MENTORSHIP CIRCLES – CALL FOR PARTICIPATION

Dear alumni and students,

We are pleased to announce the launch of a new round of mentorship circles at SPPA.

Circles have 3 members (3 of the 4 categories represented in each circle):
Level 1: 1 Upper year BPA/MPPAL student or recent graduate at entry
level position
Level 2: 1 Analyst/Advisor
Level 3: 1 Manager
Level 4: 1 Sr. Executive E.g.: Director, ADM, DM

Each group will consist of a Level 1, 2 and 3 or a Level 2, 3 and 4.

The minimum commitment is to hold two meetings for each mentorship circle by the end of March 2020, and preferably one more by the end of April or May, with the aim to advance the professional development and careers of participating members. Three or more meetings are recommended based on feedback from the 2017-18 mentorship circle participants (50% of participants recommend 3 meetings, 50% recommend more than 3 meetings). **93% of the 2017-18 program participants indicated that they would take part again (7% were unsure, 0 negative responses).** The 2018-19 cycle participants were not surveyed, but the major shifts in the OPS caused some scheduling challenges for the lead mentors. Based on this feedback and in recognition of the constraints facing participants, **we recommend that at least the first meeting be in person and the subsequent meetings may take place via video or teleconference.**

For the 2019-20 cycle confirmed Level 4 Senior Executives include:

Ana Kapralos – Director (A), Program Modernization and Appointments, Policy Division, Ministry of the Attorney General
Derek Lett – Director of Operations, Outreach and Education, Office of the Integrity Commissioner
Fausto Natarelli - Consultant and career public servant with positions spanning the Ministry of Transportation, Metrolinx and York Region Rapid Transit Corporation
Nancy Sanders - Assistant Deputy Minister, Solicitor General of Ontario

If you are interested in participating or have questions about the mentorship circles, please contact **Prof. Alena Kimakova, SPPA Director via email at** akimakov@yorku.ca **no later than November 4, 2019.**

Upcoming IPAC Events

**Public Problem Solving and Innovation Skills
November 11, 2019** - **1:00pm** - **2:00pm (EST)**

This webinar will focus on public problem solving and innovation skills, with reference to recent work on how the world's governments are turning to the teaching of innovation skills.

Attendees may find the following pieces by Beth Simone Noveck useful in reference to the focus of webinar:

- **To restore trust in government, we need to reinvent how the public service works**
- **Public Entrepreneurship: How to train 21st century leaders**
- **Before training public servants, you must educate yourself**

As well as the following Report:
- **Australian and New Zealand School of Government (ANZSOG) Report**

Further details are to come.

Beth Simone Noveck directs the Governance Lab (GovLab) and its MacArthur Research Network on Opening Governance. She is a Professor in Technology, Culture, and Society and affiliated faculty at the Center for Urban Science and Progress at New York University's Tandon School of Engineering and a Fellow at NYU's Institute for Public Knowledge. New Jersey governor Phil Murphy appointed her as the state's first Chief Innovation Officer in 2018. She is also Visiting Senior Faculty Fellow at the John J. Heldrich Center for Workforce Development at Rutgers University. Previously, Beth served in the White House as the first United States Deputy Chief Technology Officer and director of the White House Open Government Initiative under President Obama. UK Prime Minister David Cameron appointed her senior advisor for Open Government.

To register, please click here.

Does Care Count for Less? Female Immigrant Workers in Canada

**Guest Speaker
Dr. Naomi Lightman**, Assistant Professor, University of Calgary

**Discussant
Dr. Fay Faraday**, Assistant Professor, Osgood Hall Law School

**Thursday, November 7th
Kaneff Tower 519, York University
1:00pm-2:30pm
All are welcome**

Canada has long relied on importing women from poorer countries to fill gaps in its paid care market. Yet little is known about the upward or downward trajectory of immigrant women who arrive intending to work in lower skill care. Using a unique longitudinal administrative dataset (the International Migration Database), Lightman estimates growth curve models of employment income for 236,405 non-professional, non-managerial immigrant women in Canada between 1993-2015. Results show a "care [wage] penalty" for almost all intended care workers. Yet entry class also matters, as women who enter via the family reunification and economic immigration streams have even lower employment incomes than women in the Live-in Caregiver Program.

Naomi Lightman is Assistant Professor of Sociology at the University of Calgary. Her areas of research expertise include migration, care work, gender, and quantitative research methodology. Her work has appeared in journals such as European Sociological Review, Journal of European Social Policy, International Migration Review, and International Labour Review. She is the co-author of the second edition of the textbook **Social Policy in Canada** (with E. Lightman, 2017). Dr. Lightman brings extensive experience working with large-scale Statistics Canada datasets and has collaborated with various social agencies and government bodies including Immigration, Refugees and Citizenship Canada, Social Planning Toronto, the Wellesley Institute, and the Calgary Local Immigration Partnership.

For more information, click here. Please also visit the Facebook event page.

Recruitment of Policy Leaders

The new campaign has launched! Apply to the 2019 Recruitment of Policy Leaders program from October 23 to November 6.

Each year, the Government of Canada, through its Recruitment of Policy Leaders (RPL) program, seeks candidates with a strong record of academic excellence, an interest in public policy and experience that demonstrates leadership and personal initiative. **All candidates must hold (or be nearing completion) a Master degree or a Doctoral degree, or a law degree, complemented by an undergraduate degree in any discipline.** The program offers a unique opportunity to launch directly into a stimulating and diverse career in the federal public service.

Want to drive innovation and economic growth in the new digital economy? Build on Canada's leadership on the environment and climate change? Develop creative solutions to the social policy issues of the day? These are just a few of the areas where Recruitment of Policy Leaders participants are making a difference. A unique and challenging public sector career is calling. Are you ready?

Become a policy leader, and help shape public policies on the most challenging issues of the day. Successful candidates work in any number of unique policy jobs that put their skills to the test.

As a successful applicant, you'll join a pool of talented and accomplished professionals, academics, scientists and thinkers. Here are some advantages of the program:
- you'll be assigned a mentor to help you network and guide you through the job search and hiring process
- you'll be part of a professional network that thrives on challenges and is eager to tackle Canada's most critical public policy questions
- you'll have access to orientation sessions and regular social events, connecting you to other successful candidates and learning opportunities

Selected candidates join the public service in intermediate level roles, typically as senior policy analysts.

For more information and to apply, click here.

If you have any questions about the program, please contact the Public Service Commission of Canada at CFP.RLP-RPL.PSC@cfp-psc.gc.ca.

Executive Director - Workforce Funder Collaborative
The Workforce Funder Collaborative is a collaboration of philanthropic minded organizations that have come together through shared resources and strategic efforts to advance systemic change and increased impact in Toronto's workforce development system in order to advance and increase equity and prosperity in the labour market and economy. This role is a new position in a new initiative established by six funders. Influencing policy, but also building relationships, and working across sectors to help build partnerships between employers and those who support workers and job seekers (e.g., colleges, nonprofits, etc.) is fundamental to the Executive Director position.

[Research Program Manager - MAP Centre for Urban Health](#)

MAP Centre for Urban Health Solutions is seeking a full-time Research Program Manager. MAP is an inter-disciplinary research centre within St. Michael's Hospital in Toronto. The mission of MAP is to build the world's healthiest city, with a particular focus on the social determinants of health and improving the health of populations experiencing disadvantage and marginalization. MAP has more than 25 scientists who, working with their research staff, are developing, implementing, and evaluating interventions within the health care and social service systems and at the level of public policy. Under the direct supervision of the MAP Director, and working within a team of MAP core staff, the successful candidate will be responsible for moving MAP's work forward in the research and administrative realms.

[Clusters Economics Analyst - Toronto Region Board of Trade](#)

Reporting to the Director of the Economic Blueprint Institute (EBI), The Toronto Region Board of Trade (the Board) is seeking a Clusters Economics Analyst to work together with our Clusters Policy Analyst to develop the analytical framework for understanding industry clusters in the region. You will work in collaboration with the Economic Blueprint team to build on the Board's previous clusters research to both inform the economic blueprint and nominate clusters case studies for the program. Your core responsibility will be to contribute to the quantitative development of EBI's clusters framework that will inform our team's approach to clusters case studies. The framework will be used to examine an industry cluster's strengths and weaknesses, map out its ecosystem and supply chain, evaluate its value chain, and identify barriers to growth.

[Director, Government Relations & Advocacy - Ontario Medical Association](#)

Director, Government Relations and Advocacy is responsible for developing and implementing the OMA's government relations and advocacy strategies to advance OMA objectives, improve OMA's relationship with government and enable sustained grassroots health care advocacy.

[Director, Stakeholder Relations - Right To Play](#)

The Director, Stakeholder Relations will: serve as the organizational lead and coordinate high level partnerships, including Right To Play's global multilateral partnerships; develop a government relations strategy, ensuring each developed strategy is tailored to applicable regulatory requirements; lead the design, development and implementation of Right To Play's global advocacy strategy; and lead the development, dissemination and knowledge management of resources for stakeholder engagement.

[Policy Specialist - Halton Region](#)

This role provides support related to corporate policy, public engagement, accessibility and advocacy initiatives through coordination, monitoring and research on various issues and topics. The successful candidate will possess a degree in public administration or political science or a related field, with 3-5 years' experience in government. The ideal candidate will have knowledge of the working and programs of Regional, Provincial and Federal governments as well as possess excellent research, verbal, written communication and interpersonal skills. To succeed in this role, one must be highly analytical, organized, resourceful and adaptable. Strong project management and analysis skills, and political acuity is also required. Must be proficient in Microsoft Office suite.