

*December 1, 2014*

## **Potential improvements coming to Gateway Online**

Representatives from across the province who work in the area of payroll administration took part in a rapid process improvement workshop during the first week of November with the goal of streamlining the talent entry process in Gateway and making it easier to map those talents to job qualifications.

The good news coming out of this event is that significant improvements will be made to the talent profile area of Gateway – improvements that will make entering and administering talent in the system much more efficient. The improvements have not yet been implemented in the live environment as they are still being tested by the vendor.

The team identified improvements like:

- Simplifying the drop-down list of available training options, which will make it far more efficient for employees to enter their skills and talents in Gateway and increase the mapping rate of those skills and talents to job qualifications;
- Cleaning up the number of talent entries in the system by removing redundant ones and streamlining others; and
- Reducing the number of entries in the master job qualification table to a size where the current provincial payroll system is no longer negatively impacted; the goal is that once the changes are implemented, payroll specialists will no longer have to maintain a high-memory version of the payroll system (iHRIS) to accommodate the growth of talents entered and stored in the system, which will help to ensure the future sustainability of our payroll system.

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Pictured above: 3sHealth CEO Andrew Will delivering opening remarks at the event report-out.

Once the improvements are implemented:

- Data about employees' talents will be captured much quicker (74 per cent fewer mouse clicks when entering talent), more succinctly (72 per cent reduction in duplicate or incorrect entries) and will be far more accurate (going from 14 per cent of courses and training successfully mapped to job qualifications to 75 per cent by the end of the event);
- Staff will be able to have more confidence they will get the full credit for the skills and education talents they have entered in the system when applying for a position; and
- Managers will be able to feel more confident that they are getting accurate information about prospective candidates, as talents that are entered in the system will be better mapped to job qualifications, thereby helping hiring managers better gauge an applicant's "fit" for a given position

**What participants said about coming changes**

"These will cut down on issues being logged about talents not being mapped. The Lean process and tools helped our ability to work with users from other regions. I can now spend time on other projects." – Wendy Shabatura

"This event will result in more concise information and more accurate reporting." – Carol Rohovich

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“This RPIW will lead to a much cleaner database, improving our ability to manage employees.” –  
Rhonice McMaster

**How the talent profile works**

All health system employees have the ability to log into Gateway Online and add specific professional skillsets they have obtained prior to or during their work career. They can also add educational achievements, like degrees or certifications they may have recently achieved, or any kind of training program they have completed. The idea is that once these skills and talents are entered in Gateway, they can then be mapped to job qualifications in available positions. This mapping helps hiring managers align an applicant’s skillsets to the requirements of the job.