKI PAGE**

# MAHFUZA RAHMAN

(SHE/HER)

- Mahfuza brings over seven years of experience in the public sector of the government and she currently supports individual and benefit inquiries at the CRA in Southern Ontario.
- Her background includes resolving various tax and benefit related inquiries, expediting cases, facilitating staff training, and supporting recruitment, candidate assessment, and staffing logistics.
- She holds a Bachelor of Arts in Women and Gender Studies and is passionate about various mental health initiatives.



# LEARNING OBJECTIVES

Understand the role of classification groups within the Government of Canada

Recognize the value of lateral moves as a strategy for career growth and skill development

Navigate the Workforce Adjustment (WFA) process and identify available supports and resources

Leverage your Performance Management Assessment (PMA) when impacted by workforce adjustment

# GERMAIN AOUN (HE/HIM)



- Germain brings a wealth of real-world expertise to the art of career transitions. Currently serving as the Director of Client Services, Room Technologies and Infrastructure at Courts Administration Service. As a part-time MBA professor at the Telfer School of Management at the University of Ottawa, Germain teaches project management and business case presentation.
- A seasoned presenter and former consultant and sales executive, Germain is known for delivering compelling messages that drive action. As a dedicated career coach transition, Germain is passionate about empowering professionals to communicate with confidence and clarity in the boardroom and beyond, to advocate for their personal brand, and to continuously evolve their careers.



# ARLETTE KASONGO (SHE/HER)

- Arlette currently works as a Policy Analyst at OLSBR within Innovation, Science and Economic Development (ISED).
- Beyond her professional pursuits, Arlette is the Executive Assistant of GC Students under the Federal Youth Network (FYN). She began her career in the public service as a student in 2023 and is committed to supporting the student network by assisting with the logistics and administrative tasks.
- Arlette holds a Master's of Biochemistry degree from the University of Ottawa and a College certificate in Clinical Medical Laboratory Assistant/Technician from Algonquin Careers Academy.

# LAURA RICHARDSON (SHE/HER)



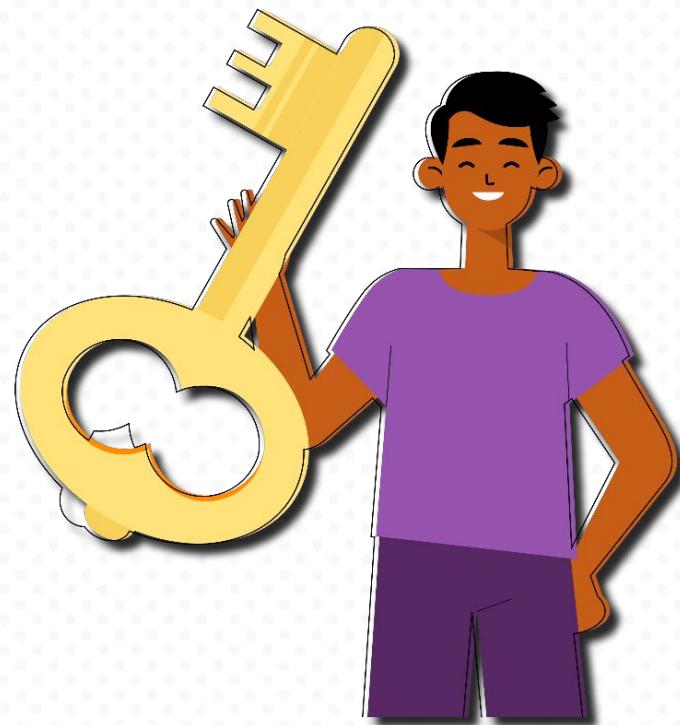
- Laura Richardson lives and works in Kjipuktuk (Halifax), Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People, and is committed to advancing reconciliation through her work in the federal public service.
- She is currently the Manager for the Centre of Expertise on Grants and Contributions at Parks Canada and has served in various roles across the federal government since 2007.
- With a Master's in Conflict Analysis and Management and a background in Peace and Conflict Studies, Laura brings over 18 years of federal experience, fostering strong relationships and meaningful connections across communities and organizations.

# UNDERSTAND THE ROLE OF CLASSIFICATION WITHIN THE GC

- The Government of Canada currently recognizes over 70 classification (occupational) groups within the federal public service.
- These groups are used to categorize jobs based on the nature of the work performed (e.g., Administrative Services, Engineering, Health).
- Groups are identified by two-letter codes (e.g., AS for Administrative Services, PE for Personnel Administration).
- Classification determines job duties, qualifications, pay scales, and collective agreements.
- Helps ensure fairness, consistency, and transparency in staffing and compensation.

# RECOGNIZE THE VALUE OF LATERAL MOVES AS A STRATEGY FOR CAREER GROWTH

- Lateral moves involve changing roles at the same level.
- They offer exposure to new departments, functions, teams, or projects.
- Help build diverse competencies and broaden professional networks.
- Can lead to long-term career advancement and leadership readiness.
- Encourage adaptability, resilience, and continuous learning & growth.



# NAVIGATE THE WORKFORCE ADJUSTMENT (WFA)

Work force adjustment (WFA) happens when the deputy head decides that the services of one or more indeterminate employees are no longer needed beyond a specified date due to:

- A LACK OF WORK
- THE ENDING OF A FUNCTION
- A RELOCATION IN WHICH THE EMPLOYEE DOES NOT WISH TO PARTICIPATE
- AN ALTERNATIVE DELIVERY INITIATIVE

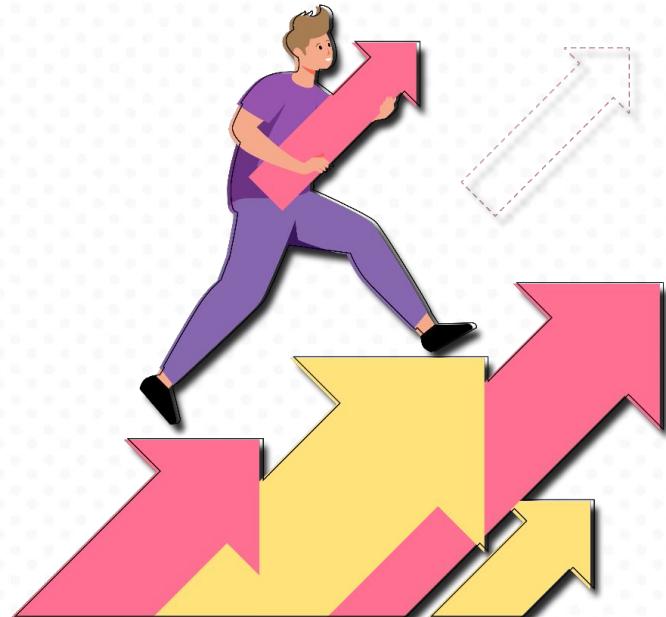
# NAVIGATE THE WORKFORCE ADJUSTMENT (WFA)

- Employees may be declared “affected” or “surplus.”
- **KEY OPTIONS:** reasonable job offer, voluntary departure, alternation.
- Supports include HR advisors, union reps, and transition programs.
- **RESOURCES:**  
CSPS, WFA Directives, Priority Administration System, pension and pay centres.



# LEVERAGE YOUR PERFORMANCE MANAGEMENT ASSESSMENT (PMA) WHEN IMPACTED BY WORKFORCE ADJUSTMENT

- PMA reflects your work performance, achievements, core competencies, and professional & Career development.
- Can support retention decisions and job matching.
- Highlights transferable skills for internal opportunities.
- Useful for Priority Administration System and career transition planning.
- Ensure your PMA is current and accurately reflects your contributions and learning.

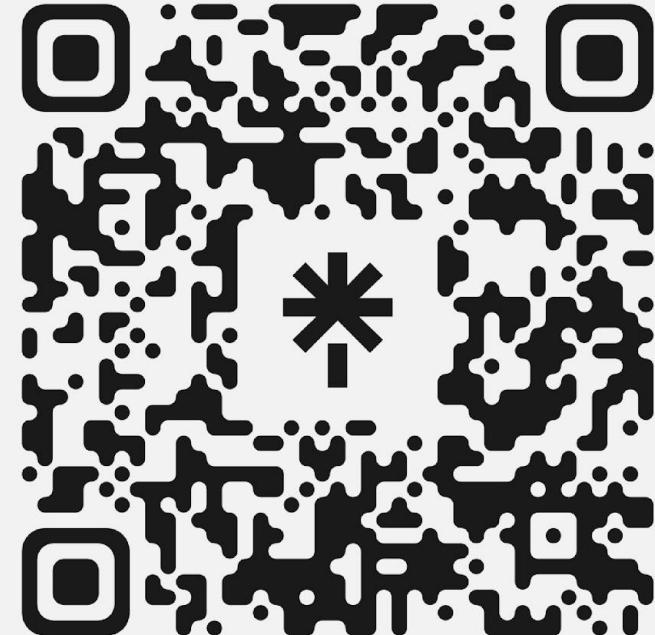


# QUESTIONS

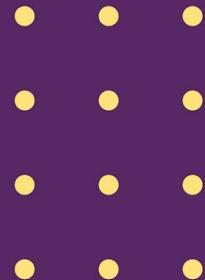


# THANK YOU

CAREER BOOT CAMP



# UPCOMING SESSIONS



**SESSION 3**

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NETWORKING WITH PURPOSE

**JANUARY 22**

*1:00pm - 2:00pm (EST)*

