#GCDigital Talent Strategy

Delivering government services simply, securely and efficiently by building a skilled workforce for the future

What do we need?

Digital Talent: People who work in digital disciplines (e.g. cloud computing, cyber security, data science, user experience, and more)

What have we heard

Practitioners need...

- access to essential digital tools in a timely fashion
- more opportunities for cross-government collaboration to reduce silos
- opportunities to develop core skills for digital practitioners
- governance models and processes that enable digital service delivery

Digital leaders need...

- guidance & funding to build multidisciplinary teams
- training opportunities for improving digital skills
- partnerships with reputable institutions to leverage their talent pools and experience
- support to adopt modern practices such as tracking outcomes rather than outputs and moving to service-oriented models

What are the challenges?

1. Competitive market nationally and internationally
2. Ensuring representation and diversity across the digital community
3. Complex and outdated GC hiring processes
4. Need for talent coordination across GC organizations

What's our plan?

Attract, develop and retain [digital talent 🔍] to increase in-house capacity to deliver services in sustainable ways and reduce reliance on external support

1. [attracting 🔍]
Attracting new talent from inside and outside government

2. [developing 🔍]
Developing the skills of our current digital community through learning, job mobility, and mentorship opportunities

3. [retaining 🔍]
Retaining digital practitioners by equipping them with tools and resources to help them in their career progression (i.e. career pathways, onboarding and communities of practice)

4. [diversifying 🔍]
Diversifying the digital workforce by engaging with underrepresented communities and employee led networks

How are we taking action _ □ ✕

Our successes ⌄

- ☑ Launched GC Digital Talent Platform (talent.canada.ca)
  - 800 applicants (1st recruitment)
- ☑ Expanded centralized recruitment campaigns
  - Cybersecurity = 1600+ applicants
  - 33 EX-02 to EX-05 qualified candidates (338 applicants)
  - IT Apprenticeship program (234 applications, 62 hired) - Dec 2022
- ☑ Developed & recognized the community
  - Completed 34 placements of positions (double from last fiscal)
  - Delivered 100s of development opportunities for the EX community
- ☑ Developed Directive on Digital Talent
  - Developed a **one GC digital community culture** which includes: putting people first, building trust, diversity & inclusion, continuous learning, service excellence and collaboration

In progress ⌄

- ☐ Learning paths for digital executives
- ☐ Developing new recruitment campaigns & recruitment opportunities
- ☐ Developing the GC digital skills framework
- ☐ Exploring the digital talent ecosystem (and building a learning resource directory)
- ☐ Developing standardized job descriptions for data and information roles
- ☐ Improving onboarding for digital practitioners
- ☐ Partnering, outreach and engagement with diverse communities

Future activities ⌄

- ☐ Learning & career paths for digital practitioners
- ☐ Develop GC digital skills inventory
- ☐ Job competency profiles for modern digital roles
- ☐ Explore enterprise-wide development opportunities for high-demand digital skills
- ☐ Explore short-term mobility opportunities
- ☐ Share organizational guidance for digital transformation work

We are always looking for assistance

Check out our wiki at https://wiki.gccollab.ca/Digital_Talent for more information on ways you can help!