

**Succession Planning Fund
for Yukon Government Employees**
- an *IPS* initiative -

Program Overview

Part of the *Investing in Public Service – serving Yukon people* (IPS) initiative, the Succession Planning Fund assists departments which are transitioning to new ways of delivering service following their succession planning initiatives. Money is available for departments which require short term support in order to respond to changing internal or external factors that require the department to deliver services and programs in new ways.

For example, funds are available to:

- help build new capacity or competencies within existing positions
- transfer knowledge formerly held in one position to several positions
- transition positions towards new methods of delivering programs and services
- support temporary or auxiliary overlap
- bring back retired workers for a short period of time
- help train new or existing staff
- complete the immediate work of the department while positions and processes are in transition.

To access this funding the departments must have completed strategic and workforce planning and be able to demonstrate how this short term funding would enable them to meet identified succession planning goals within the required timelines.

Funding application process

Departments will apply for funding by making a presentation to DMHRC on their plan. Funding is available for up to one year. Each proposal would be considered on a case by case basis. The proposals and the presentation should outline:

1. Details regarding the mandate of the organization and the business need for succession planning funding;
2. Details of the planning processes followed;
3. Details of the strategic, operational, and workforce plans and an explanation of how the funding will support the department's immediate and long terms plans; and
4. The amount of dollar support requested and time frame required for support.

For more information on the Succession Planning Fund, please contact Tracey Johnson at 867-667-3711 or <mailto:tracey.johnson@gov.yk.ca>