


TORONTO Public Health

Embedding Learning into Community Health Practice


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Objectives

1. To provide an overview of the Learn @ Work Week initiative.
2. To increase knowledge about the value of learning at work.
3. To increase understanding of a specific transferable learning activity which will assist participants to adopt a similar strategy.



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Learning Committee & Learning Champions

- Learning Committee
- Value of Learning

Competitiveness	Employee Performance	Employee Productivity
Relevance	Responsiveness	Succession Planning
	Staff Retention	



¹<http://www.cstd.ca/?page=LWW>

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Learning Committee & Learning Champions

- Learning champions are volunteers who :
 - promote the value of learning
 - provide feedback
 - role model




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What is Learn @ Work Week

Annual celebration recognizing the value of workplace learning and development.¹

Highlights the importance of the training and development.¹



¹<http://www.cstd.ca/?page=LWW>

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Participants Organizations



Learning that shapes who you are.

Learning @ Work Week 2013

Launched the Learning intranet site

Learning @ Work Week 2013

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Learning @ Work Week 2014

- Increased recruitment of learning champions
- Brainstormed 2014 activities with learning champions
- Obtained budget and approvals
- Developed a workplan

Learn @ Work Week 2014 Activities

Activities	Budgetary Considerations
Promotion of Learn at Work Week activities	100 Promotional posters (11"x22")

Learning @ Work Week 2014

Learn at Work Week
September 22nd to 26th 2014

Featuring

- Speed Networking Sessions
- Team settle contest - Prized
- Conflict Resolution Workshop
- Developing Learning Objectives Workshop

To register for the workshops and to enter the contest visit the Learning at TPH intranet site.
Click on the butterfly on the TPH intranet homepage.

Learn @ Work Week 2014 Activities

Activities	Budgetary Considerations
Promotion of Learn at Work Week activities	100 Promotional posters (11"x22")
Learning Quotes to pop up when staff access TPH Intranet site.	No cost

Learn at Work week 2014 – Intranet quotes

Toronto Public Health Intranet Search TPH Go

TPH Intranet City Intranet City Website

Home Learning Committee Staff Picks Conferences, Webinars and Workshops Online Learning Knowledge Transfer

Learning at TPH

This site will offer you access learning activities and resources as well as provide you with the opportunity to share learning across the division. The Learning Committee ensures the site is current and relevant and welcomes your thoughts and opinions on the site and any of the content.

You are invited to contribute to building a culture of learning at TPH by participating in Learn at Work week activities, engaging in Subject Matter Experts, contributing to Staff Picks and helping into knowledge transfer and leadership opportunities.

Learning Survey 2015
Take this 20 minute Learning Survey and enter to win some gift prizes.

Learn @ Work Photo Contest
TPH teams submitted a photograph of what inspires them to learn, we have the winners.

TPH Directorates
Overview and highlights of TPH directorates.

Education is the most powerful weapon we can use to change the world.
--Nelson Mandela

Learn at Work week 2014 – Intranet quotes

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Involve me and I learn.
--Benjamin Franklin

Learn at Work week 2014 – Intranet quotes

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If you are not willing to learn, No one can help you. If you are determined to learn, No one can stop you.

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Speed Networking session	Head sets, tags and ribbon
Conflict resolution	Head sets, tags and ribbon
Writing learning objectives	Head sets, tags and ribbon



Learn @ Work Week 2014 - Workshops

SPEED NETWORKING


conflict resolution






Learn @ Work Week 2014 Activities

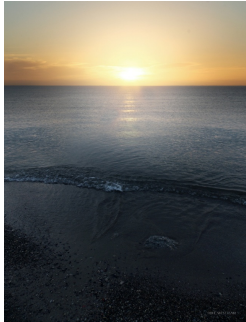
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Team Photo Contest	Training and development cost



Toronto Public Health | **Learn @ Work Week 2014 – photo contest**

Learn with the tides....

The dawn of the new day
 In the place where we live, work and play
 The water ripples leave markings in the sand
 As do the generations leave imprints on our land
 Learning is like the tide, constantly changing like the newest gadget in town...
 Calm time and ringtones, apps and downs,
 In spite of constant change, we remain
 Steadfast and ready....
 Like the sunrise we are hopeful, resilient and steady ...
 Making a difference in the lives of our clients and our community
 we know
 Will shine with the tidal flow....



Toronto Public Health | **Learn @ Work Week 2014 – photo contest**



Toronto Public Health | **Recommendations**

- Increase promotional strategies
- Increase staff participation
- Share success stories with other organizations
- Learn from others.



Toronto Public Health | **Tips for Motivating Staff**

- Secure senior management support
- Make it fun
- Provide good incentives
- Involve staff
- Promote widely



Toronto Public Health | **Questions**



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