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Training, Learning and Career Broadening

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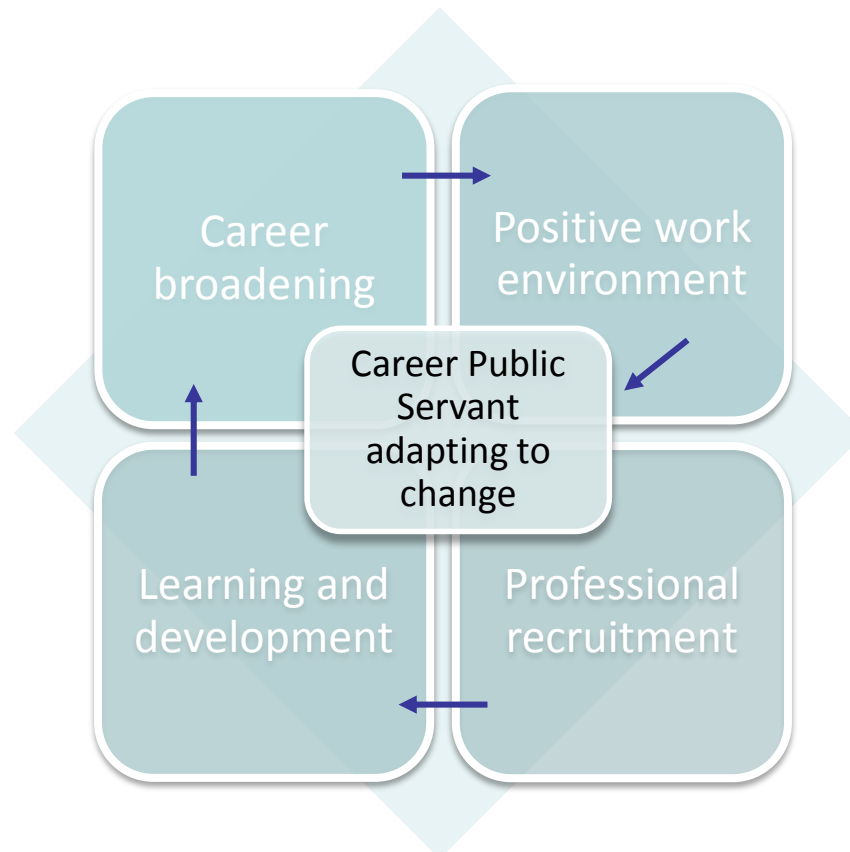
Agenda

- Statistics Canada's HR learning and development strategy
- Learning and development governance and resources
- Statistics Canada's training programs
- Description of our flagships courses
- Panel discussion on the relevance to adapt Statistics Canada's flagship courses to ECLAC members' countries training needs



Human Resources Development Strategy

The agency's Human Resources Strategy is based on four pillars :



As illustrated, learning and development are at the heart of Statistics Canada's Human Resources Strategy. Statistics Canada views continuous learning as a good business practice that is essential to fulfilling its mandate.



Learning and development governance

Common Training to Public Servants

Canada School of
Public Service

- Communications Skills
- Project Management
- Change Management
- Risk Management
- Human Resources Management
- Leadership Development
- Etc.

Mandate or Organization Specific Training

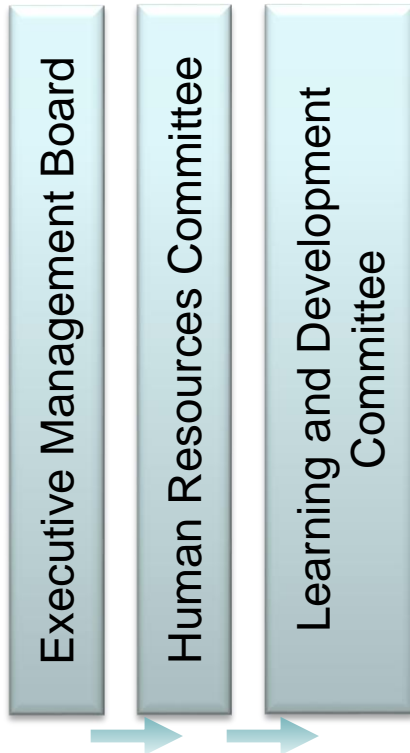
Statistics Canada
Training Centers

- Flagship Training
- Statistical Training
- Survey and Subject-Matter Training
- Language Training
- Informatics Training
- Corporate Training
- Etc.



Learning and development governance

CORPORATE DIRECTION



PROGRAMS



FUNCTIONAL RESPONSIBILITY





Learning and Development Resources

Consultative and Collaborative Resources:

- Taskforces
- Committees (i.e. Statistical Training Committee, management committees, etc.)
- Branch Learning Partners (to identify corporate learning needs and priorities)

Supporting HR Practices:

- Learning, development and talent management are linked to performance management → learning plans are mandatory and a talent management plan is offered to performing employees
- A Strategic Corporate Learning Plan is established

Learning Ecosystem:

- Employees have access to a variety of delivery formats and methods: classroom training, e-learning, mentoring program and other informal learning relationships, wikis and online collaborative platforms, jobs aids, etc.



Statistics Canada's training programs

Flagship Courses

Designed and delivered internally by senior employees in assignment

- Business Economic Statistics Program (BEST)
- Survey Skill Development Course (SSDC)
- Data Interpretation Workshop (DIW)

Statistics Training

Designed and delivered internally by senior methodologists

- Survey Methodology
- Survey Process
- Data analysis
- Time Series
- Etc.

Survey & Subject Matter Training

Designed and delivered internally by senior employees

- Foundations in macroeconomics accounts
- Questionnaire Development Tool
- Census Training (concepts, systems, tools)
- Etc.

Language Training

Offered on site through external providers

- Full-Time (English, French)
- Part-Time (English, French)
- *Online tools

Informatics Training

Coordinated internally but offered through an external provider

- SAS training
- .Net
- Visual Basic
- Etc.

Corporate Training

Designed and delivered internally by subject matter experts

- Confidentiality
- Security and Safety
- Information Management
- Delegation of Financial Authority
- Etc.



Flagship Training

Flagship Courses

These courses are extensive in nature and are designed to address the major technical and professional needs of the organization while simulating how the fundamental work at Statistics Canada is carried out.

BEST

The Business and Economic Statistics Training (BEST) develops a solid base of knowledge and exposure to the subjects and disciplines in Business and Economic Statistics programs and the System of National Accounts (SNA).

SSDC

The Survey Skills Development Course (SSDC) offers participants an opportunity to conduct a real survey for a real client.

DIW

The Data Interpretation Workshop (DIW) provides participants the opportunity to develop, produce and present an original analytical article that is relevant to the information needs of Statistics Canada.



Business and Economic Statistics Training

The program targets employees in the Economics and social science services occupational group (levels 1 to 6 with a main focus on new recruits) and employees of equivalent levels in the Mathematics and Computer systems occupational groups.

During the 6 weeks, the participants acquire the following knowledge:

- Statistics Canada policies (e.g. confidentiality of data, security, respondent relations, data quality) and practices;
- Financial statements and related analysis techniques;
- Classification systems;
- Overview of the business and economic statistics program and the business survey infrastructure;
- Overview of System of National Accounts (SNA), links and relationships;
- Knowledge of the basic concepts underlying the SNA, an understanding of the basic structure of the accounts used to measure these concepts and recognize the links between the various sets of accounts;
- Knowledge of various economic surveys and how they feed the SNA;
- Knowledge of various Statistics Canada databases and tools;
- Understanding of issues and challenges facing various programs;
- Knowledge of current and emerging socio-economic issues in Canada.

Business and Economic Statistics Training

During the 6 weeks, participants also develop the following skills:

- Researching a complex enterprise using various Statistics Canada's tools and databases;
- Analysing Statistics Canada's data holdings to shed light on data gaps, data coherence, response burden, survey compliance, response analysis, and coverage, up-to-datedness of an enterprise structure and validation of North American Industry Classification System (NAICS);
- Analysing and interpreting statistical information;
- Working in a project team environment
- Participating in hands-on workshops on various topics;
- Developing skills in communicating, writing, presenting, analysing statistical information, consulting and problem solving;
- Ability to plan, organize and control work.

These knowledge and skills are acquired through a series of presentations and workshops prepared by staff from the Economic Statistics Field and the Analytic Studies, Methodology and Statistical Infrastructure Field as well as through a research project on a complex enterprise. Presentations and workshops by the subject matter experts vary from 1 hour to a day depending on the overall complexity of the subject presented.



The Survey Skills Development Course

The Survey Skills Development Course (SSDC) is a 6 week course, offering participants an opportunity to conduct a real survey for a real client. Within the first two days, participants are broken down into two-way matrix working groups.

The first **“Specialist” group** will perform or finalize course necessary tasks relating to the following areas of survey work:

- Subject matter: assess data needs; create data tables and glossary of terms.
- Methodology: develop and design survey sample; prepare variance and imputation specifications; produce data quality indicators.
- Systems development: create database for collection and processing; setup and control of processing system.
- Communications and operations: Communications and Operations: organize and monitor data collection; prepare public relations program; control and lead media relations.

Following this, participants are split into a **“Survey” group** where they are put in charge of developing a small component of the survey. This group is responsible for developing the first draft of the specialist task as it pertains to their subject matter area (sub survey topic).



The Survey Skills Development Course

During the 6 weeks, participants acquire the following knowledge:

- Statistics Canada policies (e.g., confidentiality of data, security, respondent relations, data quality) and practices;
- Overview the survey process as it relates to the Generic Statistical Business Process Model;
- Classification systems;
- Role and importance of administrative data (including response burden review board approval);
- Translating client survey needs into an operational questionnaire;
- Harmonized content;
- Overview of survey methodology;
- Relational database, editing and decision tables;
- Information management;
- Various Statistics Canada tools (such as the Questionnaire Design Tool and Electronic questionnaires);
- Issues and challenges facing various programs.

The course is comprised of formal lectures delivered by Statistics Canada' staff instructors and guest presenters, usually in the mornings. During the lectures, the participants are instructed in plenary, and sub-groups are also formed in order to work on specific aspects of the survey from which the whole class can benefit.



Data Interpretation Workshop

The Data Interpretation Workshop (DIW) is a six week course that provides intensive, hands-on, analytical training to participants, giving them the opportunity to develop, produce and present an original analytical article that is relevant to the information needs of Statistics Canada. Through directed individual work and in-class activities, participants improve their capacity to use different statistical techniques that are used to support empirical analysis and data confrontation activities at Statistics Canada.

Specifically, there are four objectives to the DIW:

1. Improve participants' capacity to use analytical tools to draw analytical conclusions from Statistics Canada's data;
2. Improve participants' capacity to confront and analyze different data sources for the purpose of data certification and/or quality assurance;
3. Improve participants' capacity to develop and write an analytical article that is relevant to the information needs of Statistics Canada;
4. Serve as a corporate function for the development of analytical papers that respond to the priorities of Statistics Canada's statistical and analytical programs.



Panel discussion on the relevance to adapt Statistics Canada's flagship courses to ECLAC members' countries training needs