

POLICY



WHAT IS A POLICY WORKER?

A policy worker's job is to change, adjust, or implement new or pre existing public policies, regulations, and laws.

MANAGER OF ENGAGEMENT AND OUTREACH

- Not all policy workers have that as their title. Policy worker can also be referred to as an engagement manager.
- Their role in this position is to report to the Executive Director.
- They are responsible for implementing policy through a range of community activities, marketing and fundraising events, and maintain communications with team to discuss approaches to take in the workplace.

POLICY IMPLEMENTED IN THE GOVERNMENTAL JOBS

- Public Policy is the government actions to address some perceived social, economic, or economic problem.
- Their job in government is usually to bring forth policies within their work.
 - As seen in education, typically it is the School Board, superintendents, trustees, or MPP's that directly enforce policies.
- Policies that are implemented are objectives that an organization or a government set to achieve within for the workplace. These objectives usually involve a team of people and cooperation, in a given period of time, and laws to help make government achieve these objectives.



BRANCHES OF POLICY

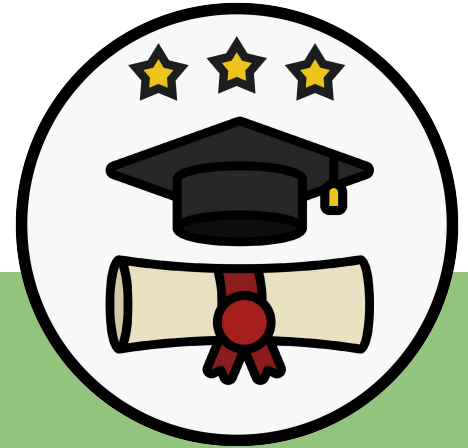
Policy workers, often work either directly in government or for non-government organizations. Some jobs are for-profit companies and use policy workers to help regulate and take political actions in favorable ways.

BRANCHES OF POLICY

- Child and Family Policy
- Cultural Policy
- Economic Policy and Public Finance
- Education Policy
- Energy, Environmental, and Science Policy
- Global Conflict
- Health Policy
- International Development and Policy
- Labor Economics
- Municipal Finance
- Political Economy, Politics and the Policymaking Process
- Program Evaluation and Methods of Policy Analysis
- Social Policy and Inequality
- Urban Policy

SCHOOLING NEEDED FOR THIS CAREER:

- No specific degree or license requirement
- Should have extensive background in education
- Undergraduate degree
 - Public Policy
 - Child Development
 - Educational Studies
 - many more
- Masters degree (optional)
 - Master of Art in Education Policy
 - Master of Science in Education Policy
 - Master of Public Policy
- Doctorate in Education Policy (optional)



Which route will you choose?



QUALIFICATIONS NEEDED:

- A *degree* in a related field is preferred
- Recommend a Masters or PhD
- Working knowledge of the legal aspects affecting policies
- An understanding of the relevant industry and market conditions

(glassdoor, 2021)

HOW TO ENTER THE FIELD:

1. Complete getting degree
 2. Building of network and gaining experience at first
 - Volunteering
 - First level entry jobs
 - Preferably in government
 3. Get job as a policy analyst in education
- What is your ideal timeline to complete these steps?



N.P- DIRECTOR OF LANDS, ENVIRONMENT AND ECONOMIC DEVELOPMENTS

- Works as Director of Lands, Environment and Economic Developments within Indigenous Services Canada in the Ontario region
- N.P works with a team and various stakeholders who all meet with indigenous leaders to solve their needs and wants
- Started in a small role with Service Canada and worked her way to her current position by competing for internal hirings



Indigenous Services
Canada

N.P'S PERSONAL EXPERIENCE

- Her role deals with the needs of First Nations Peoples which includes land claim settlements, making additions to reserves, particularly working with cash settlements or land and or both, etc
 - Works with a team of various different backgrounds including environment, land, education, technology, etc
- Got her undergrad at Glendon - combined honours with English and Computer Science in bilingual stream.

N.P'S PERSONAL EXPERIENCE

- Started off working for Canada Revenue agency where she did tax collections and from there worked her way up through internal hirings which led her to her current position
- Favourite part of her job is getting to meet with First Nations communities to work with them directly and help them with their needs
- Job does come with a sense of guilt sometimes as you want to help the communities as much as possible, however, you only have so many resources and funding

G.G: MANAGER OF ENGAGEMENT AND OUTREACH: FISHERIES & OCEANS WITH MARINE CONSERVATION & INTERNATIONAL POLICY COORDINATOR

- With a passion for international research and advocating, G.G felt like she needed to be involved with policy-making and decision-making within the government
- G.G is a great example of someone who diversified her experience throughout the years and found a job she didn't initially plan on pursuing



G.G PERSONAL EXPERIENCE

Canada 

- Has a background in public relations and environmental studies
- Worked at York University where she managed international recruitment and student programs
- Simultaneously she was advocating to the Canadian government to do more and better coordinate internationally - when it came to education
 - Which is what led her to her role in the government as a stakeholder in engagement and policy in connection to international education

G.G PERSONAL EXPERIENCE

- Later she moved assignments within the government and became the manager of engagement and outreach with the department of fisheries and marine conservation where her role consists of hiring a new team and defining roles
- She didn't always want to pursue this career path but by trying out different opportunities and constantly working her way to different roles she found a passion in a career she didn't ever think to pursue
- She is someone who loves to build diversity in her experience, thus, in the next 3-5 years will probably be in a different role which shows that there are many opportunities to grow within government careers
 - It's important to be aware of internal hiring or new position being opened up and then competing for them
 - No position is given to you- you must work and prove that you deserve them

SKILLS NEEDED FOR ROLE

- High organizational and time-management skills
- Strong analytical and problem solving skills
- Excellent verbal and written communication skills
- Good intrapersonal and social skills
- Strategic
- Ability to create a network

How many skills do you already possess?
What skills still need to be further developed?



PERSONALITY TRAITS NEEDED FOR ROLE

- Sociable & communicative
- A team player with the ability to contribute positively to a team environment
- A visionary, the ability to look at the big picture
- Good listener
- Notion of integrity to work as the best interest of the public

How many of these personality traits already apply to you?
What are some you can further develop?



KEY ASPECTS OF G.G'S JOB

- Working with groups of people to create and intact certain policies regarding ocean conservation and protection
- As the manager of engagement and outreach, building new teams with the goals to build a strategy of engagement to reach protection targets of Canada, build Indigenous communities and create curriculum and content
- When in the policy role, a typical week includes:
 - 60% of the time focusing on strategic alignment, connecting bigger government policies regarding climate change, support international commitments and how to meet them
 - 40% of the time is creating support products for the minister and the senior level manager to engage communities
- The most challenging aspect of her role is when thinking about ocean protection, it touches many communities, it changes certain communities such as Indigenous. It's very challenging but significant, must always listen to their concerns, full recognition in these communities

ADVICE

- Talk to as many people as possible to learn about the different opportunities out there
- Start off in an area that you're passionate about and then grow and branch out from there
 - Ex. G.G started off in an international education position and then branched out into the department of fisheries and oceans with marine conservation
- Apply to the Federal Student Work Experience Program
 - The government of Canada hires through this program and then directly bridge them into full-time positions upon graduation
 - [Youth and student employment - Canada.ca](https://www24.international.gc.ca/youth-student-employment-Canada-ca)
 - [Post-Secondary Recruitment - Canada.ca](https://www24.international.gc.ca/post-secondary-recruitment-Canada-ca)



ADVICE



- Experience is KEY!
- Even if you don't have an undergraduate degree that meets the requirements of a job - experience can heavily assist in that
- Experience can be more important and valued than a degree as it shows initiative
 - Ex. G.G did not have an education degree yet through her experience at York University was able to pursue a job within the government working within International education policies
 - N.P also did not major in her current field but by constantly competing for internal hiring positions she was able to develop skills through her experiences

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