

Ministry of Transportation

Trading Places Program

Program Description:

Employees are traded between the Ministry and consultant firms as projects or appropriate assignments become available. Typically this will be a one-to-one trade, however, separate secondments in and out of the Ministry and consultant firms can occur.

Benefits:

Ministry	Consultant
Knowledgeable owner status maintained; Employees utilize and expand technical skills working for consulting firms; and Assists with future partnering opportunities.	Exposure to aspects of Ministry operations where the Ministry is the technical expert (i.e. Traffic/electrical); Individual and corporate networking opportunities; and Better understanding of Ministry processes/standards/decision making and provincial perspective

Program:

Participants will be seconded to the Ministry or the Consultant (seconding organization) with a formal agreement (attached).

During the period of the secondment, the seconded employee is for all intents and purposes an employee of the seconding organization. As such, they are able to supervise staff, have signing/expense authority, use government vehicles, work in a regulatory capacity and/or have access to confidential or sensitive information.

If there are any specific concerns to do with a particular assignment they can be address in the secondment agreement.

Target Participants:

Lower professional levels or 'senior' professionals at a Regional Manager Engineering level or equivalent.

Marketing/Communications:

For both parties to get the maximum benefit from this proposal there is a commitment to look first to this process when opportunities come available.

Administration:

Participants seconded to the Ministry will be set up in CHIPS with a 'dummy' employee ID to ensure that they will be able to access I-Procurement and other government systems.