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Lead, Talent Mobility Strategy
Talent Cloud
Government of Canada
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Government needs a talent model designed for the **Digital Age**... Faster, more versatile, and able to deal with more volatile economies.

- Rise of non-traditional employment (gig and platform economies)
- Rapidly evolving technologies and corresponding skills
- Diminished value of the traditional social safety net for workers
- Increased need for inclusive, diverse workplaces
People are **acquiring skills differently**.
Learning is happening everywhere.

Old economic models aren’t able to **see** and **use** this new talent source efficiently, despite an increasingly critical need to fill talent gaps.
The Government of Canada’s **current hiring model** does not meet the emerging needs of today’s talent.

**Billions of dollars spent** on Temp Agencies and staffing through procurement (at a 20-50% mark-up with no benefits to workers)

**Weak signals**
No easy way exists for individuals to record and showcase a real-time account of their ever-evolving skills.

**Thousands of hours** re-validating credentials and skills (i.e. university degrees, security etc.) for each new job

It’s time to **reinvent** the hiring model for the Digital Age.
To **keep pace** in a Digital Age, Government has to be able to:

- Know what people are capable of
- Be able to trust skills claimed by applicants
- Be able to find, match and see talent differently
- Mobilize and restructure rapidly
- Protect the social contract between workers and Government

When we **let go** of old ways or working, what comes next?
Introducing GC Talent Cloud

The world's first public sector talent marketplace optimized for “gig” work, complete with rights, benefits, union representation and a new credential recognition engine for employment.

On Talent Cloud, you can move easily from job to job, build your credentials, choose meaningful work and receive benefits.
A **new talent marketplace** optimized for the Digital Age also needs a **new talent currency**. Announcing...

**GC Talent Cloud Blockchain pilot**

- Any credential (academic, professional certifications, work records etc.)
- To be verified on any device (smartphone, web etc.)
- From anywhere in the world.
- While contributing to the global trust economy.
These validated blockchain credentials can then be used as a trusted digital credential across the private, non-profit, academic and public sectors.

Opening up possibilities for a whole new level of automation and trust in the hiring process.
This is part of the Government of Canada’s broader commitment to digital government, and is being built in line with our new Digital Standards.

- Design with users
- Build in accessibility from the start
- Iterate and improve frequently
- Empower staff to deliver better services
- Work in the open by default
- Be good data stewards
- Use open standards and solutions
- Design ethical services
- Address security and privacy risks
- Collaborate widely
VALIDATED SKILLS
ON THE BLOCKCHAIN

GC TALENT CLOUD
CANADA’S FREE AGENTS
BLOCKCERT PILOT

Name
Jennifer Lee

Employer
Government of Canada

Position
Canada’s Free Agent

Employed
March 5, 2018

 Verified

Public Key
1HYPiutzwR883MSmw6GW

Blockchain Address
4vf641517554ac449da96e0a
Facilitates the creation and curation of a comprehensive record of lifelong achievements.

Free Agents own their Blockcerts and can store, access, and share them wherever they choose.

Free Agents and employers can verify their Blockcerts for life, for free.
Val Thomas
@valthomx

We did it! @FreeAgentLibre are the first GC cohort to receive validated skill credentials: independently verifiable, tamper evident and owned by recipients. Pls join us Thurs @ OGPCanada to learn more bit.ly/2l8TYZU @LearningMach1 @KausarSamli @GC_Talent #GCdigital
Brian Double
@speaka

Me too! Very cool! #blockchain

blockcerts.talent.canada.ca/certificate/d9 ...

LilyS-FreeAgent @PetalEkelman
Just received my credential for #GCAgents! Could not be more jazzed and in awe of @valremix for making this happen. twitter.com/valremix/statu...

11:57 AM - 28 May 2019
Learning Machine and GC Talent Cloud Issue Blockchain Credentials to Canada’s Free Agents

PRESS RELEASE  UPDATED: JUN 24, 2019

Treasury Board Secretariat issues Blockcerts—self-verifying, recipient-owned digital credentials—to demonstrate proof of qualifications for public service

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Securing the future of talent mobility in the Government of Canada

Category: Digital
May 30, 2019

It’s an exciting time for digital government in Canada. While we’re still in the early stretch of 2019, we have continued to advance the digital government agenda including, releasing the Directive on Automated Decision Making and more recently, hosting the Open Government Partnership Summit, to explore how digital technologies have reduced barriers and offered government’s new opportunities to rebuild their relationship with those they serve.

Canada pilots blockchain staff records

By Natalie Leal on 17/06/2019

Alex Benay describes his time as CIO at the Government of Canada as "one heck of a ride" and says he is proud of what he and his colleagues have achieved in moving the national digital agenda forward.

The Government of Canada (GC) is using blockchain technology to issue project-based employees with a kind of digital CV, providing "a permanent, self-owned and secure record of their skills and experiences."
McMaster University becomes the first major institution in Canada to offer digital degrees using Blockcerts.
Hey @McMasterU, #DYK that you can use your #Blockcerts as proof of education when you apply for government jobs on #GC Talent Cloud?

talent.canada.ca

c @AlexBenay @LearningMach1 #GCDigital
dailynews.mcmaster.ca/articles/mcmas ... (Article in English only)
We have the opportunity to leverage today’s digital technology to better align learner, education, and workforce data to improve the talent marketplace. That is why we are demonstrating fully portable, trusted digital credentials not as a distant vision, but as a reality today.
The Solution

Official documents as software — digital credentials that are, recipient owned, vendor independent, tamper evident, human & machine readable, verifiable, and a new source of analytics.
Complex Data, Fast Verification Proofs

Transfer complex data directly from Databases to Credential Templates. Recipients control where credentials are shared. Verification proofs via phone, web, or integrated app within a couple seconds.
Blockcerts Project Value for GC Talent Cloud & Free Agents

Using Blockcerts (blockchain-anchored credentials) open standard for records verification has major benefits because it realizes the full value of blockchain technology, ensures vendor independence, and allows people to directly own their digital assets for life.

- **Joint Record Ownership**: GC Talent Cloud and Free Agents jointly own Blockcerts and can store, access, and share them wherever they choose, with no ongoing dependence on Learning Machine.

- **Vendor-Independent Verification**: Any third party can verify these Blockcerts for life, also with no ongoing dependence on Learning Machine.

- **Portability & Interoperability**: Using standard, non-proprietary data formats means anyone can view & verify records without specialized software.

- **Privacy & Control**: Record owners have full discretion over where and how they display and share their credentials. Free Agents have sole access to their Blockcert Wallets.

- **Multiple Blockchains**: GC Talent Cloud is not limited to using one blockchain with Blockcerts. Over time, multiple blockchains could be added, including both public and private networks.
Open Standards & Security

A commitment to open standards and methods ensures interoperability, portability, recipient ownership, and credential security.

Conforming to Open Badges and Verifiable Credentials ensures interoperability and portability with other credential vendors & verifiers.

Recipient keys and Decentralized Identifiers provide individual ownership, recipient authentication, and privacy protections.

Anchoring to blockchain enables protection if Issuers are compromised or cease to exist.
Chris Winczewski
Vice President of Product
@chriswinc