As the City of Winnipeg's leadership team, we are pleased to provide you with Our City – Our People Plan, FOCUS 2012 which highlights the current strengths of our organization and key strategies that will enhance our workforce and its future readiness.

The City of Winnipeg is committed to continually building a strong, diverse, capable workforce with a focus on attracting, engaging and developing employees while offering a safe, healthy and well workplace.

Public Service leaders across the organization partner with our team of human resource professionals to build a stronger city. Strategic value-added human resources include; advice and consultation, support to leaders in people matters, and leveraging Human Resource related technology to optimize the valuable resources of our workforce.

Our City – Our People Plan, FOCUS 2012 reflects our intent to stay current with emerging needs and best practices with a view to providing the municipal services valued by our citizens and visitors.
TIMES HAVE CHANGED

Winnipeg is now competing on a global scale. We’re not just competing for investment; for the first time in our history, we are also competing with other cities to attract and maintain a dynamic, skilled labour force. Our research tells us that as the Canadian economy heads into a prolonged period of labour force shortages, Winnipeg will best be able to compete for economic growth by focusing its efforts on attracting and retaining a skilled workforce. – OurWinnipeg
Above all, we never forget, as public servants, that we are service providers. Whether we are streamlining permit processes to make doing business easier, improving training and gear for firefighters and paramedics to keep citizens safer, working to ensure young people have access to quality recreation, or coming together in every department to make flood preparations …, maintaining a high standard of service to citizens is always our goal. From the CAO’s message within the 2011 Financial Plan

The City of Winnipeg is a diverse employer offering a dynamic and interesting work environment that delivers quality services to our citizens. Working in local government provides the opportunity not only to develop a career but also to improve the lives of residents and visitors to our city.

People are drawn to local government work for a variety of reasons. For many, it’s about personal job satisfaction—working to make our community a better place by providing valuable services, they can directly impact and benefit the place where they live. Others find the wide variety of career options appealing. As the times change, so does the work environment. There are many different job opportunities and room to grow and develop.

Our workforce is as diverse as the people we serve, offering a wide range of career choices.

As a large municipal employer we hire engineers, labourers, firefighters, paramedics, police officers, bus operators, city planners, recreation providers and many more trades people, technicians and professionals, all of whom provide valuable services.

A career with the City of Winnipeg offers the opportunity to excel within a chosen professional field and build new skills.
To ensure a vibrant, resident-centered professional organization the following key strategies are our focus.

We:

• **Attract** talented employees; seeking out those who bring the necessary skills and an interest in serving their community,

• **Engage** employees; creating interesting career opportunities allowing our employees to bring their best to the workplace every day,

• **Develop** our staff; providing on-going education and training to ensure their skills evolve to match emerging needs,

• **Provide a safe, healthy and well workplace.**

meeting or exceeding legislative requirements, to optimize employee contributions.

Skilled, dedicated public servants plan, prepare and deliver every service we offer.

Our employees deliver a wide range of services to Winnipeg residents and visitors that enhance our City. Our People Plan acknowledges the important work we already do and looks ahead as we continue to provide excellent service to the residents of Winnipeg.

Our employees **deliver a wide range of services** to Winnipeg residents and visitors which enhance our City.
ATTACKING

Attracting a diverse group of skilled, responsive professionals to serve the citizens of Winnipeg.

The City of Winnipeg offers a diverse workplace with jobs that contribute towards making Winnipeg a great place to live and visit. We provide interesting work, unique career opportunities and a respectful workplace.

**We:**
- Offer a competitive salary, pension and benefits package
- Offer a wide range of challenging, professional career choices
- Provide a work environment where people make a difference to their community
- Promote a respectful, diverse, safe and healthy workplace
- Promote employment training partnerships for Aboriginal youth
- Partner with key emergency preparedness stakeholders to provide emergency information and services to our citizens

**Last year we hired over 500 employees** for summer jobs and over 250 for entry level positions.

**Our Aboriginal Employees Group has been instrumental** in creating a more welcoming culture.

Career Explorer  
www.winnipeg.ca/hr/careerexplorer

Working with the City  
www.winnipeg.ca/hr/workingwithcity

Diversity Commitment  
http://winnipeg.ca/isext/diverse_workforce/equity_diversity.stm

Aboriginal Youth Strategy  
www.winnipeg.ca/cms/aygs/

Statement of Commitment - Respectful Workplace  

EmergWeb - Emergency Information  
www.winnipeg.ca/emergWeb

Current Job Openings RSS  
http://feeds.feedburner.com/WinnipegCAJobOpenings

Twitter  
@cityofwinnipeg

Facebook  
www.facebook.com/cityofwinnipeg

We provide interesting work, unique career opportunities and a respectful workplace.
ENGAGING

Providing an environment that supports and inspires employees to perform at their best.

Working at the City of Winnipeg offers many interesting careers and job opportunities that bring with them the opportunity to make a difference. The work we do impacts the residents of our City on a daily basis and contributes toward a high quality of life in our city. We provide the best services when we have engaging work and opportunities to do what we do best.

We:

- Promote a wide variety of learning and development opportunities for all employees
- Offer employee orientations online and in the classroom to help employees understand all the services we provide
- Promote a diverse and respectful workplace by offering training and support services
- Provide access to new technology, enabling employees to provide better service
- Utilize an internal social media site to keep employees current and connected

We have enhanced our diversity by hiring more women, Aboriginal people and members of visible minorities each year over the last three years.

Our employee turnover rate is less than 1%, which is considerably lower than the public sector median of 5.6%.

The work we do impacts the residents of our City on a daily basis and contributes toward a high quality of life in our city.
DEVELOPING

Learning and growing to meet the needs of citizens today and into the future.

In a world of rapid change, we provide opportunities and support to build our skills, knowledge and competencies. This creates a stronger organization.

We:

- Focus on the development of all leaders
- Offer learning opportunities that are aligned with identified behaviours and values
- Create forums to encourage communication between leaders across the organization
- Identify critical positions and plan to ensure successors are ready to assume key roles

Core Competencies
www.winnipeg.ca/hr/workingwithcity/cores

After conducting national searches, over 95% of current Senior Leaders were promoted from within the City of Winnipeg

Through our in-house Employee Development Team we offer over 150 courses in; Customer Service, Communication, Computer Skills, Leadership, Career Development, and Safety Health and Wellness

In a changing world, we continually grow and develop our people.
SAFETY, HEALTH AND WELLNESS

Providing an environment where employees feel safe and valued.

Ensuring a safe and healthy workplace is critical for our organization to thrive. Meeting and exceeding safety and health requirements enhances our productivity, better enabling us to meet the needs of the community.

We:

• Measure and monitor our safety performance and use this information to enhance workplace safety

• Provide an online workplace inspection system allowing us to proactively address issues

• Provide and continually enhance occupational health services

• Offer an Employee Assistance program with a wide range of service options and online wellness resources

38 Safety & Health Committees with over 400 members participate regularly in the promotion of safety, health and wellness in the workplace.

Contractor Safety Program
http://www.winnipeg.ca/matmgt/Safety/default.stm

My Good Health
www.bluecross.ca

Our 130 automated external defibrillators (AEDs) have been deployed to help save lives in City facilities such as libraries, arenas, and parks.

Ensuring a safe and healthy workplace is critical for our organization to thrive.