

The Eastern Region
Four-Year Plan
for
Human Resources Development
2008 – 2012



Proud winners of the 2006 ACAATO Collaborative Educators Award

Eastern Region College Committee on Human Resources Development
February 2008

Regional Programming—A Rationale

The Eastern Region College Committee on Human Resources Development (ERCCHRD) believes that there are compelling reasons for the Colleges of the Eastern Region to share in the planning and delivery of human resource development programs for their staff. Experience over the past 22 years in such efforts has demonstrated clear advantages in this partnership. Regional programming allows us:

1. to provide cost-effective, quality programming by:
 - a. pooling resources within the region;
 - b. reducing duplication of effort among Colleges;
 - c. allowing Colleges to share costs of outstanding external resources.
2. to create a regional learning culture by:
 - a. supporting collaboration and support between Colleges;
 - b. providing an opportunity to recognize and showcase expertise within each of our Colleges;
 - c. developing a learning network among staff across the region.
3. to support a positive regional image of the Colleges, by further enhancing the professionalism of College staff and the quality of the programs and services they provide.

College Employees of the Future

There is a strong parallel between the focus required to meet the needs for human resources development for the 21st century and the learning needs of our students. All require interpersonal skills, problem solving skills, technological literacy and leading-edge, career-specific vocational skills.

In an effort to envision what critical skill-sets will be required of the College employee of the future, the Committee first undertook a review of background documents that included:

- Strategic plans developed by each of our participating Colleges;
- Human Resources Coordinating Committee Strategic Plan
- Colleges Ontario Environmental Scan;
- Reaching Higher: The McGuinty Government Plan for Postsecondary Education
- Program Quality Assurance Process Audit Pilot Project Results

The following themes were extracted from these reports and relevant skill-sets identified:

- Student Success (achieving learning outcomes, supporting learning for all, etc.)
- Access (millennials, changing populations, first generation learners, etc.)
- Quality (currency, process improvement, self-assessment, etc.)
- Global and Environmental Citizenship (learning environments, global curriculum, diversity, etc.)
- Organizational Culture (employee engagement, institutional knowledge management, succession planning, etc.)

Accordingly, the ERCCHRD group proposes a four-year plan offering a series of learning experiences for regional College staff so that four years from now we will see:

1. employees using tools and strategies to promote student success for a diverse population;
2. employees assessing and providing evidence of the quality of their practice;
3. employees assuming their responsibilities as socially and environmentally conscious global citizens;
4. employees contributing to the achievement of organizational and group goals and proud of the role they play in student success;
5. employees who are able to problem solve, use effective communication and interpersonal skills and deliver valuable customer service to a variety of different client groups;
6. employees who are engaged in an exploration of changing views of learning, building and delivering strong curriculum at both the course and program level.

Design Principles for Regional Programs

In order to develop programs that will assist the Colleges in achieving this vision, while at the same time respecting the reality they currently experience, the following principles will guide their planning and design actions. Regional programs will:

- be designed and delivered in a cost effective manner utilizing regional resources as much as possible;
- be developed and delivered with all participating Colleges working in partnership;
- be flexible in order to accommodate each College's needs;
- clearly identify specific performance outcomes/expected results and incorporate continuous evaluation and improvement strategies;
- model current, effective teaching and learning practices;
- be strategic, innovative and future-focused in meeting regional needs;
- be designed in consultation with appropriate participant and management groups;
- integrate the use of technology to enhance inter-college communications and to model learning with technology;
- model environmental and global awareness.

**EASTERN REGION COLLEGE COMMITTEE ON HUMAN RESOURCES DEVELOPMENT
FOUR-YEAR PLAN FOR HUMAN RESOURCES DEVELOPMENT
2008 – 2012**

Activity	Rationale	Target Audience	Cost for 2007-2008	Timeframe
Focus on Learning	<ul style="list-style-type: none"> Anticipation of a continuing trend of hiring faculty without significant formal training and/or teaching experience at the college level 	<ul style="list-style-type: none"> Newly hired faculty 90 participants per cohort 	\$1,300 per participant \$750 – Part 1 \$550 – Part 2	<ul style="list-style-type: none"> Annual program Part 1 – August (5 days) Part 2 – June (3 days)
Aligning and Building Curriculum (ABC)	<ul style="list-style-type: none"> New programs and alternative delivery strategies that require curriculum expertise Most faculty do not have formal training in curriculum development With the Program Quality Assurance Process Audit , colleges are more accountable for program evaluation and program standards 	<ul style="list-style-type: none"> Faculty with at least two years college teaching experience 45 participants per cohort 	\$1,100 per participant \$600 – Part 1 \$500 – Part 2	<ul style="list-style-type: none"> Annual program Part 1 – October (3 days) Part 2 – May (3 days)
Celebrating Great Teaching	<ul style="list-style-type: none"> Foster pride in quality teaching by showcasing best practices Capture experience of seasoned faculty prior to retirement Opportunity for reflection, rejuvenation, and celebration 	<ul style="list-style-type: none"> Experienced faculty 55 participants per offering 	\$550 per participant	<ul style="list-style-type: none"> 3-day program offered biannually <ul style="list-style-type: none"> May 2008 May 2010 May 2012
Academic Coordinators' Conference	<ul style="list-style-type: none"> Recognition of PD needs of the Academic Coordinator role Opportunity to develop skills related to the unique aspects of collegial leadership 	<ul style="list-style-type: none"> Academic Coordinators 55 participants per offering 	\$525 per participant	<ul style="list-style-type: none"> 3-day program offered biannually <ul style="list-style-type: none"> May 2009 May 2011
Support Staff Conference	<ul style="list-style-type: none"> College strategic plans and the KPI initiative requires leadership and customer service skills Opportunity for development of the skills integral to the role of a support staff employee 	<ul style="list-style-type: none"> Support Staff 60 participants per offering 	\$500 per participant	<ul style="list-style-type: none"> Annual conference 3-day program October
Faculty Cyber Connections	<ul style="list-style-type: none"> Connect faculty across the five colleges in an on-line environment Provide a delivery mode that ensures flexibility of content and access 	<ul style="list-style-type: none"> Faculty 35 per module 	Development and facilitator costs covered by each college	<ul style="list-style-type: none"> 5 different modules offered throughout each academic year
College Leader P.D. Program (provincial initiative)	<ul style="list-style-type: none"> Anticipation of increasing numbers of new managers in our colleges with limited managerial and/or college experience Professional development/training opportunities for college administrative staff delivered regionally Networking opportunity 	<ul style="list-style-type: none"> Managers 15 – 30 participants per workshop 	To be determined	<ul style="list-style-type: none"> ½ day workshops ongoing delivery
Support Staff Job Shadowing/Job Pairing	<ul style="list-style-type: none"> Opportunity for support staff to share best practices across colleges Opportunity to develop a network and share resources 	<ul style="list-style-type: none"> Support Staff 75 participants per year 	\$150 per participant includes accommodation in residence (if available) or hotel subsidy and meal allowance	<ul style="list-style-type: none"> 1-day job shadowing timeframe begin pilot project Winter 2008 full implementation Fall 2008
25 th Anniversary – Eastern Region CCHRD Initiatives	<ul style="list-style-type: none"> To recognize and build on the achievements of the Eastern Region initiatives over the past 25 years and the college employees who have participated in these events 	<ul style="list-style-type: none"> All staff who have participated in any Eastern Region event. 	\$250 per participant	<ul style="list-style-type: none"> 2 day event Spring 2010

