**GC Digital Talent Strategy – Departmental job-aid**

The Chief Information Officer of Canada is the designated lead responsible for developing and sustaining the digital community GC-wide.

Treasury Board of Canada Secretariat (TBS)’s Office of the Chief Information Officer (OCIO) published the GC Digital Talent Strategy in Fall 2023. Following this, an implementation plan for the enterprise will be shared in Spring 2024.

The GC Digital Talent Strategy outlines general expectations for all federal organizations to follow. However, in anticipation of the implementation plan, organizations are encouraged to:

* Review the GC Digital Talent Strategy mission and general expectations
* Make note of and leverage existing TBS services for digital talent
* Reflecting on the above and using the guide below, outline your department’s existing digital talent efforts and next steps to support digital talent in your organization

Do you have questions, require additional information, or interested in receiving feedback? Contact TBS OCIO at iCommunity-icollectivite@tbs-sct.gc.ca.

**Relevant resources:**

* [GC Digital Talent Strategy](https://www.canada.ca/en/government/system/digital-government/digital-talent-strategy.html#:~:text=For%20example%2C%20teams%20across%20the%20GC%20are%20leading,have%20a%20passion%20for%20IT.%20...%20More%20items)
* [GC Digital Talent Platform](https://talent.canada.ca/)
* [Directive on Digital Talent](https://talent.canada.ca/en/directive-on-digital-talent)
* [Talent management program](https://www.gcpedia.gc.ca/wiki/Talent_Management_IM-IT_Community)
* [Digital Government Community Awards (nominations due March 1, 2024)](https://www.canada.ca/en/government/system/digital-government/gcdigital-community/networking-events/digital-government-community-awards.html)
* [DTL Community Hub](https://wiki.gccollab.ca/DTL_Community_Hub)
* [IT Apprenticeship Program for Indigenous Peoples](https://talent.canada.ca/en/indigenous-it-apprentice)
* [Canada School of Public](https://busrides-trajetsenbus.csps-efpc.gc.ca/en/ep-75-en) Service learning path: Discover Digital Leadership
* [Canada School of Public](https://busrides-trajetsenbus.csps-efpc.gc.ca/en/ep-47-en) Service learning path: Discover Digital

**Mission 1 – Abstract and recruit digital talent**

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| **Expectations of federal organizations**  | **Existing TBS services for digital talent** | **Your department’s existing digital talent efforts** | **Next step to support digital talent in your organization**  |
|  Use existing enterprise recruitment and development services, like the GC Digital Talent Platform, before developing new ones   | * **GC Digital Talent Platform,** which shares GC opportunities with external and internal candidates interested in service and digital roles from entry level to executive
* **GC-wide recruitment campaigns** on the GC Digital Talent Platform accompanied by an assessment team, bringing a consistent approach to recruiting digital talent by consolidating job postings and pools across the GC into a single recruitment repository
* **Recruitment processes** focused on equity and diversity, veterans, digital executives, etc.

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**Mission 2 – Develop and retain digital talent**

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| **Expectations of federal organizations**  | **Existing TBS services for digital talent** | **Your department’s existing digital talent efforts** | **Next step to support digital talent in your organization**  |
|  * Instill a human-centered, outcomes-focused and service-focused culture to help increase the GC’s digital government maturity
* Create space for continuous learning through the Canada School of Public Service (CSPS) or specialized training offerings

  | * Developing **career pathways** for digital talent
* Centralized **learning pathways** for in-demand digital skills
* Identifying and coordinating **government-wide training and upskilling** opportunities
* A **talent management program**, which promotes and develops current and aspiring digital executives with strong digital skills
* Developing a **generic suite of HR products**, such as standardized job description, for the digital community

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**Mission 3 – Build fit-for-purpose processes, policies and tools**

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| **Expectations of federal organizations**  | **Existing TBS services for digital talent** | **Your department’s existing digital talent efforts** | **Next step to support digital talent in your organization**  |
| * Align with and comply with the Policy on Service and Digital and its digital talent component, the Directive on Digital Talent and Mandatory Procedures on Digital Talent
* Align with government-wide direction on building multidisciplinary teams and using flexible staffing options to recruit and develop digital talent
* Identify and communicate to the OCIO any barriers to recruiting, developing or retaining digital talent

  | * Expanding **Interchange opportunities** for digital talent
* Improving access to **data and business insights** for department
* Developing **strategic direction** to support digital talent enterprise-wise, through the GC Digital Talent Strategy and the Directive on Digital Talent
* Supporting **IT exceptions**

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**Mission 4 – Create a digital culture defined by diversity, equity and inclusion that puts people first to drive service delivery excellence**

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| **Expectations of federal organizations**  | **Existing TBS services for digital talent** | **Your department’s existing digital talent efforts** | **Next step to support digital talent in your organization**  |
| Review the department’s internal processes that impact digital service development and adjust those that are not fit-for-purpose  | * Implementing and supporting initiatives to advance diversity, equity and inclusion in the digital community, including the IT Apprenticeship Program for Indigenous Peoples
* Showcasing and celebrating digital talent across the GC through hallmark events such as the GC Digital Government Awards and Digital Leaders' Summit

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