Technology and design for the common good

About Code for Canada

Code for Canada is a national nonprofit that enables governments to deliver better public services and empowers communities to solve civic challenges using technology and design.

Accelerating digital transformation in government

In the digital era, Canadians expect government services to be simple, straightforward and accessible, just like the digital products and services they use everyday. With so much at stake, some governments cannot meet these heightened expectations alone. At Code for Canada, we:

- Help governments fulfill their objectives and **deliver the services and solutions** the public expects - and deserve.
- **Build internal digital capacity** so that government teams can continue to succeed at meeting demand for stronger public services**.**
- Bring digital government and civic tech together, so we can facilitate knowledge sharing, break down silos and **work together towards a better Canada for all.**

Programs that meet your needs

Our programs are designed to deliver tech and design excellence while building digital capacity in government and civic capacity in the private sector.
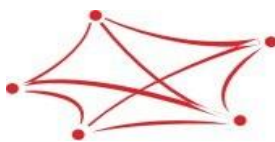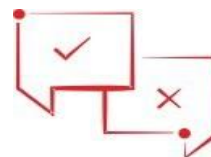
Civic Tech
Community
Network

Fellowship

Education &
Training

Civic Hall Toronto

GRIT

About the Fellowship

The Code for Canada Fellowship embeds digital professionals inside government, where they use their skills to help public servants address challenges by harnessing design and technology.

What the Fellowship can do for you

- Co-create a digital product or process that modernizes the delivery of a public service
- Facilitate progress on your digital technology government project
- Build your organization's digital capacity by familiarizing staff with modern digital methods and tools
- Act as a pilot for digital transformation by enabling your organization to transform the way it works together and serves stakeholders

Meet the Fellows

Code for Canada Fellows represent the brightest minds of Canada's tech and design sector - professionals with years of experience in their fields who are passionate about using their skills to make an impact. Fellows work in cross-functional teams of three, with **one developer, one designer, and one product manager** to build a great solution and demonstrate new ways of working.

What makes us different

As a nonprofit, our mission means we're committed to the public good, not profits or partner technologies. That means we can help governments of all sizes tackle their most pressing problems at a fraction of the cost of conventional vendors. What's more, we don't just make something and walk away, we build in the digital capacity your team needs to succeed long after we're gone.

Fellowship Case Study

CODE for CANADA

Fellows built *move,* a data platform that enables City of Toronto staff to efficiently use data to make streets safer for all road users

Working with the Big Data Innovation Team at the City of Toronto (BDDITO), Fellows built a user-friendly data platform that combined the flow of traffic and collision data into a searchable map and application where staff are able to make requests for and track data automatically.

move is just the start! The Fellowship catalyzed broader work towards an integrated data platform designed from the ground up to address current and future mobility.

Creating an integrated data platform for traffic investigators, enables a seamless workflow, from discovering data, to requesting counts, to completing investigation reports.

The Fellows worked iteratively, developing lightweight prototypes and refined the tool based on feedback from users. By engaging users early, and often the adoption of the tool was highly anticipated. Within 24-hours of launching there were 40-unique users on the platform.

City of Toronto employees described working with the Fellows as an encouraging experience and that Fellows were able to grasp their internal processes, challenges, and opportunities to improve the systems.
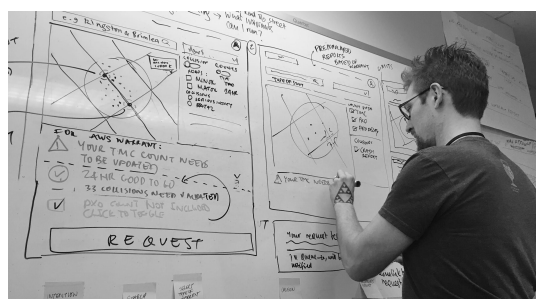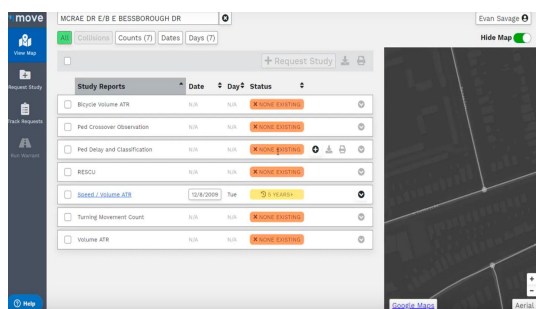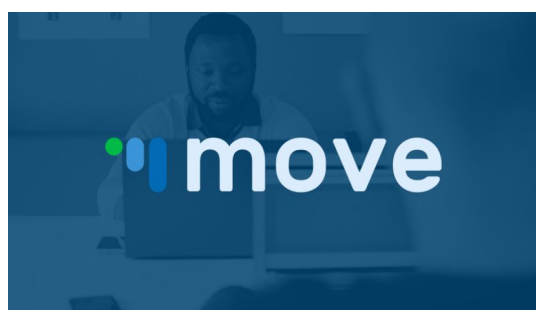
95%

Fellowship survey respondents in government who felt the fellowship met or exceeded expectations

> *It makes good business sense to prioritize and deliver features that unlock the most value. As an organization focused on service delivery, it's imperative that we embrace iterative development.*
>
> *-- Director, Traffic Management, City of Toronto*

Fellowship Case Study

Partner:

Public Service Commission of Canada

Cohort: 2018

Challenge:

The PSC was using a paper and pencil test for potential managers which meant the tests weren't accessible and qualified candidates leaving their HR pipeline

PSC introduces its first new technology stack in over 15-years to deliver more accessible screening for potential public sector managers

Like all fellowship teams, the team of fellows at PSC focused on the dual mission of the Code for Canada Fellowship to: deliver a great product or service and build digital capacity within the public sector.

The team set out to build a modern testing platform to replace the paper "in-basket" tests given to those applying for management positions with the Government of Canada. In nine months they were able to build (and iterate on) a tool. In order to met their timeline, and for meaningful work to continue fellows knew they would need to bring in new systems.

As a direct result of the fellowship, Canada's Public Service Commission has updated its tech stack to include modern tools like ReactJS, Django and Docker. Using these tools, the PSC now has a prototype working on a private cloud (an instance of Azure Stack provided by Shared Services Canada), which will allow the PSC to invest in an automated cloud pipeline.

eMIB

New test content

Digital assessment platform

Supervised paper testing

Using this new technology stack, fellows built a digital solution to replace the paper-based system with an email inbox simulation (eMIB). eMIB is going to give candidates the best chance to succeed when applying for a job, by providing them with a modern, accessible assessment experience.

Developer Tools   Front End   Back End   Server + Containers
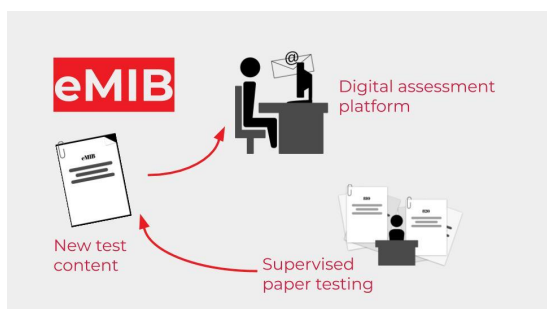
Why is this important? It will let us iterate quicker & use modern coding languages that our designers & data scientists are asking for

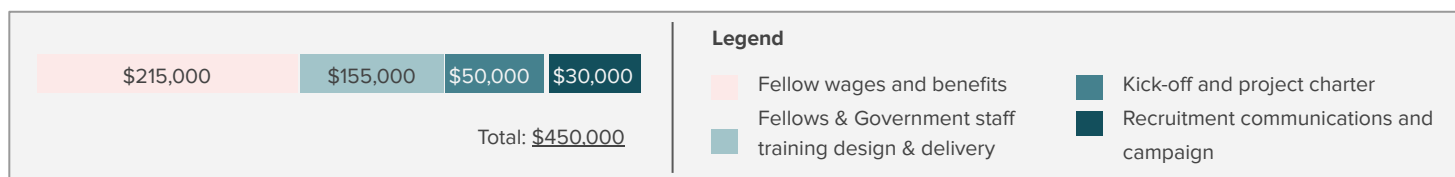*--CIO, Director General IT Services, PSC of Canada*

Fellowship: Get Involved

See if the Fellowship is right for you. Talk to Kevin, our Partnership Development Lead at kevin@codefor.ca and get started,
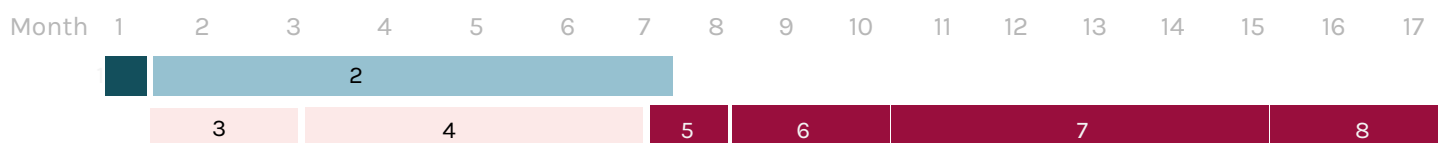
The impact and cost of the Fellowship

The Fellowship offers a carefully designed combination of delivery and digital training. It lays a strong foundation for digital transformation within public sector organizations while minimizing the risk and overhead associated with organizational change initiatives. **The Fellowship is great for teams that have already planned technology projects, but are keen to approach them in new ways *while* training up staff.**

$215,000	$155,000	$50,000	$30,000

Total: $450,000

Legend

- Fellow wages and benefits
- Fellows & Government staff training design & delivery
- Kick-off and project charter
- Recruitment communications and campaign

The Fellowship Timeline

Month 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17

| 2 |
| 3 | 4 | 5 | 6 | 7 | 8 |

1 Fellowship kick-off

3 hours

The kick-off event marks the beginning of the Fellowship program. It lays the groundwork with your organization and kick starts digital transformation.

2 Project Charter development

Up to 6 months

Code for Canada works with partners to develop the Project Charter - the governance document that summarizes the program objectives, activities and expected working relationship between your staff and the Fellows.

3-4 Fellowship Recruitment

4 months

Code for Canada manages recruitment of Fellows from end-to-end. Our meticulous recruitment process secures highly skilled and passionate talent.

5 Onboarding

1 month

Code for Canada staff spend four weeks ensuring Fellows are equipped with the skills and knowledge needed to work with government teams. Code for Canada also provides one week of training to our government partners.

6-8 Fellows residency in government

9 months

Fellows spend 9 months working alongside their government partners to deliver a new digital tool or product. The 9-months are divided into the following key phases:

- User research & prototyping
- Iterative software development & user testing
- Transition & sustainability