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**PUBLIC SERVICE INITIATIVE SUPPORTS SUCCESSION PLANNING AND CAREER DEVELOPMENT**

WHITEHORSE – Glenn Hart, minister responsible for the Public Service Commission, announces continued support for succession planning and career development initiatives for public servants.

Under the *Investing in Public Service: serving Yukon people* (IPS) initiative, over \$1.3 million is being invested annually in a range of programs dealing with professional and technical development, knowledge transfer between employees, workplace health and safety, orientation, recruitment modernization, work/life balance, employee recognition and accommodation for employees with a variety of disabilities.

“IPS is a clear statement of the value placed on employees and human resource planning in the Yukon public service,” Hart said. “With an aging workforce and labour shortages in key sectors, the only way to be prepared for change is through made-in-Yukon succession planning and career development initiatives to retain and recruit professional public servants.”

IPS was announced in 2005. Since then, several programs have been introduced including, most recently:

- the new Employee Developmental Assignment Program that provides funding for overlapping positions and development of employees as part of succession planning; and
- the Professional Technical Training Program (PTTP) that supports professional or technical skill development and knowledge so that Yukon government employees keep pace with industry standards.

Other programs under the IPS initiative include:

- GradCorps (an internship program for recent Yukon post secondary graduates);
- the Co-operative Education Program (opportunities for university co-op students);
- the Supervisory Success Program (practical skills training);
- a pilot extension of the Supervisory Success Program for employees in communities;
- employee development programs;
- the Rotational Assignment Program to provide specialized corporate work experience for future leaders; and
- employee recognition programs in departments and the Premier’s Award of Excellence under the APEX (Awarding People for EXcellence) framework which was developed by employees in the Yukon Government Leadership Forum (YGLF).

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