

EC2021-1679

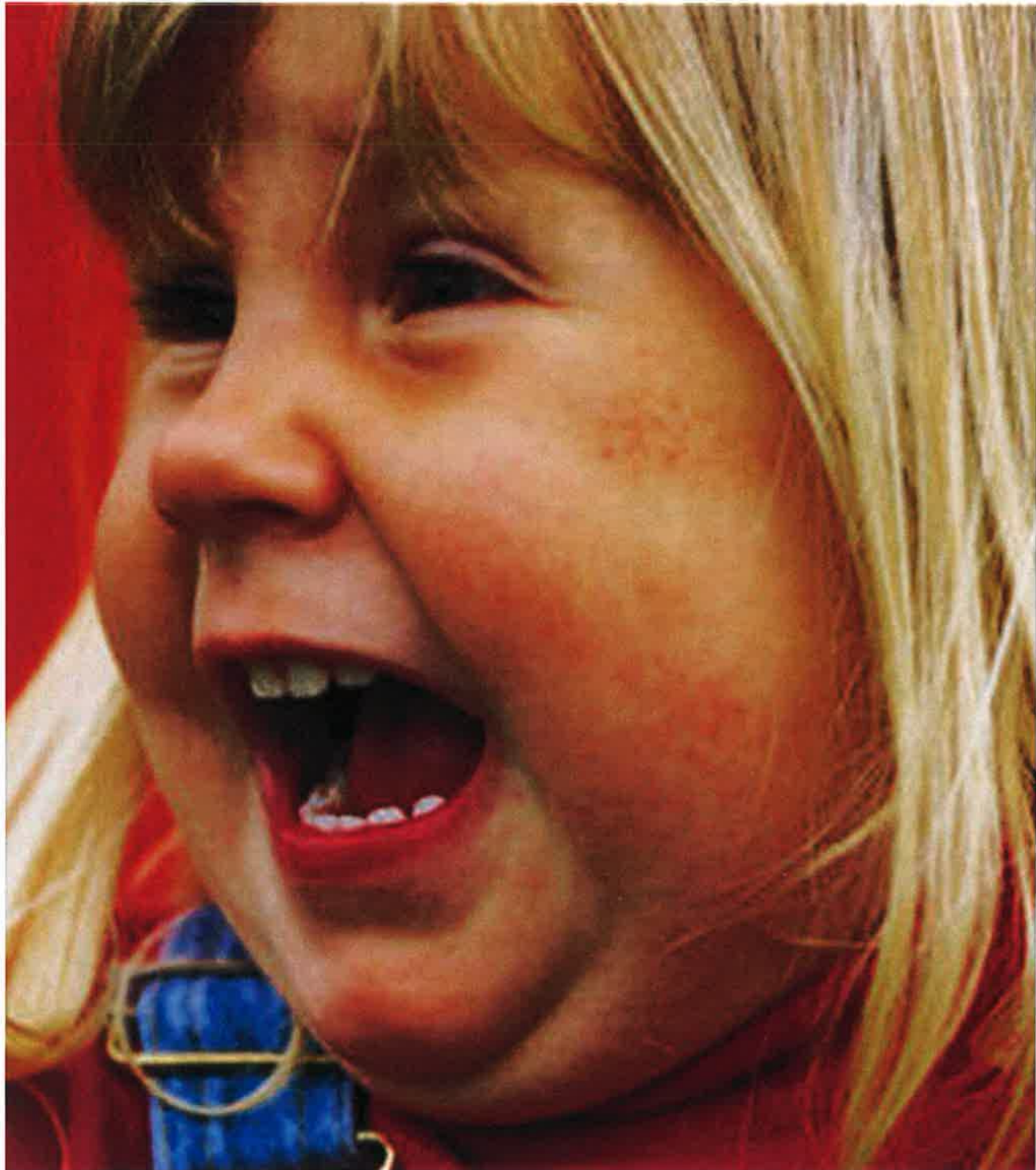
# Learning to Adapt

Calgary



**calgary** economic  
development  
be part of the energy

**CityXLab**  
From Place to Experience



CITY OF CALGARY  
**RECEIVED**  
IN COUNCIL CHAMBER  
DEC 14 2021  
ITEM: 7.2 EC2021-1679  
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CITY CLERK'S DEPARTMENT

A city used to be defined by its proximity to natural capital. Today, a city is defined by its human capital.



Calgary's legacy talent development system was designed in an era where competencies were stable and maintained their economic value over a 30-year work life.



47 years



Talent development is provincial

An adaptive talent development system must shift the prioritization from domain-specific competencies to enabling competencies.

Short-Cycle 

← - - - - Domain -Specific Competencies - - - - →



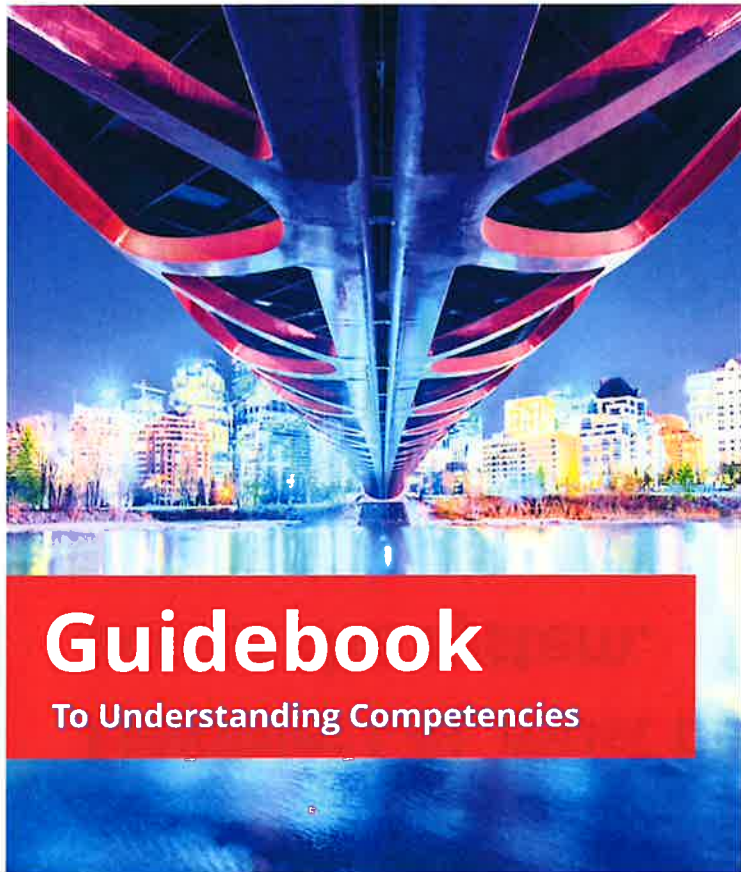
← - - - - - Adaptative Capacity - - - - - →

Talent development is local

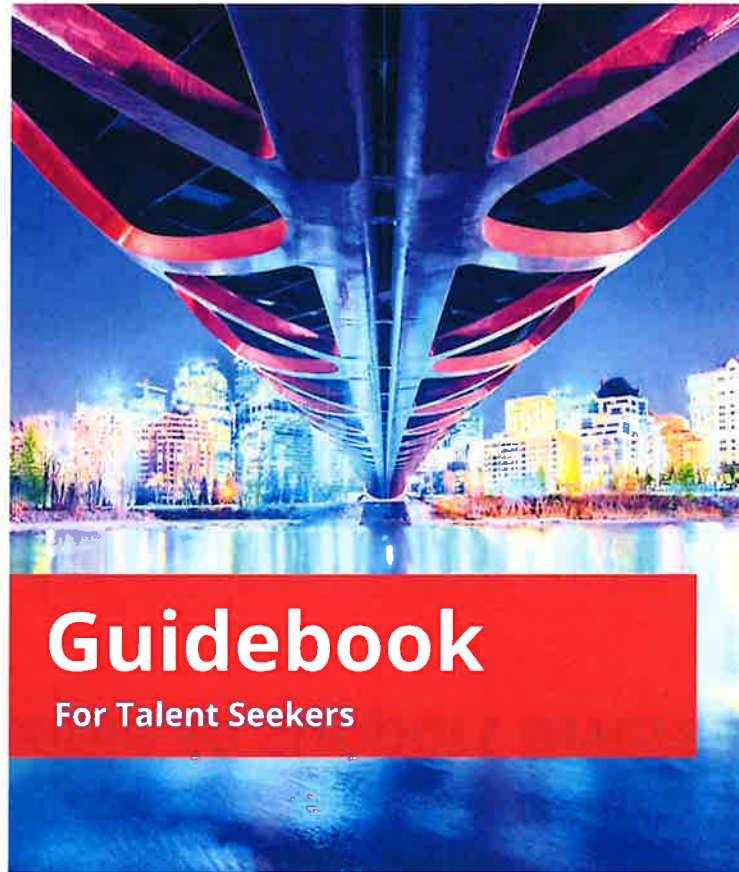








**Competencies for Life** 



**Competencies for Life** 



**Competencies for Life** 

# Insights

**Employers:** Success of C4L will be driven by employer engagement.

**Flexible:** C4L must be flexible to support diverse talent developers across the system.

**Enabling Competencies:** The critical role of enabling competencies is not widely or consistently recognized or prioritized by key stakeholders.

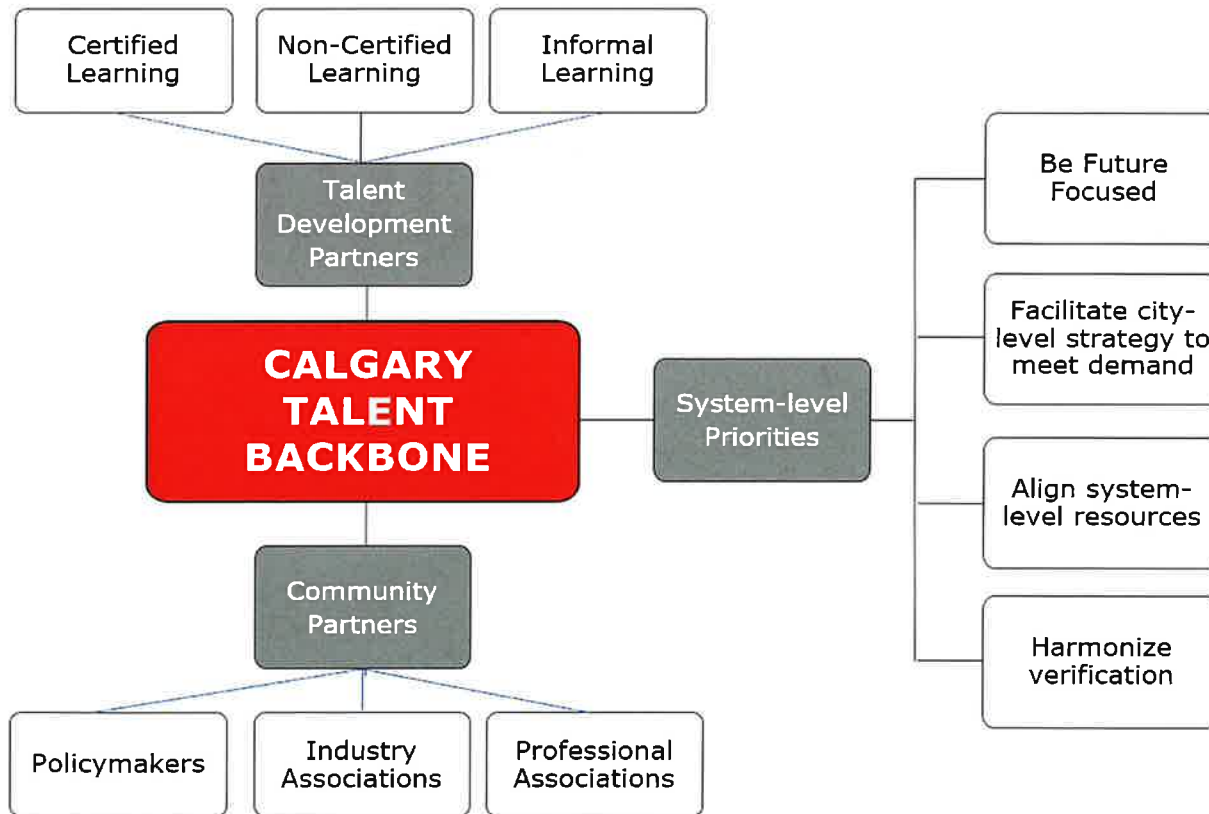
**Purpose-based:** C4L must be integrated with purpose-based talent development programming to maximize impact.

**Verification:** Harmonized assessment and verification are essential for C4L to achieve scale.



# Path Forward

## Calgary Talent Backbone



## City-level Verification

- Develop mechanisms to enable city-level competency assessment and verification.

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