



# Assessment Centres in the Public Service of Canada

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Public Service Commission of Canada



# Presentation Outline

- Who We Are
- Where We Live: Our Context
- Our Assessment Centres
- What We Do that is Unique



# Who We Are

## Public Service Commission of Canada

Federal Central Agency whose mission is to protect:

- merit
- non-partisanship
- representativeness
- use of both official languages



# Who We Are

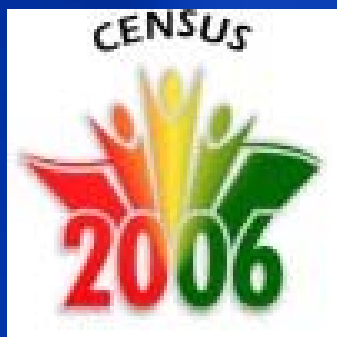
## Personnel Psychology Centre

- Centre of expertise in selection and assessment for over 30 years
- Development of selection and assessment processes to meet needs of federal departments and agencies
- 130 staff – 57 psychologists



# Who We Are

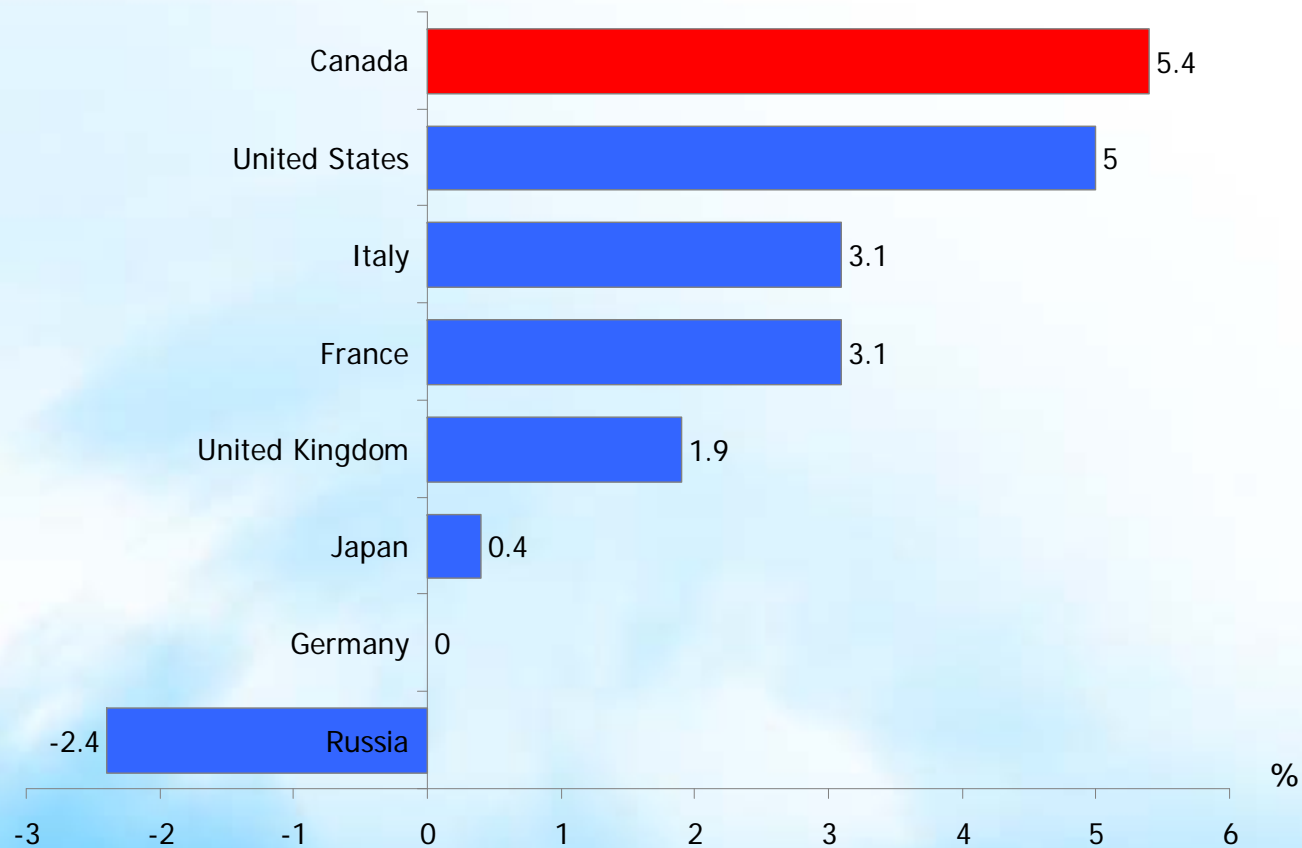




# Portrait of the Canadian population in 2006

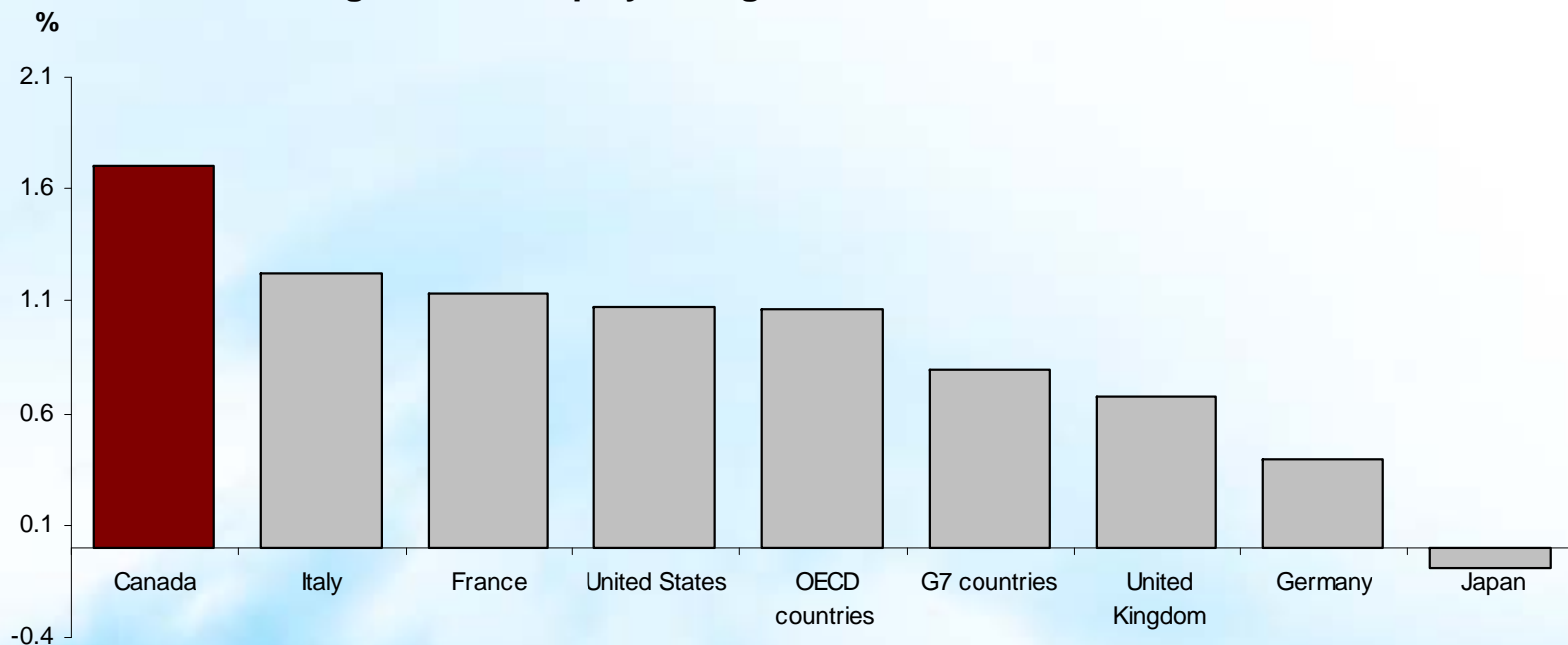
Adapted from a  
Presentation by Dr. Ivan P. Fellegi  
Chief Statistician of Canada

# Canada fastest growing population among the G8 countries between 2001 and 2006



# Employment growth in Canada fastest among G7 countries between 2001 and 2006

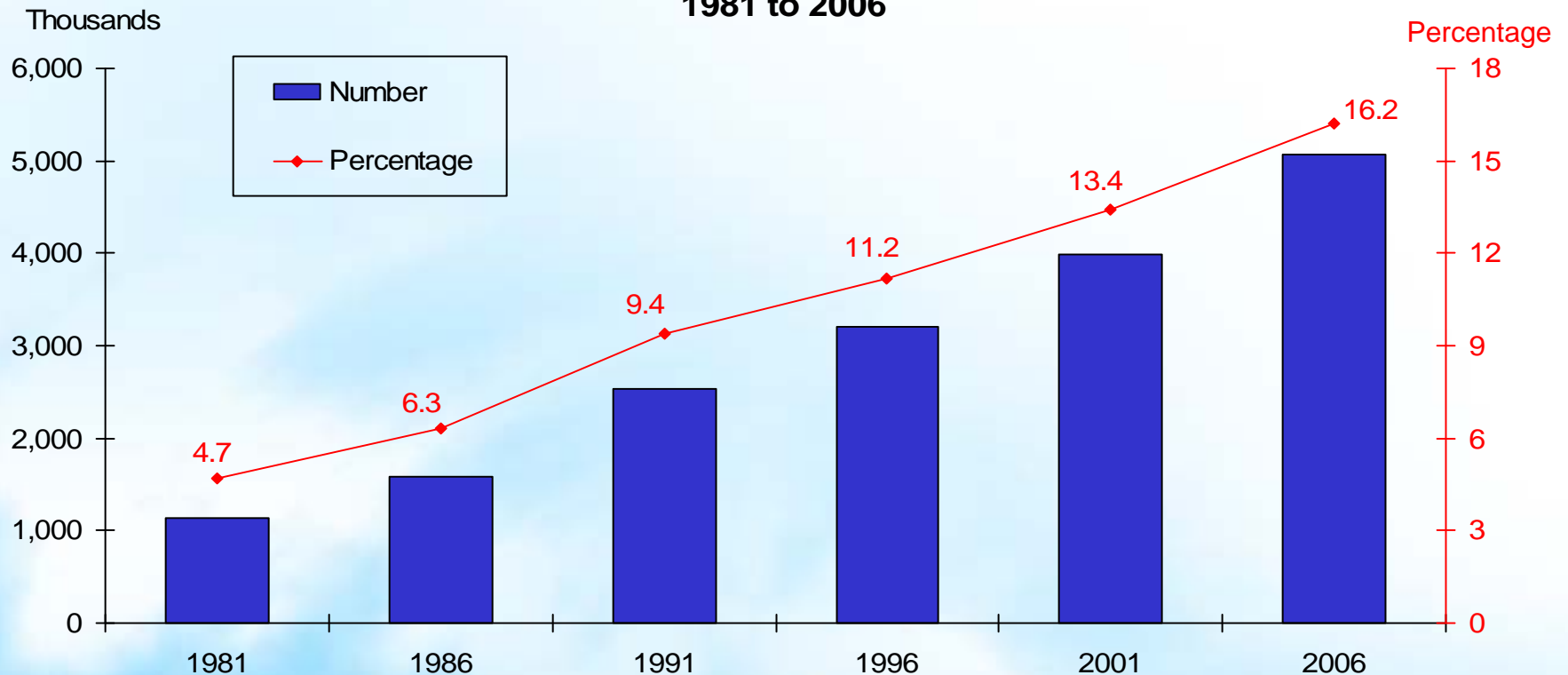
Average annual employment growth in G7 and OECD Countries





# Visible minority population surpasses 5-million mark

Number and percentage of visible minorities in the population, Canada, 1981 to 2006



Sources: Statistics Canada, censuses of population, 1981 to 2006.



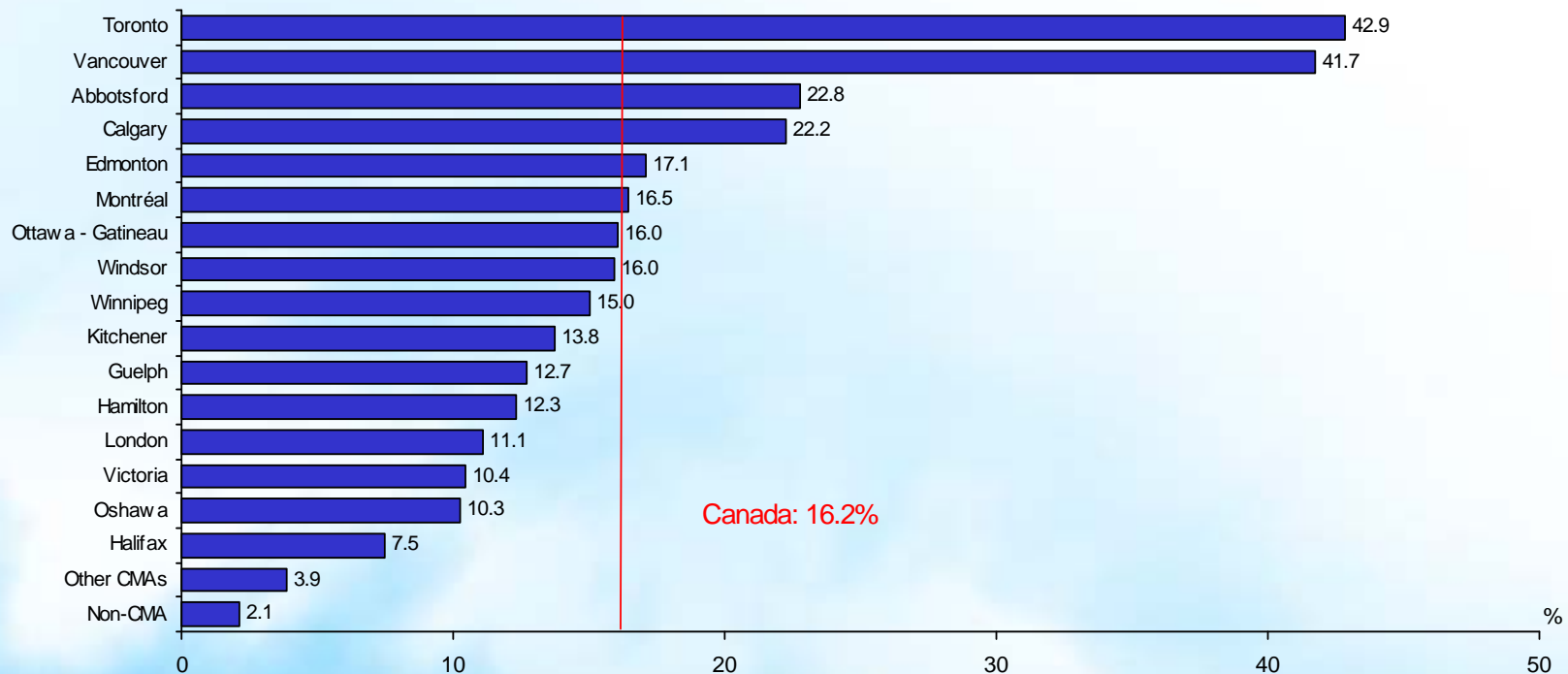
Public Service Commission  
of Canada

Commission de la fonction publique  
du Canada

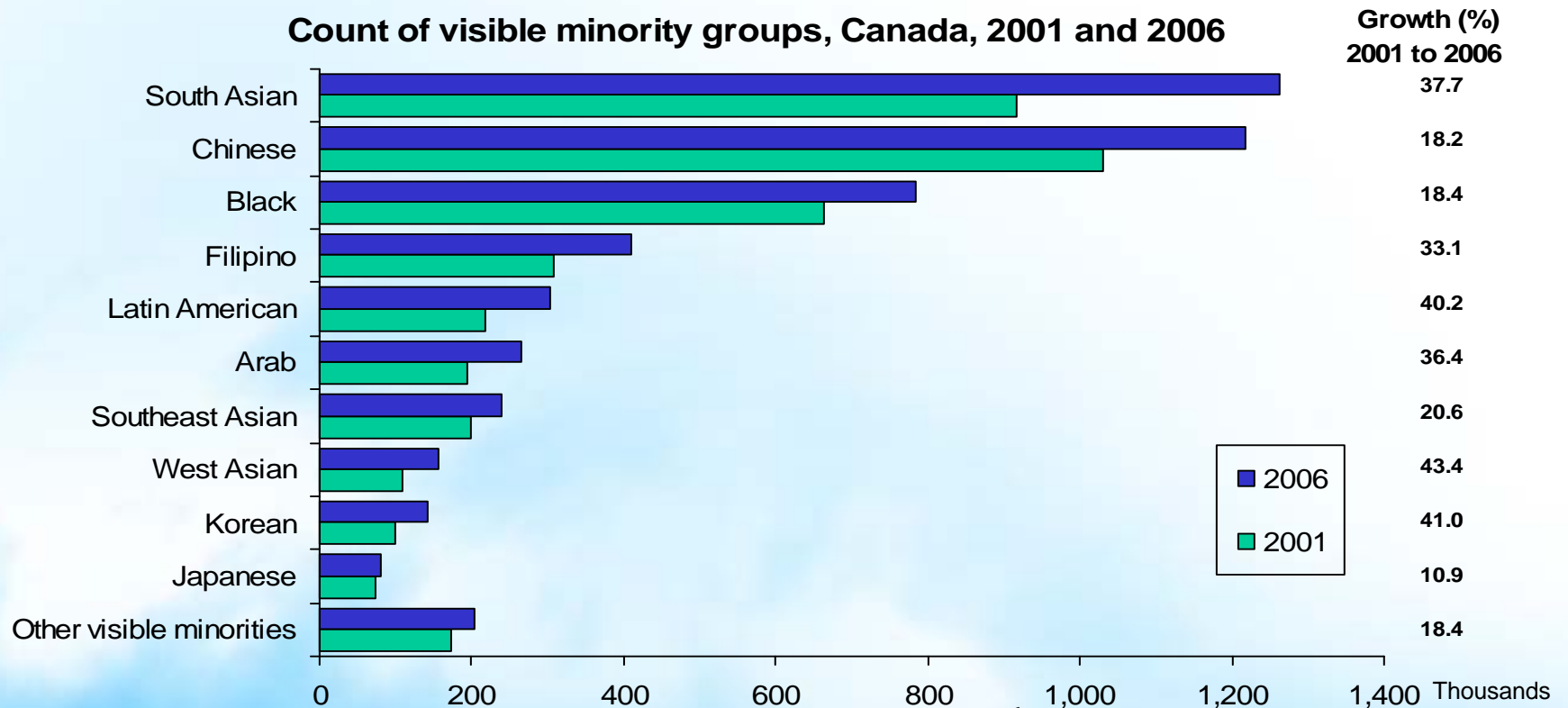
Canada

# More than four in 10 people in the Toronto and Vancouver census metropolitan areas belonged to a visible minority group

Percentage of visible minority in the population, census metropolitan areas, 2006



# South Asian was the largest visible minority group in Canada, surpassing the Chinese and the 1-million mark for the first time

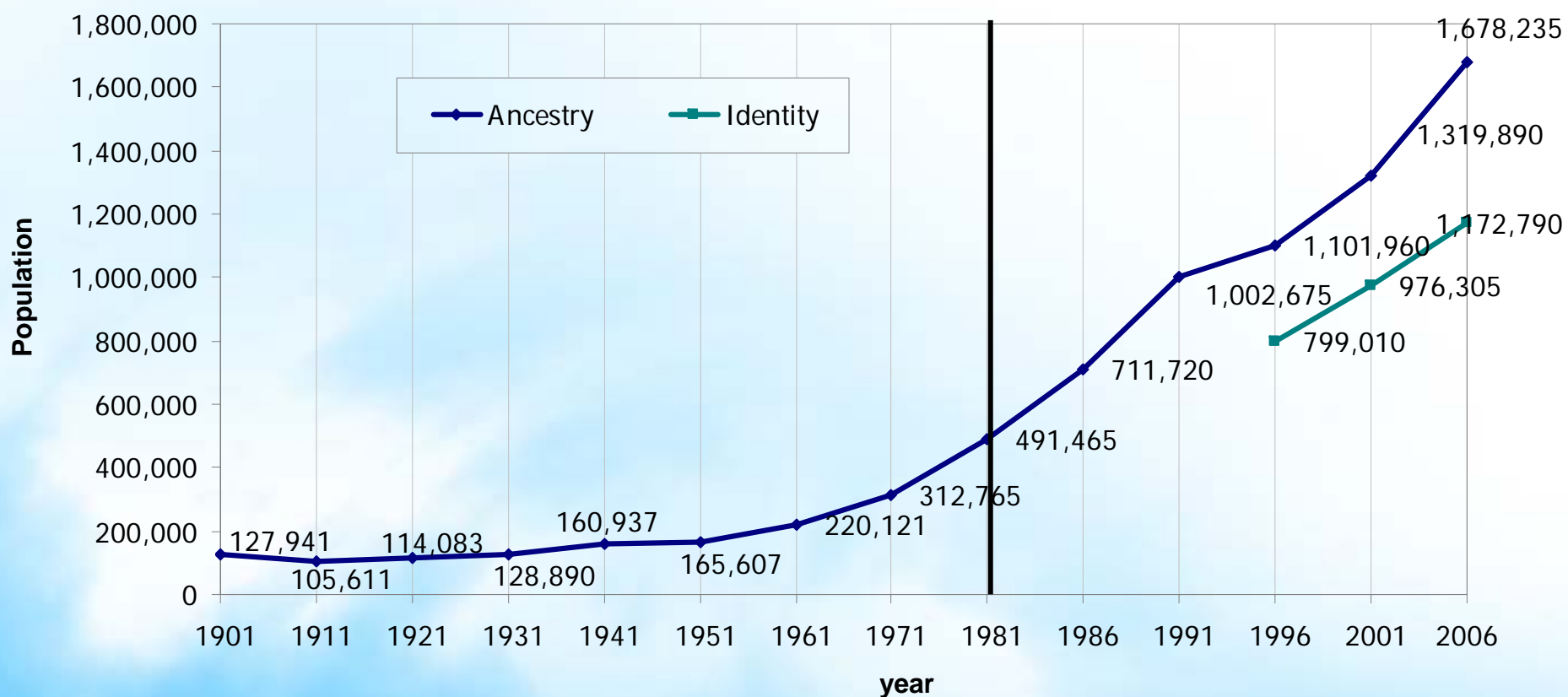


Note: 'Other visible minorities' includes multiple visible minority and visible minority, not included elsewhere.

Sources: Statistics Canada, censuses of population, 2001 and 2006.



# Population reporting an Aboriginal identity surpasses one-million mark in 2006



Sources: Statistics Canada, censuses of population, 1901 to 2006.



# Workforce availability and Public Service representation

Group	Workforce Availability	PS Representation Rate
Women	52.2%	53.8%
First Nations	2.5%	4.2%
Persons w Disabilities	3.6%	5.8%
Visible Minorities	10.4%	8.6%



# Official Languages

Region	Total #	English #	%	French #	%	Allophone #	%
Canada	31,241,030	17,882,775	57	6,817,655	22	6,147,840	20
British Columbia	4,074,385	2,875,775	71	54,740	1	1,091,530	27
Ontario	12,028,895	8,230,705	68	488,815	4	3,134,045	26
Quebec	7,435,900	575,560	8	5,877,660	79	886,280	12



# Our Assessment Centres

- Management Trainee Program (MTP)
- Identification of Middle Management Potential (IMMP)
- Simulations for the Identification of Leadership (SIL)
- Identification of Paths to EX Development (IPEX)
- Simulations for the Selection of Executives (SELEX)
- ACs for specialist functions (e.g., AEDP)



# What is SELEX?

- AC for entry into the EX category
- Candidate assumes director-level duties and responsibilities
- Introduced Jan. 2004 to reflect new key PS leadership competencies
- AC is portable and efficient





# How does SELEX work?

- Online preparation material 7 days in advance
- Preparation time & three interactive exercises:
  - *Superior and peer – big picture*
    - Longer-term focus and pressing issues
  - *Two subordinate managers – interpersonal focus*
    - Conflicting priorities for expenditures
  - *Stakeholder – external focus*
    - Challenge meeting stakeholder needs
- Same-day integration of results and reports in  $\pm$  10 days
- End of day debriefing



# Key Leadership Competencies

- Values and Ethics
- Strategic Thinking (Analysis/ Ideas)
- Engagement (Staff, Clients, Stakeholders)
- Management Excellence
  - People Management
  - Action Management
  - Financial Management
- For more see: <http://www.psagency-agencefp.gc.ca/tal//kcl/intro-eng.asp>



# What is IPEX?

- Identification of Paths to EX development
- Intake interview
- Three optional assessment modules:
  - - Career counselling, self-assessment of interests, values, personality
  - One-day AC competency assessment of 5 key leadership competencies
    - - 360 degree feedback process
- In-depth feedback & synthesis of results



# What is IMMMP?

- AC for the Identification of Middle Management Potential
- 4 components:
  - In-Basket Exercise, Task Force Exercise, Meeting w Stakeholder, Written Communication Exercise
- Targets 7 Leadership Competencies: Communication, Thinking Skills, Leadership, HR Management, Client Service, Interpersonal Relations, Behavioural Flexibility



# What we do that is Unique

- We are inclusive
- ACs are fair, valid and representative of our diversity
- Assessment in both Official Languages
- Diversity incorporated into AC content
- EE Review, pretesting, external review of tools
- Inclusiveness measured as part of Values and Ethics/ Leadership
- Recruitment and training of assessors
- Accommodations for candidates



# Publications

- Guidelines for Assessing Persons with Disabilities
- Guidelines for Fair Assessment in a Diverse Workplace: Removing Barriers to Members of Visible Minorities and Aboriginal Peoples



# For More Information

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website: <http://www.psc-cfp.gc.ca/ppc-cpp/index-eng.htm>



**Thank you.**  
**Questions ?**



See you in 2010.

