

NEW

Directions

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New learning page provides one-stop access to training and development opportunities

Learning, applying new skills and approaching work in a different way are key steps in adapting to a stewardship environment.

There are a range of learning opportunities, both within the ministry and the Ontario Public Service (OPS) that can help staff gain the skills, tools and competencies necessary for the ministry to successfully fulfill its stewardship role.

“Given the importance of learning, training and development as the ministry transitions to stewardship, we want to ensure that staff can easily find information about all the available opportunities and be able to register for programs,” said Margaret Hart, manager of organizational development and change strategies, Human Resources Branch, Corporate and Direct Services.

Hart’s team has spearheaded a readily accessible, new learning and development page on INFOweb. “The page is like a one-stop shopping guide to learning and development programs,” Hart said. “From one location, we wanted to help employees become aware of and access all learning opportunities available to them.”

Hart noted that it is important to recognize that staff can acquire and improve on their stewardship relevant skills in a variety of ways, including through ministry and Centre for Leadership and Learning courses, personal research, mentoring and working within the new business model.

The learning and development page can be found on INFOweb by clicking on the **Learning and Development** section button on the left hand menu. The comprehensive listing of information you will find on the new page includes:

- Stewardship in Action programs (programs to help you learn about stewardship in the ministry)
- Building stewardship through competencies (learn about stewardship competencies, how you can build them and why they are important)



- Workshops for intact teams (workshops designed for intact teams that can be organized and scheduled upon request)
- Career management support and workshops (resources to guide you in planning and managing your career)
- Other MOHLTC learning opportunities (workshops and presentations offered by ministry staff)
- OPS learning opportunities (courses from the Centre for Leadership and Learning and specialized OPS sources)
- On-line learning (learning opportunities accessed from your desktop)
- Presentations (a variety of presentations from across the OPS)
- Orientation resources (access the OPS On-Line Orientation Program)
- Learning events (information from the numerous learning events in the OPS)
- Communities of practice and networking (link to specialized OPS resources, associations, communities of practice and networking groups)

Each link on the learning and development page will take you to a sub-page with further information about that category and registration details.

Having access to learning and development opportunities was determined to be one of four priority areas for improvement, based on the MOHLTC’s report derived from ministry staff responses to the 2007 OPS survey.

“Learning and development needs to be an ongoing process as we continue to build on and expand our skills to deliver our best in the new stewardship culture,” said Linda Hudson, an organizational development consultant. “The ministry wants to ensure that staff know of all learning opportunities available and this page provides one easy link to access what is being offered,” Hudson said.

All questions and views regarding INFOweb’s **Learning and Development** section are welcomed and should be sent to viewpoint@moh.gov.on.ca. ■

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Do you have questions about the organizational change?

- Ask your manager
- E-mail your questions or comments to the feedback account at anewdirection@moh.gov.on.ca
- Call the feedback line at 1-888-862-0528 or TTY: 1-800-387-5559