

College Employer Council 2020-2021 Strategic Plan

College Employer

Council  **Conseil**
des employeurs des collèges

November 26, 2019

2020-2021 STRATEGIC PRIORITIES

Mission, Vision, and Values

Mission Statement

To enable the strategic direction of colleges by providing expertise and support that results in productive labour and employment relations, sustainable compensation and benefits, and leveraging knowledge across all 24 Colleges

Vision Statement

To ensure a strong labour and employment environment that fosters College's ability to provide the highest quality education.

Core Values

CEC has a set of core values that guide our behaviour, underpin operational activity and provide focus to the organization. They include leadership, trust, integrity, collaboration, respect, and professionalism:

- **Leadership** – We lead by committing to continuous personal and organizational development.
- **Trust** - We create, build and maintain trust by being honest, open and transparent.
- **Integrity** – We aspire to do the right thing and be consistently committed to the CEC values.
- **Collaboration**– We help each other succeed through collaboration.
- **Professionalism** – We hold ourselves to the highest standards for delivering results.
- **Respect** – We listen, accept differences and work together.

Strategic Priorities

1. **To strive to ensure colleges have productive labour and employment relations.**
2. **To strive to secure and provide college employees with industry leading affordable benefits.**
3. **To be a reliable resource to colleges for employment, labour, and benefit best practices and information.**
4. **To strengthen and develop CEC organizational capacity, resources, and tools for succession.**

Highlight of Some of CEC's 2020-21 Goals and Objectives

Strategic Priority 1

To strive to ensure colleges have productive labour and employment relations.

CEC will conclude the initial implementation of the Part-Time Support Collective Agreement and identify potential issues arising from a first Collective Agreement so as to prepare for its renewal.

CEC wants to reinforce and maintain a productive relationship with OPSEU built on trust, collaboration and openness thus enhancing our ability to ensure fair labour relations within the economic realities of our sector.

Strategic Priority 2

To strive to secure and provide college employees with industry leading affordable benefits.

CEC will develop the new college benefit audit process and procedures and communicate to all 24 colleges to create best practice and training. CEC wants to provide a better understanding of benefit requirements and expectations for Colleges. CEC wants to be best positioned to provide support to College HR staff.

Strategic Priority 3

To be a reliable resource to colleges for employment, labour, and benefit best practices and information.

CEC will develop and publish annotated Collective Agreements for use by College management so as to establish better assistance to colleges in the interpretation of the CA and facilitate the transmission of information as part of succession planning both at Council and in the Colleges.

A consideration of developing an E-Learning Plan for HR, Benefits, Employment, and Labour issues in coordination with Centre of Excellence is a goal to assist with succession planning and training and create greater understanding of the work CEC undertakes for the College sector.

Strategic Priority 4

To strengthen and develop CEC organizational capacity, resources, and tools for succession.

Review current website to identify accuracy of posted information and develop and implement a plan to ensure relevancy so as to provide improved training and accuracy of information.