People Plan

A plan for the Government of Yukon's public service | 2019-2023

Vision

An engaged and diverse public service that embraces innovation to deliver positive outcomes for Yukoners

Goals

Create an engaging and inclusive workplace experience	Identify and attract the best people	Develop the capacity of our people leaders	Develop and empower employees	Build a culture of continuous improvement
Employees are committed to the public service and feel safe, supported and respected as professionals	The Yukon government public service is recognized as an employer of choice, and talented people are attracted locally and nationally to meet the operational and strategic needs of today and tomorrow	The Yukon government has strong and supportive people leaders based on competencies prioritized by the organization	The ongoing development and professional growth of our people is aligned with the culture, business needs and vision of the organization	Internal HR policies, systems and processes are progressive and incorporate promising and innovative practices while ensuring compliance with the legislative framework

Strategies

• Embrace diversity and inclusion	• Seeking the right people at the right time	• Enhance internal mobility	• Help new employees succeed	• Continue to streamline service delivery
• Foster respectful workplaces	• Develop employer brand and improve recruitment marketing	• Develop management skills to support employee growth	• Create smooth transitions during staff turnover	• Modernize policies and practices
• Support employee wellbeing, health and safety	• Focus on and enhance the employee experience	• Focus on core competencies	• Nurture a learning organization	• Evidence based HR management
• Improve internal communication		• Create a framework for leadership development		

Foundations

Governance, policy, procedures and compliance

Legislation; collective agreements; workplace policies (GAM 3); staffing manual; application guideline series; HR procedures manual.

Reporting, metrics and analytics

Engagement surveys; staffing and recruitment; workforce analytics; diversity and inclusion; program evaluation; health and safety.

HR systems and integrated technology

E-recruitment; time and labour system; leave system; YGLearn; PeopleSoft; HR self-service, pension administration, pay and benefits.

Yukon