

Employee & Labour Relations Committee



April 4, 2014

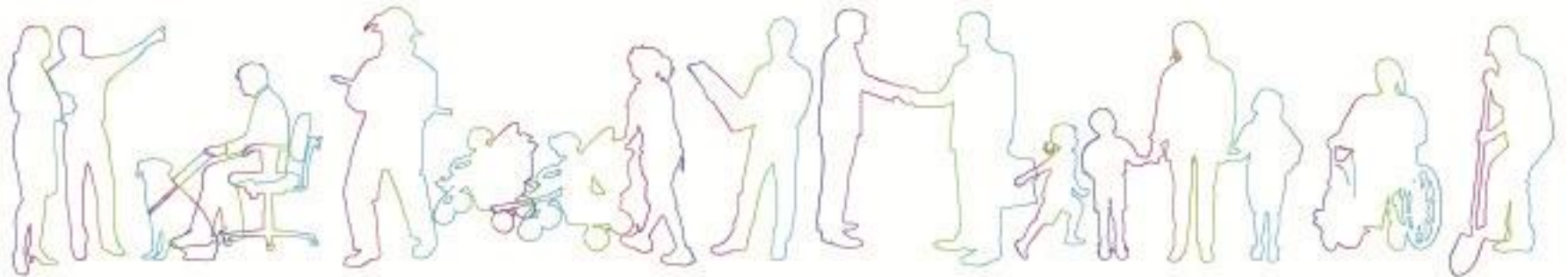
Joseph P. Pennachetti, City Manager

Bruce L. Anderson, Executive Director of Human Resources

Lawrence Keen, Manager, Workforce Planning & Reporting

Agenda

- ❖ Strategic Action #18: Develop and Implement a Workforce Plan (Talent Blueprint 2014-2018)
- ❖ The Goal of the Talent Blueprint
- ❖ Four Focus Areas
- ❖ Governance & Accountability
- ❖ Deliverables Timeline for 2014 - 2015



STRATEGIC ACTION #18

Develop and Implement a Workforce Plan

Develop and implement the Toronto Public Service workforce plan, Talent Blueprint, by 2018 to ensure an engaged, diverse, high-performing, adaptive and productive workforce to meet our current and future needs by:

- Strengthening employee engagement to ensure employees are fully involved, proud and committed to their work.
- Ensuring the public service reflects the population we serve and values and champions diversity, access, inclusion and respectful behaviour.
- Building workforce capacity to ensure adaptable and high performing employees with the right skills are in the right job at the right time to meet our current and future needs.
- Developing effective leaders, ensuring all management staff have the leadership skills and knowledge to deliver high quality services, with a significant number of staff ready for promotion to management or higher levels of management.
- Modernizing critical Human Resources systems and services needed to support implementation.

THEMES AND GOALS

Good Governance

- Organizational Excellence

City Building

- Service Excellence

Social Development

- Access, Equity & Diversity

2013 > 2014 > 2015 > 2016 > 2017 > 2018

Talent Blueprint 2014-2018

Building a *great* Toronto Public Service

Development of the Workforce Plan

- ❖ Best practices research and review of People Plan
- ❖ Consultations with senior management and management groups such as Equity, Diversity & Human Rights Division and the Customer Service Improvement Teams
- ❖ Consultations with Unions and Associations and the has received support from them (p. 5 of Talent Blueprint)

Talent Blueprint 2014-2018

- ❖ City Manager launched March 7, 2014, to all staff





Focus Areas

Our Goal is to have engaged, diverse, high-performing, adaptive and productive employees that meet our current and future needs.

EMPLOYEE ENGAGEMENT

DIVERSITY

WORKFORCE CAPACITY

EFFECTIVE LEADERS



Our Goal is to have engaged, diverse, high-performing, adaptive and productive employees that meet our current and future needs

1 EMPLOYEE ENGAGEMENT

Employees who are fully involved, proud and committed to their work



Talent Blueprint 2014-2018

Goal & Focus Area

Our Goal is to have engaged, diverse, high-performing, adaptive and productive employees that meet our current and future needs

2 DIVERSITY

A public service that reflects the population we serve and values and champions diversity, access, inclusion and respectful behaviour



Our Goal is to have engaged, diverse, high-performing, adaptive and productive employees that meet our current and future needs

3 WORKFORCE CAPACITY

Adaptable and high-performing employees with the right skills in the right job at the right time to meet current and future needs

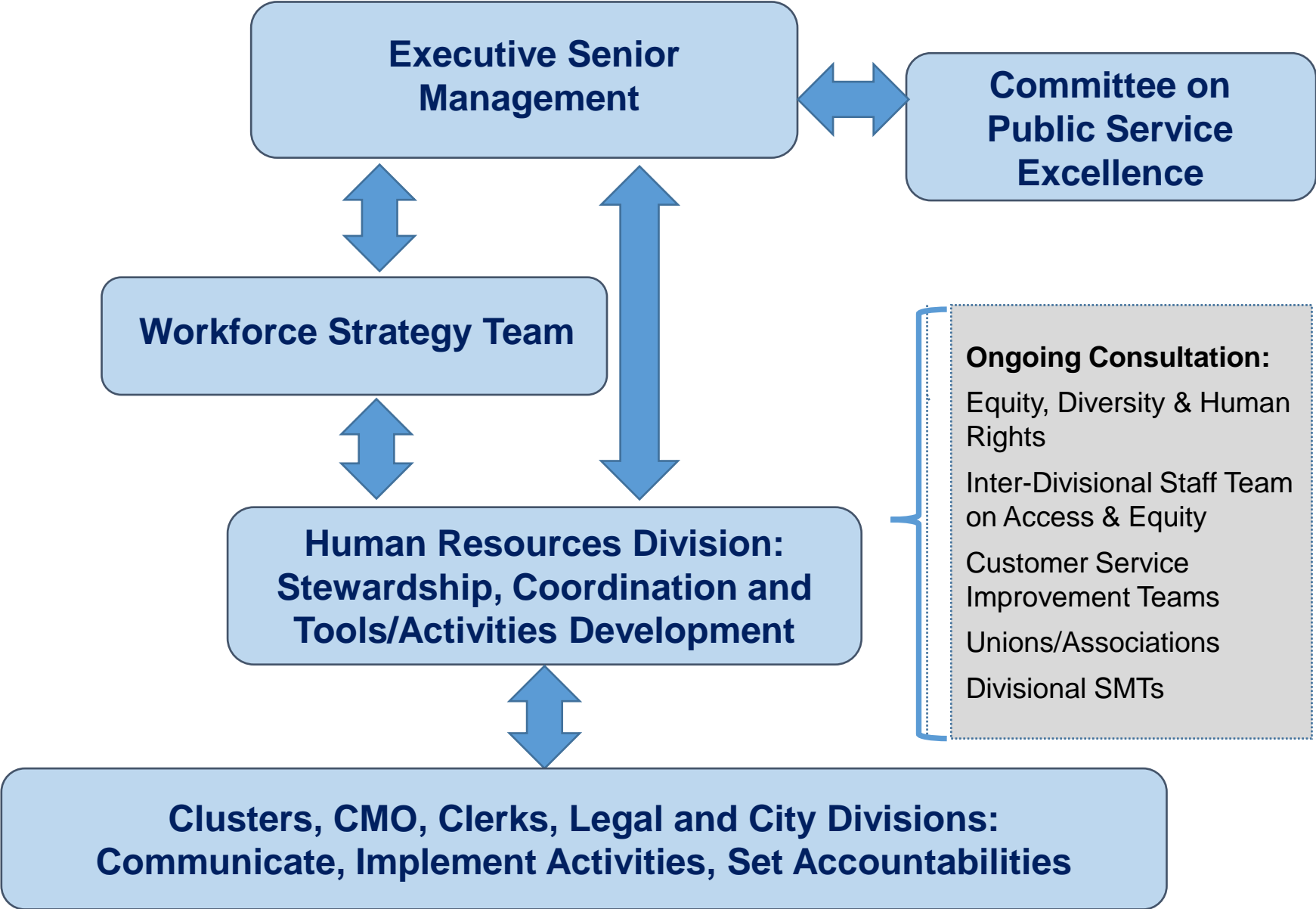


Our Goal is to have engaged, diverse, high-performing, adaptive and productive employees that meet our current and future needs

4 EFFECTIVE LEADERS

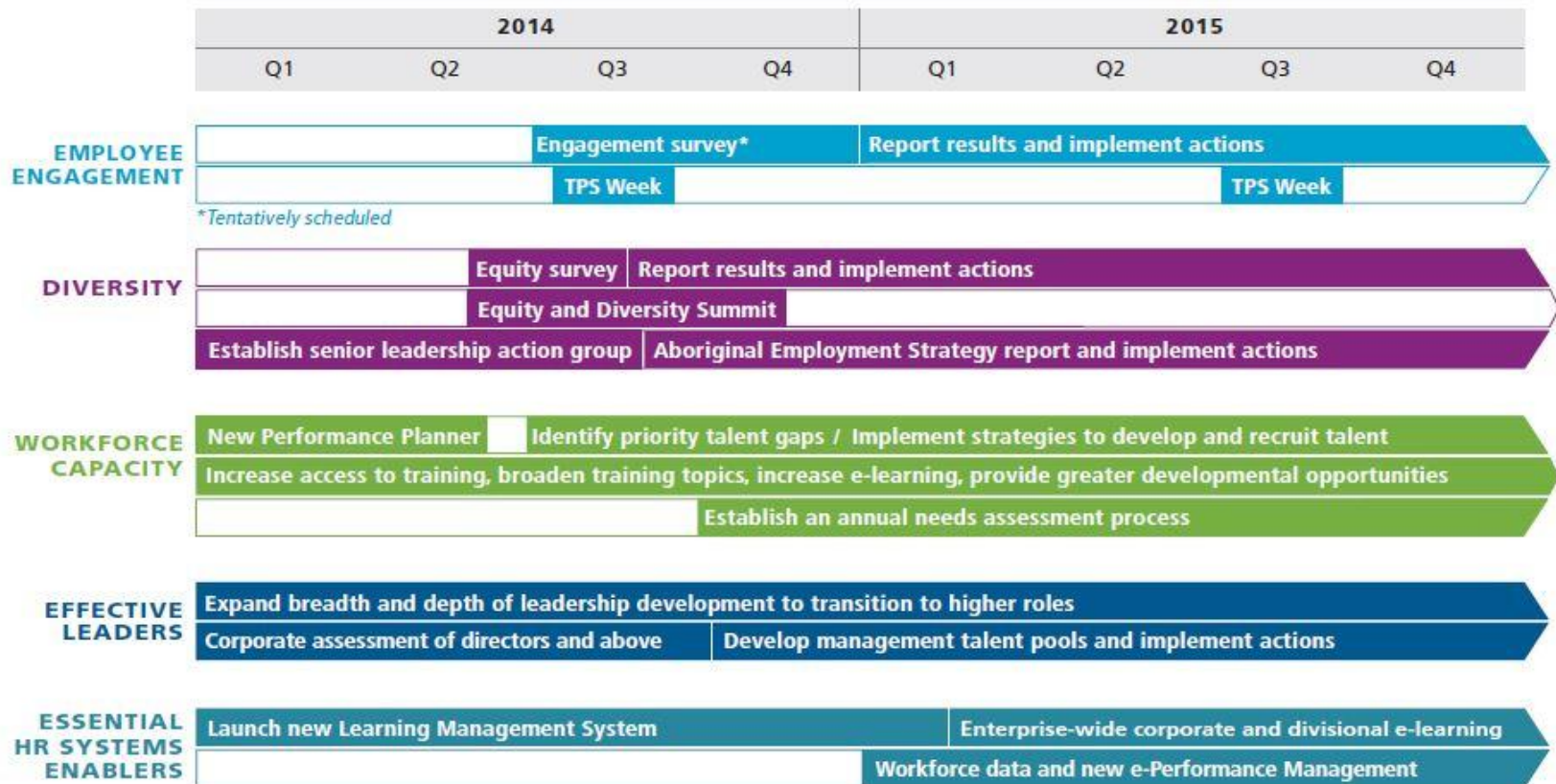
Managers who have the leadership skills and knowledge to build a high-performing organization that has high quality programs for effective delivery of City services

Talent Blueprint 2014-2018: Governance Model



TALENT BLUEPRINT TIMELINE

The following chart depicts the projected timelines to deliver on the focus area actions for phase 1 of the Talent Blueprint 2014-2015. The Talent Blueprint will be updated to include the timelines for phase 2 at a later date.





Recommendation:

City Council affirms the new workforce plan, the Talent Blueprint 2014-2018 – Building a great Toronto Public Service

