



Blockchain, Trust and Talent for the **Digital Age**

Valerie Thomas

Lead, Talent Mobility Strategy

Talent Cloud

Government of Canada

@valremix

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



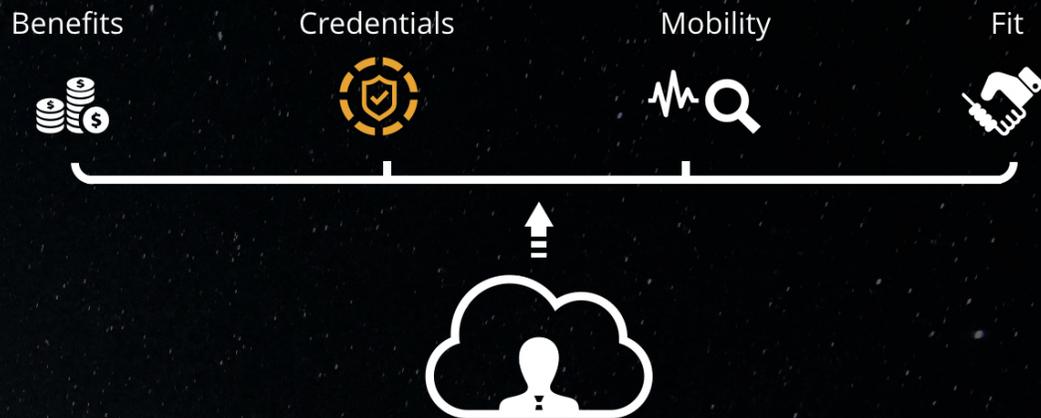
Protect the social contract between workers and Government

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**.



A new trusted digital credential



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



Iterate and improve frequently



Work in the open by default



Use open standards and solutions



Address security and privacy risks



Build in accessibility from the start



Empower staff to deliver better services



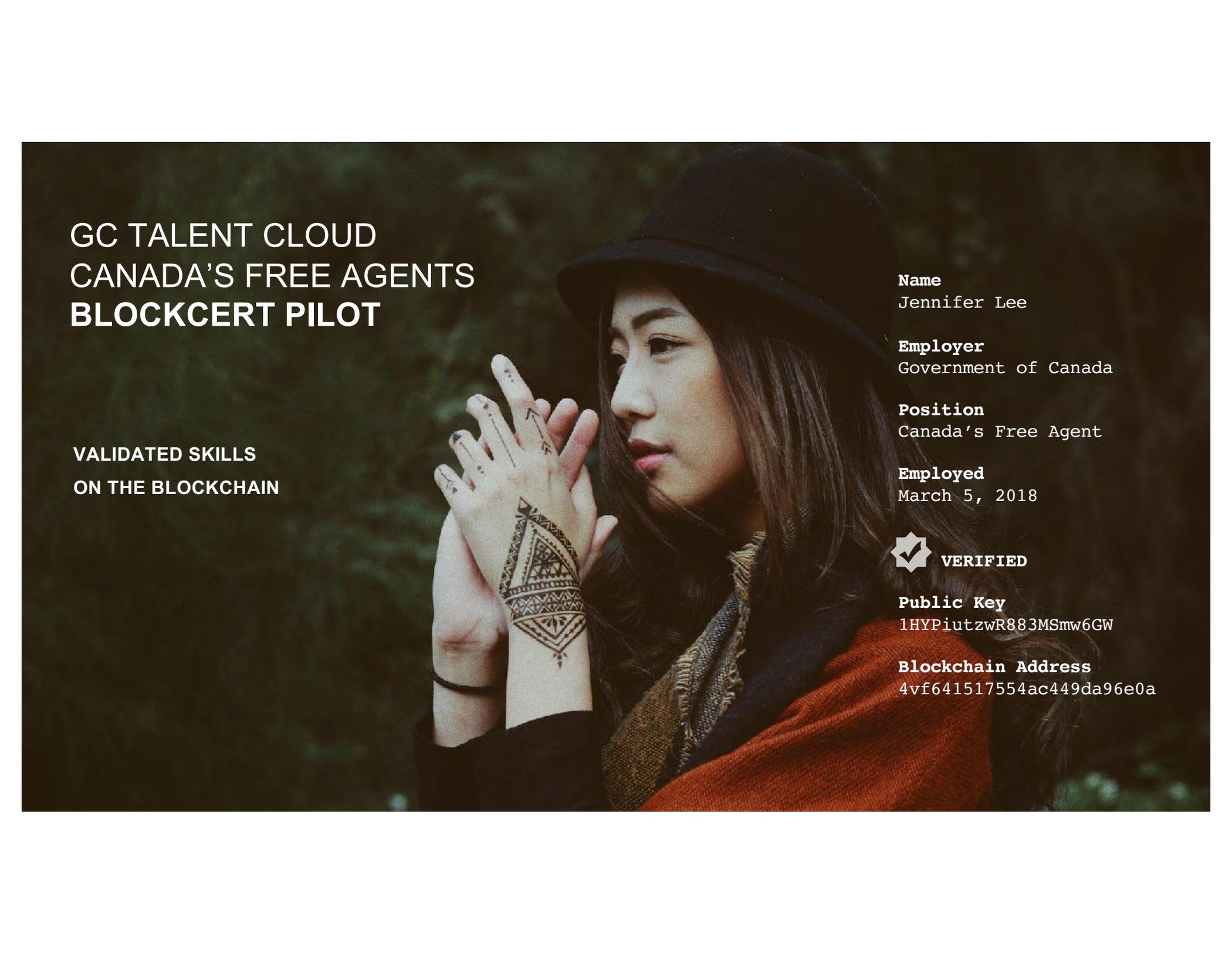
Be good data stewards



Design ethical services



Collaborate widely



**GC TALENT CLOUD
CANADA'S FREE AGENTS
BLOCKCERT PILOT**

**VALIDATED SKILLS
ON THE BLOCKCHAIN**

Name

Jennifer Lee

Employer

Government of Canada

Position

Canada's Free Agent

Employed

March 5, 2018



VERIFIED

Public Key

1HYPiutzwR883MSmw6GW

Blockchain Address

4vf641517554ac449da96e0a



Blockcerts Value for Free Agents

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.



CANADA | OGP Global Summit
 **2019** | Sommet mondial du PGO



#OGPCanada

 @OpenGovCan

 ogpsummit.org



Val Thomas
@valremix

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/2I8TYZU @LearningMach1 @KausarSamli @GC_Talent #GCDigital



Session | Open Government Partnership Global Summit 2019
Session : 2019 OGP Global Summit – Canada 2019 OGP Presidency – Ottawa, Ontario, Canada
ogpsummit.org

11:46 AM - 28 May 2019

42 Retweets 124 Likes



 6

 42

 124





Brian Double

@speaka

Following



Me too! Very cool! #blockchain

[blockcerts.talent.canada.ca/certificate/d9 ...](https://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...](https://twitter.com/valremix/status...)

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



Brian Double

This is an official certificate of recognition that the individual listed above has been selected as one of Canada's Free Agents for the Government of Canada.

Canada's Free Agent is a Government of Canada program that proposes a new model for workforce mobilization. It offers public servants the freedom to select work that matches their skills and interests and allows them to make a contribution that they find meaningful.

It also supports managers looking to rapidly and easily acquire top talent with emerging and core skills in order to support their short-term project needs. Free Agents are screened for attributes that are beneficial for solving problems and skills that are in demand.

Attributes Assessed:

Action-Oriented | Agile | Courageous | Creative | Curious | Effective
Written Communication | Empathetic | Humble | Imaginative |
Networked | Outcomes-Focused | Passionate | Persuasive | Problem
Solver | Quick Learner | Reflective | Resilient | Team-Oriented

Home Department: Natural Resources Canada
Year Selected: 2017


Alex Benay
Canada's Free Agent Talent Managers

Canada



 Government of Canada / Gouvernement du Canada

MENU

[Home](#) > [Treasury Board of Canada Secretariat](#) > [Blog](#)

Securing the future of talent mobility in the Government of Canada

Category: [Digital](#)

May 30, 2019

Follow:    

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

 Share 12  Tweet  Save  Share  Email



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 becomes the first major institution to offer digital degrees

More than 940 undergraduate engineering, Bachelor of Technology and computer science students will receive McMaster's first-ever digital diplomas the week

dailynews.mcmaster.ca

12:09 PM - 13 Jun 2019

6 Retweets 19 Likes



1

6

19



McMaster University becomes the first major institution in Canada to offer digital degrees using Blockcerts



Talent Cloud | Nuage de talents
@GC_Talent

Following

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

cc @AlexBenay @LearningMach1 #GCDigital

dailynews.mcmaster.ca/articles/mcmas ...
(Article in English only)



McMaster becomes the first major institution to offer digital degrees
More than 940 undergraduate engineering, Bachelor of Technology and computer science students will receive McMaster's first-ever digital diplomas the week
dailynews.mcmaster.ca

12:09 PM - 13 Jun 2019

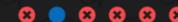
6 Retweets 19 Likes



1 6 19

Blockcerts can be used as proof of education when applying on GC Talent Cloud

Step 2 / 6

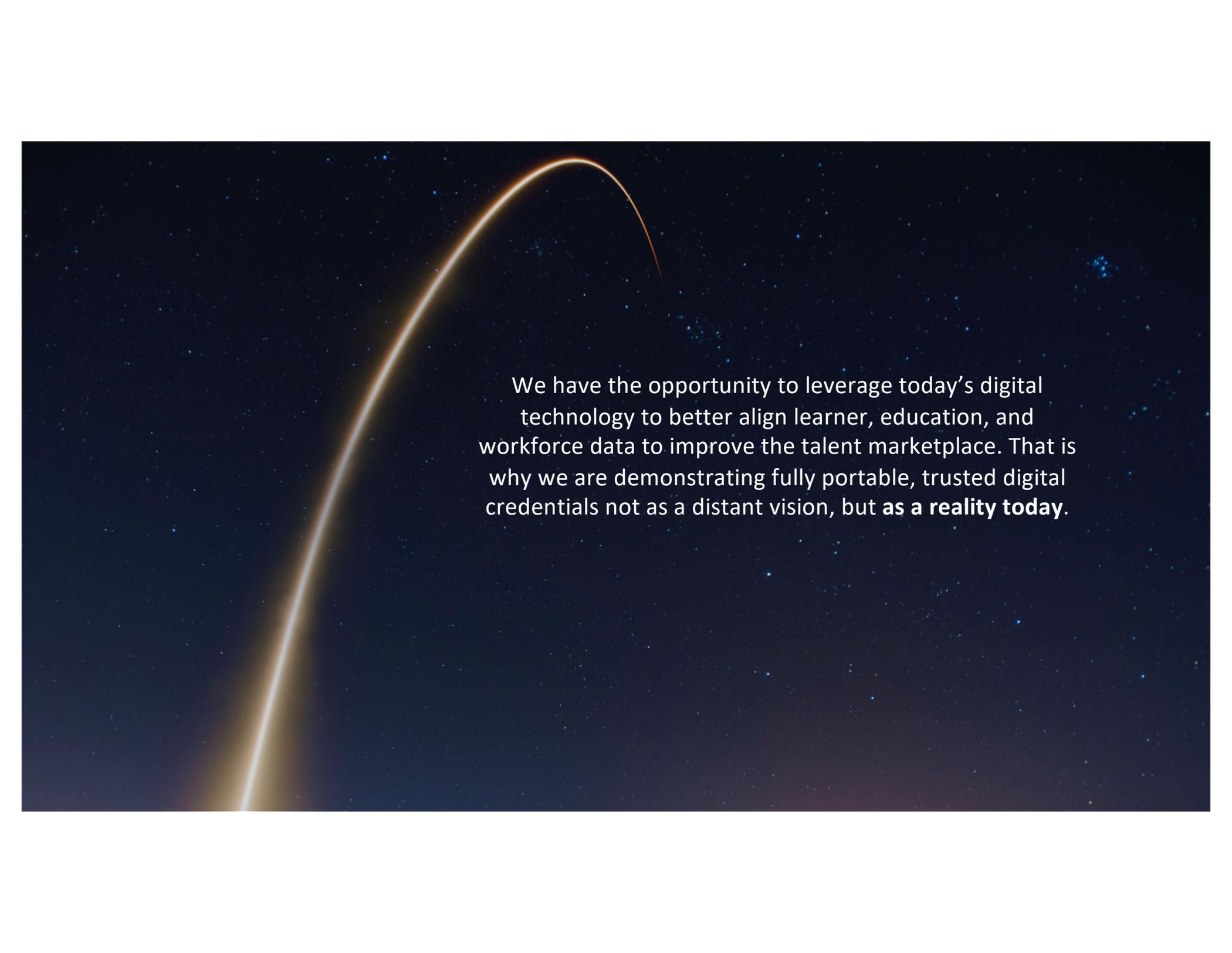


New Diploma/Degree

Type Select a degree type...	
Area of Study	Institution
Thesis Title (Optional)	Blockcert Link (Optional)
Start Date 2019-08-06	End Date 2019-08-06

Delete Diploma/Degree

Save Diploma/Degree

A glowing orange arc, resembling a comet or a celestial path, curves across a dark blue night sky filled with numerous small, bright stars. The arc starts from the bottom left and curves towards the top center, then descends towards the right. The text is centered in the lower right quadrant of the image.

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.**

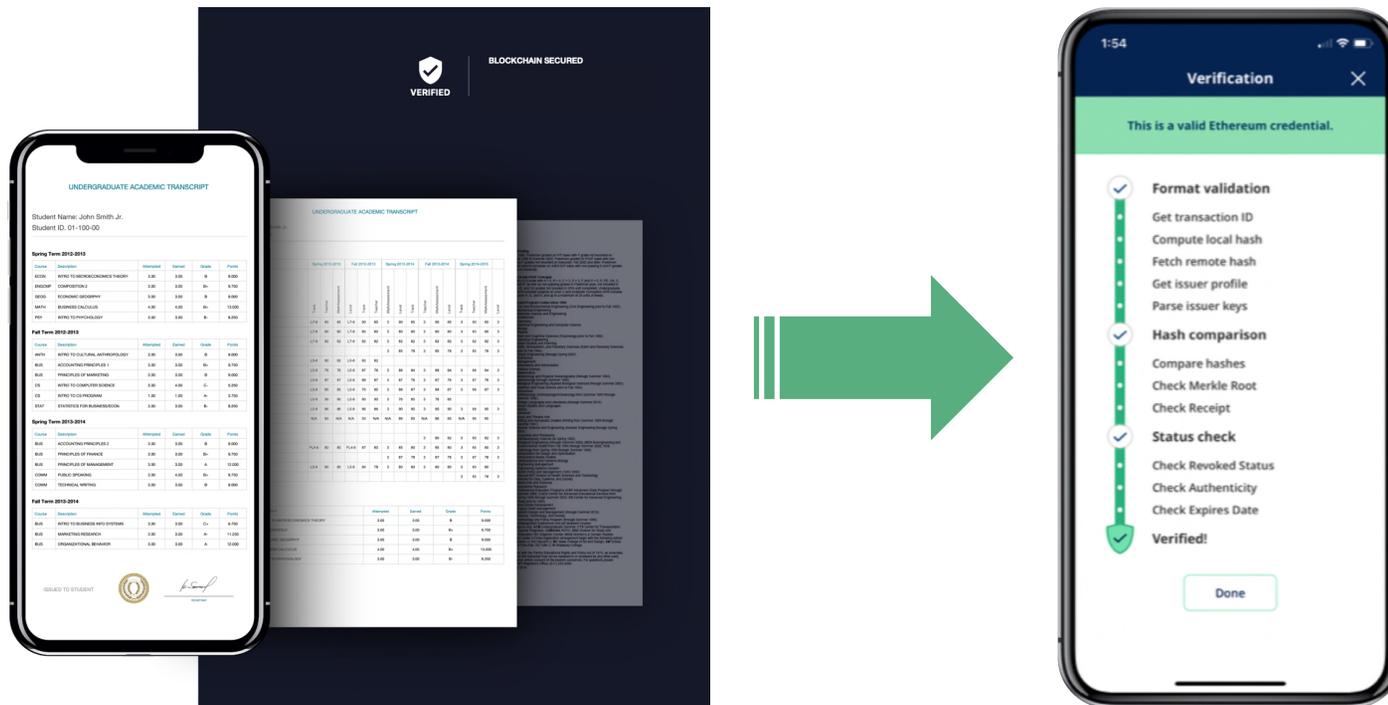
The Solution

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

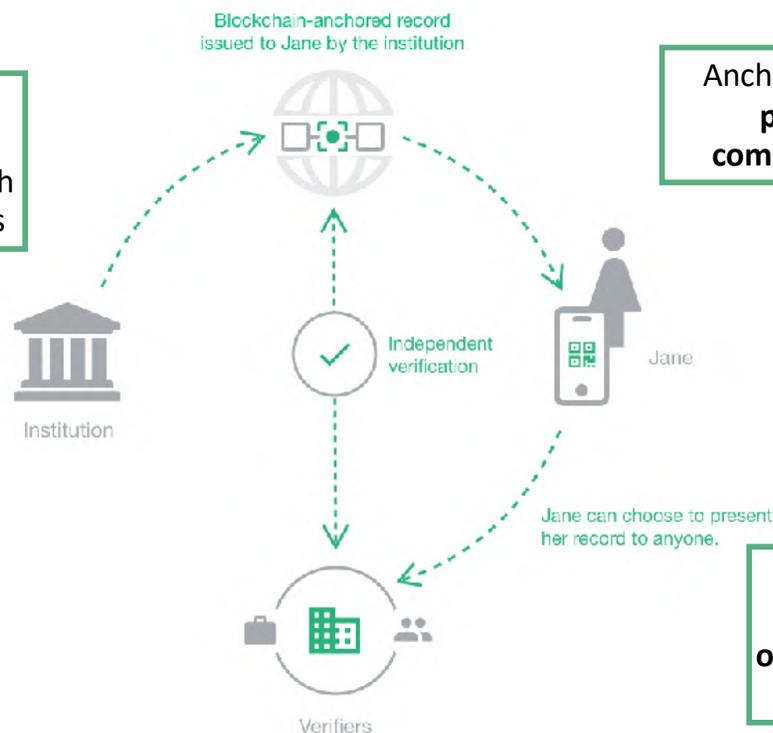
Using Blockcerts (blockchain-anchored credentials) open standard for records verification has major benefits because it realizes the full value of blockchain technology, ensures vendor independence, and allows people to directly own their digital assets for life.

- 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



Anchoring to blockchain enables **protection** if Issuers are **compromised or cease to exist**

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



Chris Winczewski
Vice President of Product
@chriswinc