

An Innovation Fund at ESDC: Funding Recommendation



The Fund at a Glance



The Innovation Fund launched on December 13, 2019



Over 60 ideas submitted to date

7 ideas approved prior to COVID-19

5 ideas funded for 2020–21 fiscal year

(2 ideas were not viable due to constraints and challenges brought by the pandemic)



As of October 2020, over half of the Fund budget has been allocated to projects and Fund employee salaries. The remaining budget has been committed or transferred to other branches

Ongoing and exceeding demands as employees continue to submit ideas

Many submissions cover timely issues such as cross-branch collaboration, working from home and return to work

Funding Recommendation

It is recommended that the Department makes the Fund a permanent program for employees and support ESDC commitments to continue building a culture of innovation that encourages bottom-up creativity and agility:

Governance



Assistant Deputy Ministers from various branches identify a branch employee to commit 25% of their operational responsibilities to support the Innovation Fund

Structure



Continued support by two full-time employees (EC-05 and PM-02), and the recommendation of a manager (EC-07) in the ESDC Lab to dedicate 25% of their time to supervise the Fund

Funding



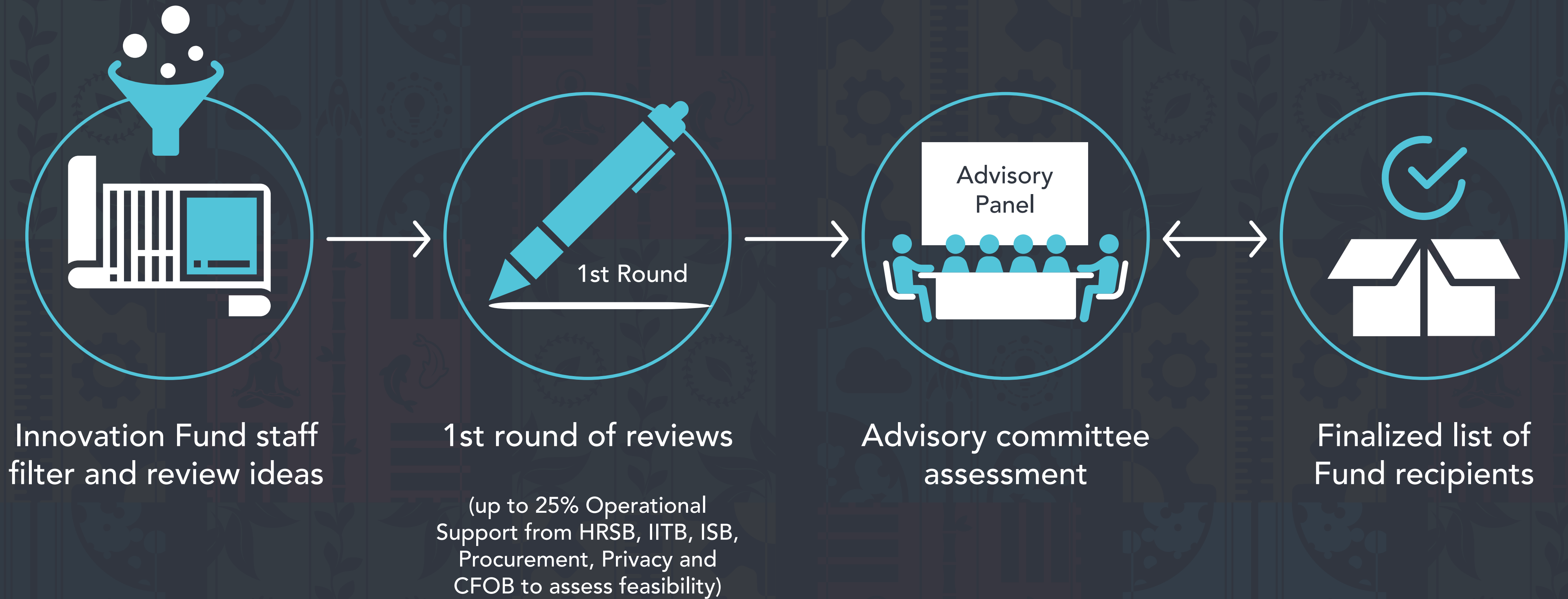
Total salary request for 2021/22 on top of the \$500,000 for the Fund - \$176,511

EC-05 Step 1: \$88,618 (rate of pay June 2021)

PM-02 Step 2: \$59,612 (rate of pay 2017)

EC-07 Step 1: \$113,124; 0.25% (\$28,281)
(rate of pay June 2021)

Recommended Stakeholder Membership & Partnership Model



Creating a Feedback Loop

Feedback from the Advisory Panel around the process and review



Feedback tool embedded in the response back to the Innovation Fund submissions



ESDC Lab Process and Review



Creating lessons learned and enhanced processes for the Innovation Fund to be implemented in future years