

# Developmental Services Human Resource Strategy

**Ontario Developmental Services**  
*Make a difference every day.*

## November 2013 Newsletter



### Spread the information. Spread the knowledge.

One in every thirteen people on Earth is on Facebook<sup>®</sup>. The average user has 229 friends and makes seven new friends a month. We'd like you to help us make new friends. Like us on Facebook<sup>®</sup> and help us spread information about the developmental services sector and the Ontario Developmental Services Human Resource Strategy. We welcome and encourage you to forward us job postings, success stories, HR questions and other exciting and beneficial human resource related news for us to share.

<https://www.Facebook.com/OntarioDevelopmentalServicesHRStrategy>

### Student Life Expo

Graduating from high school is both exciting and somewhat intimidating for students. Choosing what they want to do and where they want to go is not only extremely difficult, but a decision which could literally impact the rest of their life. Members from the DSHR Strategy Marketing and Communications committee set up a booth at the Student Life Expo show in Toronto on October 4, 5 and 6th to meet with and promote a career in Developmental Services with students and their parents.



The Developmental Services Human Resource Strategy has a website full of very helpful information and resources. Since its launch in December 2011, over 43,000 unique users have visited the website. Looking over the data, it clearly shows that our website has steadily and significantly grown in usage throughout 2013. Develop a link and encourage all staff to take a moment and visit our website.

[www.ontariodevelopmentalservices.ca](http://www.ontariodevelopmentalservices.ca)

### “Making a Difference Every Day” Award

This award is designed to recognize and celebrate contributions to Ontario's Developmental Services by those who embody the best qualities and demonstrate outstanding practices. Employees nominated for this award will be able to demonstrate how their philosophy and work practices advance the goals of the Developmental Services HR Strategy. The award will be presented at the DS HR Strategy Forum and the selected recipient of the award will be awarded a \$500 training bursary. Nominees can be any person who has a role in Ontario's Developmental Services. A nomination form was circulated by email. If you did not receive the email or would like to have it re-sent, please contact Project Coordinator Holly Duff at [hollyduff@sympatico.ca](mailto:hollyduff@sympatico.ca). Nomination forms are due by November 15, 2013. Nomination submissions may be displayed on the DS HR Strategy website.

## 2014 DSHR Strategy Forum



The second annual Developmental Services Human Resource Strategy Forum will take place in Toronto on February 5 and 6th, 2014. This year's keynote speaker is Spencer West. Spencer is known for sharing his life lessons on how to redefine possibility and how organizations can tackle even the biggest mountains in that pursuit. Watch for more information to come.

## Committee Updates

### Steering Committee

The DS HR Strategy would like to announce the recent appointment of two new co-chairs for the DS HR Strategy Steering Committee. Barb Simmons was appointed by MCSS and Bob Butella by the Provincial Network. Steven Finlay who resigned from the role of co-chair of the Steering Committee will remain on the Steering Committee as a member. The Strategy would like to thank Steven for his dedication and leadership given to the project.

This past summer Carol Latimer announced that she would be leaving the Ministry of Community and Social Services to accept a position at the Ministry of Municipal Affairs & Housing. The Steering Committee would like to thank Carol for her years of commitment and advocacy for the DS HR Strategy and wish her well in her new position, and welcome Barb Simmons to her role as Director of MCSS.



Bob Butella has been working in the Developmental Services sector since 1983. For the past 15 years, he has been the Executive Director of Community Living Guelph Wellington (CLGW). Bob's formal education, Bachelor of Commerce, and his experience have allowed him to participate in many local, regional and provincial initiatives.

Provincial involvement includes: the past chair of the Developmental Services Human Resources Strategy – Core Competencies Development and Implementation Committees; member of the Human Resources Strategy Steering Committee; member of the Human Resources Committee of the Provincial Network on Developmental Services; member of MTCU DSW Standards Development Working Group ; and member of the Central west Regional Office Developmental Services Ontario (DSO) Advisory Group.



Barb Simmons is currently the Director for the Community and Developmental Services Branch, Social Policy Development Division, Ministry of Community and Social Services. Barb has over 20 years of experience in the Ontario Public Service, and has held a variety of jobs related to training and employment, including stints at Cabinet Office as Senior Policy Advisor for Education and Training, and as Director of the Apprenticeship Reform Project.

Most recently, Barb was the Director of the Service Delivery Branch, Employment and Training Division, Ministry of Training, Colleges and Universities. She was also Regional Director of Central Region in the same division. Before that she was the Director of Program Integration with the Transition Management Office at the Ministry of Training, Colleges and Universities, where she played a key role in the successful transfer of over 500 staff and \$525M of federal training and employment programs to Ontario. Barb has a degree in Fine Arts from York University, and two children, Annie and Olivia with whom she never gets to spend enough time.

## Core Competencies Provincial Implementation Committee

Phase Three of the core competencies implementation was launched this fall with training offered in Brantford, Ottawa, Cobourg, London and Sudbury. Refresher training was also offered in Guelph to agencies involved in previous phases of this initiative. Thank-you to the agencies that hosted the training. A huge thanks to the Regional Champions for providing the training. A warm welcome to the new agencies that are embarking on the core competencies implementation process.

There are champions across the province that are committed and skilled to provide agencies ongoing supports to assist with the successful implementation of core competencies into human resource practices. If your agency is interested in implementing core competencies and would like to discuss this opportunity please contact the chair of the Provincial Core Competencies Implementation Committee, Sarina Labonte at [SLabonte@cl-grimsbylincoln.ca](mailto:SLabonte@cl-grimsbylincoln.ca) or Holly Duff at [hduff@sympatico.ca](mailto:hduff@sympatico.ca)

## Workforce Development and HR Practices Implementation Committee (WDHRPIC)

The Agency Based Training Pilot Project was launched on September 9, 2013 in Toronto. The WDHRPIC used data from the 2009 ABT survey and the final report of the previous ABT Committee together with information collected from nine focus groups held in February and March 2013, to develop a Pilot Project on ABT. Seventeen agencies will pilot one of six course outlines on topics identified as a foundation for Direct Support professionals.

The goals of the ABT Pilot Project are:

- To pilot a 'course design and instructional training' model that provides training to agency representatives on how to embed core competencies in ABT.
- To pilot six course outlines with a diverse group of agencies from across the Province.
- To develop the ability to embed core competencies in ABT.
- To develop skills, knowledge, experience, tools and resources that will support the successful implementation of a consistent ABT approach in Ontario's DS Sector.

The response to the call for an Expression of Interest as a Pilot Agency was remarkable. It was a challenge to ensure the selection of pilot agencies represented the diversity and geography of the Sector, while allowing as many agencies as we could to participate. The following is a list of the agencies involved in the ABT Pilot Project:

Applied Behaviour Analysis	Community Living Toronto, Regional Support Associates, Community Living Quinte West and Community Living Prince Edward
Introduction to Developmental Disabilities	Community Living North Bay, RYGIEL Supports for Community Living and Madawaska Valley Association for Community Living
Leadership	Woodstock District Developmental Services, Community Living South York and Stone Soup Collaborative
Medication Administration & Pharmacology	Community Living Essex County and Regional Support Associates, Community Living Fort Frances, and Ongwanada
Person Centred Planning	Norfolk Association for Community Living, Community Living Dufferin and Lambton County Developmental Services
Universal Precautions	Community Living Campbellford/Brighton, Tamir and Pathways to Independence

## Talent Management and Succession Planning Committee (TMSP)

The committee welcomes John Klassen to the role of Chair of the TMSP Committee. John is the Executive Director of Community Living Belleville and Area and chair of the Provincial Executive Directors Group for Community Living member agencies in Ontario.

The committee is finalizing work on the development of a logic model to guide their work. This includes possible strategic alliances with other sectors around sharing research and tools. Watch for a survey on “succession planning” coming out soon to the sector.



Agency-Based Training Pilot Launch, Sept. 9, 2013. Ongwanada: Ronna Dillion and Cindy Chappell, Community Living Essex County: Claire Market and Anne Garrod Community Living Fort Frances: Kim LePine.

## DS HR Strategy Steering Committee

### Co-Chairs

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

*Barbara Simmons*, Co-Chair Steering Committee, Director for the Community and Developmental Services Branch, Social Policy Development Division, Ministry of Community and Social Services, (barbara.simmons@ontario.ca)

### Committee Members

*Sylvie Belanger*, ED, Community Living West Nipissing (sylviebelanger@vianet.ca)

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

*Steven Finlay*, Past Chair Steering Committee, CEO, Surrey Place Centre (steven.finlay@surreyplace.on.ca)

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

*John Klassen*, Chair, Talent Management and Succession Planning, 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*, Co-Chair, DS HR Strategy Forum, 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 (jpersaud@kerrysplace.org)

*Lucia Pintea*, Senior Policy Advisor, Community and Developmental Services Branch, Ministry of Community and Social Services (Lucia.Pintea@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

*Holly Duff*, Developmental Services Human Resource Strategy Project Coordinator (hollyduff@sympatico.ca)

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