



# ORO Community News

*Building a Framework for Success*

## THE VOICE

Fall 2009 — Volume 14

### Happy Birthday ORO!

You may not be aware, but this year actually marks the 10th anniversary of the Organizational Readiness Office. Although it started off as the Community Renewal Division, the familiar ORO title was bestowed in early 2001.

It was back in 2002 when work first began on development of a Generic Organizational Model for the IT community. This initiative continues to be one of the cornerstones of our community development efforts to this day.

By 2003 the ORO's focus had broadened and the IM Community Office was established. Work with this community has continued to evolve over the years and our scope has gradually expanded to where we are now also working to varying degrees with the Security, ATIP, and IT Project Management communities.

I was privileged to assume leadership of the ORO in 2005, midway through its 4 year sojourn as part of PWGSC. I am very proud of the work that has been accomplished by our staff, as well as by the communities with whom we work so closely. Here's to another decade of successful endeavours!

Nikolas Florakas  
Director General, ORO

### Collective Staffing Update

The poster for the 2010 IT Post-Secondary Recruitment Campaign closed in October with over 1200 applications received. As a result of the 2009 campaign, almost 100 CS-01 job offers have been made to date to qualified candidates.

A CS-03 process will be starting soon that will be posted both internally and externally. If your organization has not yet signed up as one of our partners on this initiative, it's not too late—we are still welcoming newcomers to the process!

Last, but not least, an IM collective staffing process will be starting in January, most likely for a position at the AS-03 level. If you foresee a need in your area, please

discuss the possibility of partnering with us in this process with the senior manager responsible for IM in your organization.

### IM and IT Community Recognition Awards 2010

Do you know an individual or team who deserves to be recognized for a significant contribution they have made to the Information Management or to the Information Technology community? We'd like to know about it too! It's easy to submit a nomination: forms are available on-line that outline exactly what's required. All you need to do is fill in the appropriate sections and e-mail your nomination to the account identified at the bottom of the form. Submissions must be received no later than February 15, 2010.

You can learn more about the eligibility criteria for each of the awards as well as find a link to the appropriate nomination form through the [IM Awards](#) and the [IT Awards](#) pages on our website. Recipients will be announced in May 2010, and presentations will be made at the DPI Gala.

### Second Life – A PSC Pilot

Second Life (SL) is a 3-dimensional virtual world that was developed by Linden Lab in 2003. Accessible via the Internet, users—called residents—can teleport in to various locales and interact with each other as avatars.

In an effort to promote employment opportunities with the Government of Canada, the Public Service Commission is hosting a virtual career fair in SL as a 6 week pilot project, slated to begin in late December. Residents will be welcomed to "Canada Island" by PSC greeters and will then be able to visit pavilions manned by various departments where they can obtain information and ask questions in real time, or attend presentations at the Amphitheatre.

The Government of Ontario undertook a similar project with great success and the Canada Border Services Agency, in

partnership with Loyalist College, currently uses SL to train new staff.

The ORO is one of the organizations participating in the pilot and will be promoting career options on behalf of the IT community. We'll be sure to report back about our real experiences in this virtual world!

### PDAP Hits the Road

As many of you know, the ORO has been hard at work designing the Professional Development and Apprenticeship Program which is targeted to IT staff at the CS-01 and CS-02 levels. Over the past few months processes have been probed and tools have been tweaked, but now the checkered flag has been lifted and the rubber will soon be hitting the road!

Interest appears to be high and presentations have been delivered to many organizations wishing to explore developmental opportunities for their staff.

If you would like to meet with us to discuss the possibilities for your department or agency, we'd be happy to arrange a visit.

### IT Community Generics

The Voice wouldn't be complete without a few words on what's happening with Community Generics.

Regions will be pleased to hear that progress has been made on their component! The generic organizational model has been developed and the bargaining agent has provided input. The next steps are to validate the model and the Bargaining Agent recommendations with the IT Community and get the jobs updated or developed, and classified.

### Contact Us...

Your comments are always welcome. Please e-mail us at: [oro-bgc@tbs-sct.gc.ca](mailto:oro-bgc@tbs-sct.gc.ca)

We are continually faced by great opportunities disguised as insoluble problems.

**Lee Iacocca**