

Developmental Services Human Resource Strategy

Ontario Developmental Services
Make a difference every day.

Fall 2014 Newsletter

Don't miss this very important date!

Planning for the 2015 DS HR Strategy Forum is underway. The third annual forum will take place on February 10 and 11, 2015 in Toronto. With 24 exciting and informative breakout sessions being planned, this forum has something for everyone. This forum is open to professionals in Human Resources, Communications, Direct Support, Senior Management and educational professionals from colleges that offer the DSW program.



We will be hosting two inspiring Keynote Speakers this year: Former Lieutenant Governor David Onley and Eustacia Cutler, mother of Temple Grandin.

The DS HR Strategy is again offering the Northern Agency / Small Agency Travel Subsidy for the conference. Forms to apply for the subsidy have been sent out with the *Save the Date* flyer and can also be obtained by contacting Sara Ropp at sropp@cls.ca.



Visit the DS HR Strategy website at ontariodevelopmentalservices.ca to view our Save the Date Flyer!

Introducing the new Project Coordinator for the DS HR Strategy— Sara Ropp

Sara Ropp started her role as the Project Coordinator on September 2, 2014.

Previous to this, Sara worked as a Manager of Support Services at Community Living Stratford and Area. She became involved with the Strategy when Community Living Stratford and Area began implementing Core Competencies within the agency. Sara was the Co-Chair of the implementation team within her organization and quickly became interested in increased involvement with the Strategy.

With the support of Community Living Stratford, Sara became a Regional Champion in 2013 and began training other agencies on the implementation of Core Competencies. She was also part of a presenting panel for a Core Competencies Refresher Training in the fall of 2013 and presented with Community Living Stratford at the 2014 DS HR Strategy Forum. Bringing experience from her work within the DS Sector, as well as enthusiasm for the field of work, Sara is focussed on supporting the DS HR Strategy and the overall goals it has laid out. She looks forward to being part of the continued success of the DS HR Strategy!

To reach Sara, sropp@cls.ca

DS HR Strategy Updates

HR Strategy Steering Committee

The Steering Committee has reviewed and approved the work plans from each of the subcommittees for the current year. All work plans support the overall goals of the DS HR Strategy:

- * increase the pool of qualified developmental services professionals
- * Ensure consistency in education, training and professional development in Ontario's developmental services sector
- * Provide opportunity for a variety of career paths for developmental services professionals
- * Enhance management expertise



The relationship and on-going communication between the DS HR Strategy and the DSW College Coordinators has proven to be invaluable. Discussions to date have assisted in developing an understanding of the work that the DS Sector and Colleges are doing to professionalize students and current employees. The DS HR Strategy Steering Committee and the DSW College Coordinators met on November 24, 2014 to share the work being done on both sides for DSW students and apprentices. Further discussions and action items are being planned as this partnership continues to move forward.

Core Competencies Provincial Implementation Committee

In 2014 the need for the development of Core Competencies for Administrative positions was identified. Tools were developed to implement Core Competencies for administrative employees. In November, 13 agencies began piloting the Core Competencies for Administrative positions within their agencies and will be assisting in finalizing the documents to be rolled out sector wide. A full launch of the Administrative Core Competencies will occur at the 2015 DS HR Strategy Forum.

Phase 4 of Core Competencies implementation was launched in September 2014, now over 120 agencies have joined to implement Core Competencies! A future launch is being planned for Spring 2015 and details will be available at the 2015 DS HR Strategy Forum.

If you haven't already implemented Core Competencies, you won't want to miss the session "Demystifying Core Competencies" at the Forum, followed by a Question and Answer session with agencies that have gone through implementation.

A huge thank you is extended to Liz Sloan (Community Living Cambridge) for her many contributions and support of fellow agencies as a Regional Champion with the Core Competencies Implementation strategy for the past five years.

We welcome Chantelle LaLonde from Ottawa Rotary and Brigitte O'Neill from Woodstock & District Developmental Services to the Committee as new members and thank Indu Radhakrishnan from Community Living London for her expertise, insight and time as a committee member over the past 4 years.

Workforce Development and HR Practices Implementation Committee (WDHRPIC)



The HR Best Practices Checklists and HR Metrics Manual were launched on September 17, 2014 to 42 sites via videoconference and over 65 agencies. Very positive feedback was received on the tools created for agencies to improve HR practices, gather and utilize human resource information. Stay tuned for the HR Metrics Tool, being piloted this fall, to be officially launched at the 2015 DS HR Strategy Forum. The HR Best Practices Checklists can currently be found on the DS HR Strategy website at ontariodevelopmentalservices.ca under *What's New*.

The Workforce Development and Human Resources Practices Implementation Committee recently secured a consultant to complete the work on Workplace Learning (previously known as Agency-Based Training). We have contracted with SafeGuards Training for Children and Adult Services to undertake the set of deliverables.

Information regarding the work on this important project will be presented at the 2015 DS HR Strategy Forum.



Talent Management and Succession Planning Committee (TMSP)

Look for the Launch of the Talent Management and Succession Planning Manual at the 2015 DS HR Strategy Forum! This user-friendly tool will be packed full of resources and tips for agencies to use in creating comprehensive succession planning. Two versions of the manual are being created: one to be used by the Board of Directors and the other for agency use. It will be a must have for any agency's Human Resource office.

Marketing and Communications Committee

The DS HR Strategy website is undergoing changes to serve you better. The Marketing and Communications Committee is currently adding and revising areas of the website to improve its appearance and features. Look for the official launch of the changes at the 2015 DS HR Strategy Forum!

The Marketing and Communications Committee is also working on a Marketing Toolkit for agencies to market themselves to potential employees. Through tips and resources, this innovative tool will guide an agency to promote the work within developmental services as a career of choice and help promote the agency as an employer of choice. Look for the launch of the Toolkit at the 2015 DS HR Strategy Forum.

Members of the Marketing and Communications Committee attended the Ontario School Counsellors' Association (OSCA) conference on November 10 and 11, 2014 in Toronto. Representing the DS HR Strategy as a tradeshow vendor, we promoted the Developmental Services Sector as a career of choice to the many school guidance counsellors in attendance.

DS HR Strategy Steering Committee Members

Co-Chairs

Bob Butella, Co-Chair DS HR Strategy Steering Committee; Past Chair, Core Competencies Implementation Committee; ED, Community Living Guelph Wellington (bButella@clgw.ca)

Barbara Simmons, Co-Chair DSHR Strategy Steering Committee, Co-Chair Forum Committee, Director, Community and Supports Policy Branch, Social Policy Development Division, Ministry of Community and Social Services (barbara.simmons@ontario.ca)

Committee Members

Sylvie Belanger, ED, Community Living West Nipissing, Co-Chair Forum Committee (sylviebelanger@vianet.ca)

Ann Bilodeau, Chair, Marketing and Communications Committee; ED, KW Habilitation Services (abilodeau@kwhab.ca)

Steven Finlay, Past Co-Chair Steering Committee, CEO, Surrey Place Centre (steven.fhlay@surreyplace.on.ca)

Robert Hickey, Professor, Queen's University (hickeyr@queensu.ca)

John Klassen, Chair, Talent Management and Succession Planning Committee, ED, Community Living Belleville and Area (jklassen@communitylivingbelleville.org)

Sarina Labonte, Chair, Core Competencies Provincial Implementation Committee; ED, Community Living Grimsby Lincoln (SLabonte@cl-grimsbylincoln.ca)

Janet Nolan, Past Chair; Program Standards Committee; CEO, Christian Horizons (jnolan@christian-horizons.org)

Joe Persaud, Vice Chair: Workforce Development and Human Resource Practices Implementation Committee; Past-Chair, Agency-Based Training Committee; Regional ED, Kerry's Place Autism Services (joe.persaud@kerrysplace.org)

Lucia Pinteá, Senior Policy Advisor, Community and Supports Policy Branch, Ministry of Community and Social Services (Lucia.Pinteá@ontario.ca)

Nancy Wallace-Gero, Chair, Workforce Development and Human Resource Practices Implementation Committee; Past Chair, Shared Interests Committee; ED, Community Living Essex County (nancy@communitylivingessex.org)

Project Coordinator

Sara Ropp, Developmental Services Human Resource Strategy (sropp@dlsa.ca)

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