

# MOVING FORWARD

THE PUBLIC SERVICE JOURNEY BY THE NUMBERS

## JOB FIT

The right people in the right jobs

**80%**

job matches interests

**84%**

job matches skills

STABLE SINCE 2014

**85%**

of employees who joined the public service in the last three years like their jobs

### JOB FIT BY COMMUNITY

	SKILLS	INTERESTS
Administration and operations	80%	75%
Compliance, inspection and enforcement	83%	78%
Information technology	84%	82%
Client contact centre	77%	71%
Science and technology	89%	88%

## TRAINING AND DEVELOPMENT

Support received at work

**70%**

(▲ SINCE 2014)

The results are even more positive amongst newer employees. Over 75% say they are satisfied with their training.

### CAREER DEVELOPMENT

**53%**

of employees feel their career development is supported

**49%**

of mid to late career employees feel their career development is supported

## PERFORMANCE AND PROMOTION

Career support

**73%**

receive useful feedback from their supervisor on their job performance

### ENGAGEMENT INDEX\*

**72**

Low support for innovation



Only **57%** of employees are comfortable proposing new ideas

### PROMOTION

Only 48% of employees feel they can be promoted

### RESULTS BY COMMUNITY

Administration and operations	50%
Compliance, inspection and enforcement	46%
Information technology	48%
Client contact centre	50%
Science and technology	44%

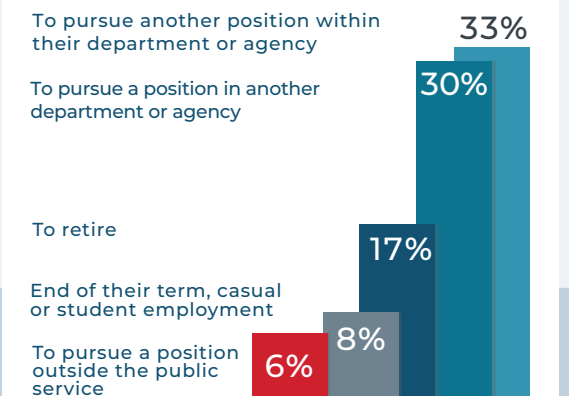
## RETENTION AND RETIREMENT

Intent to leave current position

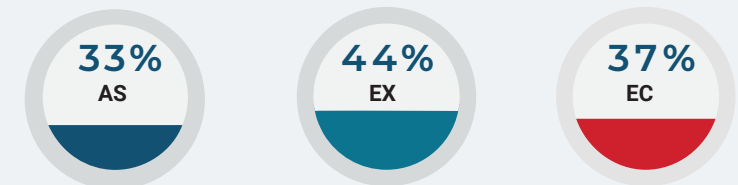
**27%** (2018)

**26%** (2017)

### Reasons for leaving



Occupational groups on the move



## LEADERSHIP

How important is senior leadership?

Strong leadership is linked to higher levels of:

RESPECT  
TRUST  
WORTH



These factors are related to **greater satisfaction** with the organization and **increased willingness to recommend the organization to others**

## EMPOWERMENT

What's standing in the way?

Too many approvals

Same work-fewer resources

Overly complex processes

### EMPOWERMENT INDEX\*

**67**

## RESULTS

What types of organizations score higher?



Small organizations perform better than larger ones across almost all themes measured in the survey



Consistently lower scores across all categories for organizations with security/military mandates

## WORKPLACE WELLNESS

Workplace well-being



**61** Index

Awareness  
Stress  
Environment

Harassment and discrimination



**15%** experienced harassment  
**8%** experienced discrimination

Respectful workplace



**77** Index

Valued  
Equal  
Accepted  
Respectful

\*Indices on engagement, empowerment, workplace well-being, and respectful workplace were established as benchmarks in 2018.