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2006 CAMA Montréal Conference

Presentations from this year's speakers are now available on our website:

http://www.camacam.ca/conference_2006_presentations.asp

If you have any questions please contact the CAMA National Office for more information.

Board News

- Board meetings were held in Montreal on Sunday, May 28th, and the AGM on Tuesday, May 30th.
- The next Board meetings will be held in Waterloo, ON, from September 21-23, 2006, in Ottawa, from November 23-25, 2006, and then in London, ON, from March 1-3, 2007.

Member Profile

Norbert Van Wyk
City of Red Deer, AB

In 1998, Norbert Van Wyk became City Manager for The City of Red Deer after serving The City of St. Albert in the same capacity for eight years. Norbert works with a Senior Management Team (SMT) of three Directors and the Personnel Manager who effectively lead administration in implementing policies and programs set by City Council. SMT acts as the principal advisor to Norbert so that the Mayor and Council

receive professional advice and strong relationships are built with Council, staff and the public.

With 40 years experience in both the public and private sectors, Norbert brings a broad background to The City of Red Deer. In St. Albert, Norbert's experience included the positions of Deputy Treasurer, City Treasurer and finally the top administrative job of City Manager. Previous work experience includes work with the University of Western Ontario as the Financial Officer and as an accountant in the private sector.

Norbert has been a member of the Society of Management Accountants of Canada since 1975; the Canadian Association of Municipal Administrators (CAMA) since 1991; and, the International City Managers Association (ICMA) since 1991.

Norbert's experience with the Alberta Urban Municipalities Association (AUMA) has been extensive including participation in task forces and focus groups on revenue sharing, planning legislation, MGA regulations, and the provincial education tax requisition process. Norbert has also served on AUMA's Strategic Policy Development Standing Committee and is currently a member of the Community Infrastructure Committee.

Other local government involvement includes being the Board Treasurer of the Canadian Association of Municipal Administrators (CAMA) from 2001 – 2003, delegate to the Alberta Growth Summit representing local government in 1997, and Chair of the Edmonton Regional Water Customers Group from 1991 – 1997.

In his spare time, Norbert serves on the Board of Directors of the Alberta Workers' Compensation Board and also chairs the Board's Audit and Finance Committees. Norbert has also been an active community volunteer for organizations including the United Way of Central Alberta, United Way of the Alberta Capital Region, St. Albert Continuous Learning Community Steering Committee and the 1994 Alberta Winter Games.

Norbert earned his CMA designation in 1975 from the Society of Management Accountants of Canada and completed the Municipal Management Development Course at The Banff Centre School of Management.

In their leisure time, Norbert and his wife Suzanne enjoy golfing although their favourite times are those spent with their two sons and their families. They are most excited about a recent addition to their family that makes them first time grandparents.

**If you would like to be profiled in this section, or would like to recommend someone to be profiled, please contact Alycia Morehouse at alycia.morehouse@fredericton.ca, or CAMA Administration at the contact information below.*

Community Leadership/ Literacy Project

Learning Index Highlights Adult Literacy as Key Challenge

The Canadian Council on Learning (CCL) has released a new Composite Learning Index (CLI). CLI gauges Canada's performance on lifelong learning using 15 indicators. The indicators included availability of workplace training, volunteer rates, and literacy. Canada received 73/100 on our national lifelong learning report card.

The CLI shows that low literacy among adults is a serious challenge that is undermining Canada's overall performance in lifelong learning. Canada is doing a fairly good job of fostering literacy among students, but fared poorly on adult literacy. This supports the findings of the recent Adult Literacy and Life Skills Survey.

The CCL CEO Paul Cappon noted: "Canada has failed to prepare a large number of Canadian adults to meet their day-to-day challenges, despite the significant resources that all levels of government have committed to improving adult literacy."

(Adapted from Federal Literacy Facts, Movement for Canadian Literacy, May 2006.)

As municipal managers, we must continue to ensure that employees at all levels have the tools, resources and training to meet the demands of today's municipal workplaces. Lifelong learning is part of the solution. As with any skill base, we need to continually be able to keep it current with opportunities for training and professional development.

For more information on the Municipal Leadership Project, please contact Patricia Nutter @ (613) 264-0111; pnutter@lincsat.com

CAMA Awards Program

2006 CAMA Awards

Congratulations to the City of Saint John, New Brunswick, for winning the 2006 CAMA Education Award for a municipality with a population over 20,000, for their Outside Workforce Career Development System.

The Outside Workforce Career Development System is a training system designed to provide 294 Permanent Outside Workers of the City of Saint John the training support needed to advance, over the course of a Career, throughout the employment system, from the most junior Skilled Worker, to the Senior Leadership Level.

Intended to maximize service excellence and individual opportunity, the Career Development System was created under the current Collective Agreement with their Outside Workers. The Collective Agreement of 2002-2006 established an employment structure optimized to support employee development, effectively creating a "learning organization".

In general, the system emphasizes two critical components of development. The first is development of depth of expertise. Progression through the system is "vertical" with employees being trained for increasingly complex work tasks and processes associated with a particular "job stream" and with a particular set of customer-facing programs and services. Balancing this is development of the second critical component; breadth of understanding. Jobs are organized horizontally into 18 levels of employments, reflecting underlying commonalities across Career Streams. These commonalities include scope of technical knowledge required, scope of responsibility for operations, level of supervisory and managerial skill required, and degree of responsibility for the development of others. This is essentially the "Jobset" view of the employment system. The Career Development System provides training at every level to develop critical cross-functional competencies in these areas.

Implementation of the Outside Workforce Career Development System is the largest employee training and development initiative ever undertaken by the City of Saint John. This initiative represents not only an investment in their employees, but a commitment to the soundness of their business, and the future of their community. It is emblematic of a municipal government aligning itself to face the future with optimism and pride.

For more information on the Outside Workforce Career Development System, please contact Mr. John McIntyre, Manager of Human Resources, at 506-658-2866, or humanresources@saintjohn.ca.

Membership Notes

- To have a job posting appear in CAMA's job broadcast, and on our website, the cost is \$100 for members, and \$200 for non-members. For more information, or to have your job listed, please email admin@camacam.ca.

**The next CAMA e-Brief will be issued on Tuesday, July 4, 2006 (Monday, July 3, is Canada Day)
Look for the next Job Broadcast on Monday, June 26, 2006**

To have an item included in e-Brief, please contact Alycia Morehouse, at alycia.morehouse@fredericton.ca.

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