

00:11:52.000 --> 00:11:59.000

Hi! everyone. welcome to Well, you know i'll wait another moment while people slowly trickle in.

00:11:59.000 --> 00:12:11.000

But what I'll Say is Hello, and welcome to today's Round Table discussion about what, whether or not master's degrees are needed in government.

00:12:11.000 --> 00:12:20.000

My name is ula and I work at a political where i'm a content designer, and i'll just be moderating today's discussion.

00:12:20.000 --> 00:12:30.000

So facilitating the the the Q. and a and just kind of guiding, guiding all of us through through this through through the talks that we'll be hearing. so.

00:12:30.000 --> 00:12:40.000

It would be really great to hear from you all so please let us know where you're joining us from, and and what you do by posting in the chat.

00:12:40.000 --> 00:12:49.000

So if you could just write, you know where you are in the world what your job is.

00:12:49.000 --> 00:12:55.000

That would be really great. Let's see let me get the chat up so that I can see what everyone is saying.

00:12:55.000 --> 00:13:07.000

Alright i'm not saying any responses yet so i'm gonna keep keep encouraging you to to share where you're coming from, and what your job is but i'll keep i'll just keep chatting

00:13:07.000 --> 00:13:21.000

while you all while you all slowly start to submit some responses So I'm. I'm delighted to be part of today's Round Table discussion, where we'll be exploring a question that actually started on a political Q.

00:13:21.000 --> 00:13:35.000

And a page which was actually do you need a master's degree and government and actually since then we've also had a couple of articles published on the topic, and they're just generally seems to be a lot of interest

00:13:35.000 --> 00:13:40.000

and and a lot of sort of, and there is a lot of questions that people have about it.

00:13:40.000 --> 00:13:46.000

So we'll be hearing from 4 members of the a political community

around the world to hear their perspectives.

00:13:46.000 --> 00:13:56.000

And I hope you'll all join in with your own perspectives, using the chat for those of you who may be joining us for the first time.

00:13:56.000 --> 00:14:05.000

A political is a network and learning platform used by over a 170,000 public servants and policymakers from 170 countries.

00:14:05.000 --> 00:14:16.000

Our mission is to build 20 first century governments that work for people and the planet by putting the best knowledge and skills at the fingertips of public servants around the world.

00:14:16.000 --> 00:14:21.000

We do this through events, courses, and our knowledge, sharing platform and network.

00:14:21.000 --> 00:14:35.000

No, i'm just gonna yet again, encourage you if you join in the time that I was speaking to just right in the chat where you're coming in from, and and what you work on. But and and while you all keep doing that i'll just get a couple of

00:14:35.000 --> 00:14:46.000

textbook notes out of the way. we're going to be recording this session, and we'll host it online on the a political website via venue. We're doing this so that the participants and a political members can

00:14:46.000 --> 00:14:55.000

review the content on demand to further their learning. It will also enable us to share the content with any participants who are unable to make it to the session.

00:14:55.000 --> 00:15:01.000

Please be aware that viewers of the recording may be able to see your zoom username.

00:15:01.000 --> 00:15:05.000

If you come off mute, if you have your camera on, they may be able to see your face.

00:15:05.000 --> 00:15:18.000

In addition to any information contained in your background, please let me, or one of my colleagues know if you have any questions or concerns about a political making, the recording available in the manner described.

00:15:18.000 --> 00:15:25.000

If you have any further questions, you can find the contact details of our data protection officer at the footer of our homepage.

00:15:25.000 --> 00:15:32.000

We have live transcription available on this call that you will see on all your screens.

00:15:32.000 --> 00:15:41.000

If you would like to turn this off, then you can locate the settings at the bottom of your screen by clicking on live transcription and selecting hide.

00:15:41.000 --> 00:15:55.000

So today We're fortunate to have karen Carlton, Jessica may Jacqueline Castle, Kramer and Daveya Cardi joining us for our conversation but before we introduce everyone it would be really

00:15:55.000 --> 00:16:13.000

great to see who else is in the room so if you're comfortable doing So Please just go and to gallery view and the top left hand corner, and then turn your camera on and give everyone a nice big wave sound i'm

00:16:13.000 --> 00:16:23.000

waving alright i'm saying i'm seeing a couple of people turning their cameras on alright, that's great, thank you all so much.

00:16:23.000 --> 00:16:34.000

So we're gonna start off with a couple of poll questions as our last super, just important as our last few participants are joining, just to get to know everyone in the room a little bit better.

00:16:34.000 --> 00:16:44.000

If you've joined zoom using your web browser you may not be able to see the poll questions. so i'll read them out, and you can respond using the chat window.

00:16:44.000 --> 00:16:52.000

So let's see i'm gonna I our first question should be coming up in a moment, so i'll just wait for it to appear.

00:16:52.000 --> 00:17:00.000

Alright, here we are. So first question: How do you feel that your level of education has impacted your advancement?

00:17:00.000 --> 00:17:04.000

So option. One it's hampered my advancement option 2.

00:17:04.000 --> 00:17:13.000

It's helped my advancement option 3 it has an impact in my advancement. All right. I'll give everyone a moment to vote.

00:17:13.000 --> 00:17:30.000

We'll see, let's see oh, lots of voting alright, and and since i'm watching the sort of the answers coming in. I can see how quickly they're changing but I think it seems like everyone has stopped.

00:17:30.000 --> 00:17:40.000

Voting. So I think we can probably conclude that it ha! It's helped my advancement.

00:17:40.000 --> 00:18:00.000

Okay, that's great to know all right? so next question let's see is do you feel dash have you felt pressure to get a master's degree?

00:18:00.000 --> 00:18:06.000

Alright. we've got a we've got an interesting race between yes and sometimes at the moment.

00:18:06.000 --> 00:18:19.000

But no is starting to pull forward. Alright, Okay, right? It seems like people have stopped voting, and it actually seems really close.

00:18:19.000 --> 00:18:24.000

So with sometimes only a little bit further ahead but that's kind of interesting.

00:18:24.000 --> 00:18:31.000

It feels like there are a lot of different different perspectives and different ways that people are feeling about about higher education, government.

00:18:31.000 --> 00:18:45.000

Alright question 3 i'll share those okay okay final question.

00:18:45.000 --> 00:18:49.000

Do you think it's necessary to have a master's degree to succeed in government?

00:18:49.000 --> 00:18:55.000

Okay, I can confidently say that i'm not sure is very much pulling ahead.

00:18:55.000 --> 00:19:09.000

If you think that if there's something else that's necessary to, you know, if you want to contribute something else to this. if there's another answer, please just share it in the chat but all right, it looks like we're

00:19:09.000 --> 00:19:18.000

like i'm Not sure it's kind of decidedly the answer, which is helpful, because I guess that's what we're about to explore for the rest of the for the rest of the hour.

00:19:18.000 --> 00:19:26.000

Okay, So we have 4 fantastic speakers who will be leading our discussion today.

00:19:26.000 --> 00:19:36.000

Our first speaker is Karen Carlton, who is a quality and training officer with the government of Alberta.

00:19:36.000 --> 00:19:46.000

She knows firsthand the challenges of being a highly qualified candidate, once described as quote, having more degrees than the thermometer end quote.

00:19:46.000 --> 00:19:53.000

She holds 2 master's, degrees 2 bachelor's degrees, 2 postgraduate certificates, and a designation and project management.

00:19:53.000 --> 00:20:02.000

Our second speaker is Jessica May, who is a civil servant in the government of Jersey, working in public health policy.

00:20:02.000 --> 00:20:15.000

She completed a masters in public health in 2,011, and has been working in government for 9 years with a focus on reducing preventable disease through implementing policy around nutrition obesity and other lifestyle risk

00:20:15.000 --> 00:20:19.000

factors. Our third speaker is Jacqueline Castle.

00:20:19.000 --> 00:20:28.000

Kramer, who is a policy and standards analyst with Manitoba Health and Winnipeg, Manitoba, Canada, I assume.

00:20:28.000 --> 00:20:41.000

Yeah, probably to her 12 years in provincial government she had a varied and colorful career in grain, transportation, policy, rail transportation, university administration, tourism, and the arts.

00:20:41.000 --> 00:20:52.000

She has strong personal interest in citizen, patient engagement for policy development, particularly with persons affected by mental health problems and illnesses.

00:20:52.000 --> 00:20:56.000

The socio-culture is the socioeconomically disadvantaged and indigenous Canadians.

00:20:56.000 --> 00:21:01.000

Jacqueline is a graduate of the University of Winnipeg and the College univoxy tale.

00:21:01.000 --> 00:21:05.000

The Sam Boniface and the lifelong learner.

00:21:05.000 --> 00:21:14.000

Our final speaker will be Dabia Cardi, who is the Senior Director for strategic and corporate planning at the Forestry Department of Jamaica.

00:21:14.000 --> 00:21:23.000

Ms. Cardi is an international forest policy expert who has been active in the Un Forum on forests and is a member of the Un Ff.

00:21:23.000 --> 00:21:27.000

And formal advisory group on the Global Forest goal.

00:21:27.000 --> 00:21:40.000

Forest Goals report 2021. She holds a master of arts, degree, and international political economy from the University of Kent Russell School of International Studies, specializing in development policy.

00:21:40.000 --> 00:21:56.000

She has suffered a certification and training in policy and planning areas such as governance, strategic planning, enterprise, risk management and project management as well as enforced sector related areas, including the ipcc forestry and

00:21:56.000 --> 00:22:05.000

other land uses from institutions locally and overseas alright, so each speaker will kind of speak for for 3 to 5 min.

00:22:05.000 --> 00:22:14.000

Just to warn each of you. I will sort of gesture a little bit up the 3 min, Mark, and then I will cut in and cut you off at the 5 min.

00:22:14.000 --> 00:22:22.000

Mark. So so just to just to issue a warning so with that i'm just going to hand over to Karen.

00:22:22.000 --> 00:22:33.000

Thanks baby. Well, in thinking about do we really need a Master's degree, if you're it doesn't mean to believe my response could be, it depends on the job.

00:22:33.000 --> 00:22:42.000

So an expert protecting folder levels and wastewater a pulse potentially would not.

00:22:42.000 --> 00:22:49.000

So I think the resources call. I often talk about the minimum recruitment standards and their equivalency.

00:22:49.000 --> 00:22:56.000

For example, in some public sector organization, 6 years of experience is, could be taking the of a master.

00:22:56.000 --> 00:23:01.000

So for me. I tend to get interviews. when I remove degrees from my resume.

00:23:01.000 --> 00:23:08.000

Some call it dumbing yourself down, but other see, it is more of a targeted CD.

00:23:08.000 --> 00:23:11.000

With wealth and education. So you're not giving the hiring manager on the Hr.

00:23:11.000 --> 00:23:15.000

Apple laundry list really, and applying for project management rules.

00:23:15.000 --> 00:23:23.000

Hiring measures Do not care, of course, sometime.

00:23:23.000 --> 00:23:27.000

Now just do fear the highly or overflow 5 candidates.

00:23:27.000 --> 00:23:36.000

They could be, seeing that, intimidating, potentially threatening their confidence, they might worry more money elsewhere.

00:23:36.000 --> 00:23:51.000

And I think for me personally that's why selling your experience, your skills, and your drive to that position are really essential

00:23:51.000 --> 00:23:59.000

Alright Great thanks, karen so i'll just encourage everyone as as everyone is speaking.

00:23:59.000 --> 00:24:08.000

If you have any questions that come up while they're while they're they're talking, please, just write them in the chat, and then we'll make sure that we get around to them, and that I direct them at the at the

00:24:08.000 --> 00:24:12.000

right speaker during the Q. and A. and so with that I'm.

00:24:12.000 --> 00:24:19.000

Actually going to hand over to Jess

00:24:19.000 --> 00:24:26.000

Hi, everybody! i'm delighted to meet you all virtually huge apologies for very shaky.

00:24:26.000 --> 00:24:31.000

Ness of my phone i've just i'm having issues with zoom.

00:24:31.000 --> 00:24:35.000

But i'll try and try not to wobble around too much.

00:24:35.000 --> 00:24:44.000

So just diving in, then, to the question as to whether or not you need a master's degree. I would definitely agree with Karen.

00:24:44.000 --> 00:24:48.000

It really does depend on the job. I think you know obviously some

jobs.

00:24:48.000 --> 00:24:59.000

You do really require that that skill set, and that confidence which comes with that more kind of technical level of education.

00:24:59.000 --> 00:25:09.000

High level of education and just breaking you know a couple of different areas down. I think festival securing a job in government.

00:25:09.000 --> 00:25:14.000

I think a masters does definitely give give you an edge.

00:25:14.000 --> 00:25:19.000

I know in Jersey we we are quite a small jurisdiction.

00:25:19.000 --> 00:25:34.000

We don't require masters, even at the senior levels it's not really considered achievable that we'll always be able to recruit if we if we have that as a as a prerequisite but if we do

00:25:34.000 --> 00:25:47.000

see a candidate with a master's degree. it's you know, in a relevant field to the job they're applying for it's a really it's a really strong edge that that candidate would have

00:25:47.000 --> 00:26:01.000

I think, saying that if you see someone with you know a clear interest in the area, someone that's sort of done some shadowing experience really tried to get on the ground knowledge and understanding of the area and they're clearly, passionate about

00:26:01.000 --> 00:26:09.000

it Then I think that that serves just as well. I think, moving on to doing well in the job.

00:26:09.000 --> 00:26:14.000

I think that a masters I know for me doing a public health.

00:26:14.000 --> 00:26:25.000

Masters really gave me confidence, and, I think gave my manager confidence in my ability to job and helped me succeed and be cremated within my current kind of area.

00:26:25.000 --> 00:26:30.000

Specifically around the technical modules around public health.

00:26:30.000 --> 00:26:38.000

And I studied definitely have enabled me to take on challenges and projects that I wouldn't have the confidence to otherwise.

00:26:38.000 --> 00:26:44.000

I think it's advancing your career once you're actually within civil service.

00:26:44.000 --> 00:27:02.000

I think that's that's another kind of situation again and I think my observation has been that you're kind of qualifications and education level isn't ready to driving force for advancing your career once you're in the civil

00:27:02.000 --> 00:27:11.000

service service. it's more about the connections it's more about into personal skill, confidence, communication, and partnership building.

00:27:11.000 --> 00:27:25.000

I'm really the person that you are and I think that comes a lot of experience on the job, working with different types of people and diverse sets of stakeholders, and that gives you that confidence and ability to promote yourself

00:27:25.000 --> 00:27:30.000

and really build the relationships that will help advance your career.

00:27:30.000 --> 00:27:43.000

Once you're actually you know within the civil service I think again, just as a hiring manager I think that it really is.

00:27:43.000 --> 00:27:48.000

It really is key to have the right expect expertise and qualifications.

00:27:48.000 --> 00:27:56.000

But it's i'd say more importantly about the person and those skills the into personal skills.

00:27:56.000 --> 00:28:06.000

The experience, the ability to build strong working relationships which really shines through when you're interviewing a account a candidate.

00:28:06.000 --> 00:28:11.000

And I think the actual person and the characteristics you have on more important.

00:28:11.000 --> 00:28:18.000

Then any kind of qualification you have

00:28:18.000 --> 00:28:31.000

Alright. Thanks so much Jess thank you I'm now going to hand over to Jacqueline

00:28:31.000 --> 00:28:35.000

It does help if one takes oneself off mute.

00:28:35.000 --> 00:28:42.000

Good morning. and Daisy, If we could get that slide up on screen now, that would be great.

00:28:42.000 --> 00:28:47.000

Thank you. So I wanted to start first off by just show you folks.

00:28:47.000 --> 00:29:02.000

These are excerpts of good advertisements that I just found this week on the Manitoba Provincial government website as well as the Saskatchewan Provincial Government. website.

00:29:02.000 --> 00:29:12.000

And just to call your attention to that one line that I cut out there, and the first qualification on both post secondary education, preferably at a master's level. and economics.

00:29:12.000 --> 00:29:21.000

Political science, statistics, or related field and then there's that little caveat at the end, that equivalent to combination of education and experience.

00:29:21.000 --> 00:29:24.000

They also be considered, and I thought well, maybe i'm just imagining it.

00:29:24.000 --> 00:29:34.000

Maybe it's just that type of thing and if I i'm gonna look at one other province that's equal when size and composition to our own is very clear to manager.

00:29:34.000 --> 00:29:39.000

But in terms of population. And again, you can see that a graduate degree is definitely desirable.

00:29:39.000 --> 00:29:44.000

It's one of the highest level qualifications that people look for.

00:29:44.000 --> 00:30:01.000

Now that being said, I don't have one I have a bachelor's degree from universities, and the certificate from the I think, helping back a little bit but as I've gotten older and become

00:30:01.000 --> 00:30:07.000

more experience that has changed. daisy. We can take this slide down now.

00:30:07.000 --> 00:30:20.000

So things I wanted to build on from the other the other participants actually was some of the things that I've used to overcome my lack of having a master degree.

00:30:20.000 --> 00:30:28.000

First and foremost, additional education grab every single opportunity that I can to enhance my knowledge.

00:30:28.000 --> 00:30:39.000

Presbyteria skills. we have an organizational staff development team in the government of Manitoba that offers all kinds of courses, Many of them.

00:30:39.000 --> 00:30:46.000

Now online, most are free of charge, and every time something comes up that I think that add to my toolbox.

00:30:46.000 --> 00:30:54.000

I take it. and then I keep track of all the learnings that I've done from that sex with professional associations with.

00:30:54.000 --> 00:31:06.000

I first joined Manitoba Government, I immediately was invited for something to call the new professional network, which is a network of public servants that have are within the first 5 years of their career.

00:31:06.000 --> 00:31:12.000

And then it gives them an opportunity to network with each other and to participate in educational sessions.

00:31:12.000 --> 00:31:16.000

I just learned from each other mentor each other, and I found that that was really helpful for me.

00:31:16.000 --> 00:31:22.000

Coming in from private industry into government, because many of you know it totally different.

00:31:22.000 --> 00:31:27.000

Kettle of fish government. the institute for public administration Canada as well.

00:31:27.000 --> 00:31:44.000

We've got a manage of a chapter. and I found that one incredibly useful mentoring was something that I did quite a lot when I found staff members within my department, but not that I directly worked for I you often that there are and said so How can

00:31:44.000 --> 00:31:54.000

I better do this? How can I better do that? And I found that that informal method of learning was really hoping volunteer for things.

00:31:54.000 --> 00:31:59.000

I volunteered for several projects that had nothing to do with my specific duties.

00:31:59.000 --> 00:32:06.000

My specific job as a policy analyst and found that they were really great for learning.

00:32:06.000 --> 00:32:12.000

One in particular was co-chairing our workplace, safety and Health committee that gave me a lot of leadership, skill, development.

00:32:12.000 --> 00:32:19.000

It gave me a lot of meeting skills development, and it really helped me.

00:32:19.000 --> 00:32:30.000

And I developed quite a good reputation within our department as the kind of person who gets things done, and you're you'll be amazed at how far those kind of reputation things go.

00:32:30.000 --> 00:32:38.000

One thing I wanted to comment on. Karen mentioned tailoring your application for your recipe for the position, and I have to echo over on that.

00:32:38.000 --> 00:32:48.000

I firmly believe, in that and it's something that's been me in good stead and all of the job applications that I've done, including a recent one where i've now gotten a promotion position in July

00:32:48.000 --> 00:32:59.000

fifteenth I took a look. at all of the things that I've done all of the work duties all of the education that I've done, and said, Well, okay, I don't have a master to me but I do have

00:32:59.000 --> 00:33:02.000

this skill, and was able to demonstrate both of my application.

00:33:02.000 --> 00:33:08.000

And then, in my interview that I do have what it takes to take on that job.

00:33:08.000 --> 00:33:16.000

So i'm really looking forward to bring that in position good advice to me and get throughout my career.

00:33:16.000 --> 00:33:19.000

Thanks very Muchula. Okay, thanks, jacqueline yet again.

00:33:19.000 --> 00:33:28.000

I'll just plug another reminder. if you have any questions just put them in the chat. and now I'll hand over to top you.

00:33:28.000 --> 00:33:32.000

Thank you. Hello, and good morning. Good afternoon. Good night. wherever you are.

00:33:32.000 --> 00:33:44.000

Just to it's really a pleasure to be a part of the discussion, and just to add to what my colleagues have already spoken to

00:33:44.000 --> 00:33:53.000

It's really for me. Do you need a master's degree, or not to advance in in in public service or in government, comes down to what you make of your education.

00:33:53.000 --> 00:34:02.000

And your training, because knowledge is an investment, and with that investment we can use it to our advantage.

00:34:02.000 --> 00:34:10.000

On this professional journey in my own next I start the government service with a master's degree.

00:34:10.000 --> 00:34:17.000

I believe that was over qualified at the time, because I was getting an entry level position.

00:34:17.000 --> 00:34:25.000

On starting, but I have progressed I have I don't say promoting because our governments will say they don't promote.

00:34:25.000 --> 00:34:44.000

But I have. I have being upgraded, or or I have 50 pretty much competed for positions over the years, and I have moved up 3 times in 5 years as part of my own experience, and I do believe that having the

00:34:44.000 --> 00:34:58.000

masters afforded me the opportunity. but I also believe that professional development Networking Jacqueline's book to mentorship was also key to my success in you know, moving up.

00:34:58.000 --> 00:35:04.000

And so, Daisy, we could just share that slide this side that I have.

00:35:04.000 --> 00:35:10.000

I think 2 questions have to be considered when you think about seeds.

00:35:10.000 --> 00:35:23.000

When you when you want to consider do you need a massive you have to look at some master's degree versus years of experience, because when I entered with my master's degree, I didn't have any experience in in the government, you also have

00:35:23.000 --> 00:35:30.000

to consider years of experience versus years of service just because i've been in the service for 20 years.

00:35:30.000 --> 00:35:36.000

Does that mean i'm qualified if I didn't professionally develop myself.

00:35:36.000 --> 00:35:41.000

If I didn't look at getting additional training if I didn't network?

00:35:41.000 --> 00:35:47.000

Is there really valued, added to just being in a position for 20 years?

00:35:47.000 --> 00:35:52.000

My next slide speaks to I just wanted to give this.

00:35:52.000 --> 00:35:57.000

It was just something that happened in our in our country.

00:35:57.000 --> 00:36:04.000

About 2 a couple of years ago. That first headline, this is in our local newspaper.

00:36:04.000 --> 00:36:13.000

Petram manager hired with those required degree, and the next article spoke about no masters degree.

00:36:13.000 --> 00:36:27.000

Petrogen manager says she is still qualified. and So this is a government's entity, where we had a Well, there was a person who applied for the position and got it.

00:36:27.000 --> 00:36:38.000

Their salary was, you know, over 30 million annually That's Jimmy \$10 in equivalent that would probably be roughly about 30,000 or so.

00:36:38.000 --> 00:36:44.000

British ponies that we leave, and you know it was a big discussion in the media.

00:36:44.000 --> 00:37:00.000

It went to our public appropriations committees it was a It was a big discussion, because it was felt that even though the holder who the person who was acting before in the position held a master's degree, they were not given the position

00:37:00.000 --> 00:37:11.000

and somebody came in into the position who did not have a master's degree, even though the qualification requirement was that you know you needed a master's degree.

00:37:11.000 --> 00:37:27.000

But it's as jacket him in her slide points you know It's a lot of these qualifications have that little caveat about it being a combination of xp as well as trick you know education and so you

00:37:27.000 --> 00:37:33.000

can stop sharing no daisy so I just wanted to share that, as my experience, because I think 2 things we have to remember is that it?

00:37:33.000 --> 00:37:41.000

It's not a panacea having a master's degree is not going to automatically make the the way open or clear for you.

00:37:41.000 --> 00:37:52.000

What you have to consider is what you want and If what you want requires a master's degree in your own professional vision, boarding self development, then you pursue it.

00:37:52.000 --> 00:37:58.000

But what is key is that you have to look at the positions that you're looking forward to?

00:37:58.000 --> 00:38:09.000

Getting or attaining. You have to tailor your resumes towards these positions, and you have to seek additional opportunities and training in your journey.

00:38:09.000 --> 00:38:18.000

Thank you. Alright, thank you so much. so I think We're, now ready to move into our sort of discussion portion.

00:38:18.000 --> 00:38:36.000

If you have a questions about what any of the speakers said or just general sort of you know thoughts about you know, or thoughts about your own personal experience, or you know general questions that you'd like to just put forward for discussion, please please submit them

00:38:36.000 --> 00:38:40.000

in the chat and i'll i'll just voice them for you so.

00:38:40.000 --> 00:38:49.000

But i'll i'll show you off with with one question and i'll just have i'll have each of you kind of respond to it.

00:38:49.000 --> 00:39:01.000

You know, without taking too much time. but I I wonder if there are any other kinds of qualifications or skills that you found particularly helpful for progressing in government.

00:39:01.000 --> 00:39:05.000

I noticed that quite a few of you had some project management qualifications.

00:39:05.000 --> 00:39:12.000

And you know I, as you kind of evaluate and think about the importance of a master's degree.

00:39:12.000 --> 00:39:20.000

Have you ever felt those, perhaps? How have you kind of seen those within your your sort of trajectory?

00:39:20.000 --> 00:39:27.000

I'll kind of direct it first, maybe at you just since it kind of

most touches on what you spoke about.

00:39:27.000 --> 00:39:33.000

But then, maybe i'll just i'll i'll kind of ask each of you to to answer it in some way.

00:39:33.000 --> 00:39:41.000

Sure absolutely. I mean I must simply agree with what's been said about you know just taking the opportunities.

00:39:41.000 --> 00:39:48.000

I'm definitely within that camp. and 10 to just grab any opportunities to take.

00:39:48.000 --> 00:40:03.000

Okay, development. courses Whenever whenever I can it's difficult to pinpoint one in particular.

00:40:03.000 --> 00:40:11.000

I did do a recent one that was called effective communication, and it was delivered by rather business school.

00:40:11.000 --> 00:40:17.000

And it was really fantastic. It was probably one of the most enjoyable sort of qualifications.

00:40:17.000 --> 00:40:32.000

I've i've undertaken and it was all about kind of building the confidence to communicate, and it was a lot of kind of a big focus on all role communication and presence and how a lot

00:40:32.000 --> 00:40:44.000

of what we communicate is through kind of body language and the way that we say it, and I've i've definitely noticed that that is, you know, it's such an advantage.

00:40:44.000 --> 00:40:52.000

If you have someone who can communicate a complex idea in a simple way, and in an in an engaging way.

00:40:52.000 --> 00:40:59.000

Using that voice to kind of Make what they're saying stand out make it interesting.

00:40:59.000 --> 00:41:17.000

Make it relevant to the to the audience and it's just It's such it's such an important skill, and I've definitely seen you know both on a hiring manager side and and looking for opportunities myself

00:41:17.000 --> 00:41:26.000

I've seen that as a huge a huge foothold into success in the Civil Service is having that ability to to communicate well and clearly.

00:41:26.000 --> 00:41:39.000

And an engaging way, so I highly recommend any sort of Cpd opportunities around that kind of area

00:41:39.000 --> 00:41:42.000

Yeah, Who wants to go next? karen i'll go next?

00:41:42.000 --> 00:41:47.000

And interestingly, I actually one of my master's degrees is the workplace and adult learning.

00:41:47.000 --> 00:42:01.000

So I have drunk the cool age i'm a big promoter of ongoing relevant learning for whatever it is, whether someone's a parent, or someone's a government employee, someone works so the private sector, new new

00:42:01.000 --> 00:42:10.000

employees who have just come out of university. I think ongoing building is very key, and some some of what just cats.

00:42:10.000 --> 00:42:21.000

John is both soft skills and the hard skills, so soft skills the communication, facilitation skills, change management skills helping support people through mentoring.

00:42:21.000 --> 00:42:28.000

But at the same time there's other skills such as can you advance, excel, course, or project management.

00:42:28.000 --> 00:42:43.000

I think both have value again. I think the key is relevance and and like Jacqueline had mentioned targeting that on your applications to show that yes, you have something that's directly relevant I I often

00:42:43.000 --> 00:42:51.000

make the joke because I do. on the side. I I help people with resumes and job applications, and I have quite a success rate for them.

00:42:51.000 --> 00:42:55.000

And one of the things I like to do about is that it's like somebody who has a large nose.

00:42:55.000 --> 00:43:04.000

If you put red lipstick, on they're not gonna notice the know so much, so in a way it could be a game of smoking mirrors.

00:43:04.000 --> 00:43:08.000

But really, you're just focusing people's attention and employers like people who keep learning.

00:43:08.000 --> 00:43:15.000

They want to see that current people. They don't wanna see that you got your degree in 1,996, and have done nothing since.

00:43:15.000 --> 00:43:19.000

Very important to keep learning, and I think self sponsorship or employer sponsored.

00:43:19.000 --> 00:43:31.000

I see some people who don't even want to invest in themselves. They want to wait for them for everything. I think that's a faulty idea. because now, with Internet you can learn anything anywhere, just tons of free great courses.

00:43:31.000 --> 00:43:38.000

So I have no excuse

00:43:38.000 --> 00:43:44.000

Awesome. Thanks so much karen alright Dahvia. I'm gonna hand over to you now. so sure.

00:43:44.000 --> 00:43:48.000

Just I think The 2 points that were raised, you know.

00:43:48.000 --> 00:43:53.000

Just spoke about communication and karen talked about soft skills for me.

00:43:53.000 --> 00:44:04.000

It's. it's difficult to pinpoint a particular training, but what I would say is what I know noticed in life is that as I progressed I was targeted when I just answered the government service.

00:44:04.000 --> 00:44:14.000

I was coming from private sector I didn't really know government, so I spent a lot on learning the Jamaica experience, you know, learning the sector.

00:44:14.000 --> 00:44:19.000

So I did a lot of technical courses on the Government service on governance.

00:44:19.000 --> 00:44:27.000

As I progressed and wanted to get into management, I recognized the need for working on my soft skills, my communication, my emotional intelligence.

00:44:27.000 --> 00:44:31.000

And so I targeted a lot of training on leadership.

00:44:31.000 --> 00:44:37.000

You know professional development, public speaking communication. Those are the things I did.

00:44:37.000 --> 00:44:41.000

So I think it will depend on where you want to go and where you are.

00:44:41.000 --> 00:44:46.000

But you have to identify what it is you want to do and where you want to go.

00:44:46.000 --> 00:44:50.000

It's I don't think it's just about doing the same courses over and over, and over.

00:44:50.000 --> 00:44:56.000

But recognizing that you have different skill sets that you need to build to move in in the service.

00:44:56.000 --> 00:45:04.000

And so you target your training and your professional developments along those lines.

00:45:04.000 --> 00:45:16.000

Alright, jacqueline. any any extra thoughts I don't know that I can say much more than what my esteem Colleagues have already said, I I agree.

00:45:16.000 --> 00:45:22.000

Project management definitely is a learn skills not something that we're taught in elementary or even high school.

00:45:22.000 --> 00:45:28.000

I I definitely would say, that development of your soft skills are absolutely necessary.

00:45:28.000 --> 00:45:35.000

I did find for myself that public speaking was a major skill development for me.

00:45:35.000 --> 00:45:48.000

You know I do come from a theater background early on in my life, and I have no problem being on stage, or somebody else wrote the words for me where I had the challenge was speaking for myself and doing public public speaking.

00:45:48.000 --> 00:45:55.000

Training. I use toast masters international but there's any number of organizations that people can become engaged in.

00:45:55.000 --> 00:45:58.000

It really helped me. You can be the most intelligent person in the world.

00:45:58.000 --> 00:46:08.000

But if you cannot express your ideas through public speaking or in writing, then you're never gonna make an impression and never get your point across.

00:46:08.000 --> 00:46:15.000

So I I would definitely say that that's a good thing for for me

that's helped me with my career a great deal.

00:46:15.000 --> 00:46:29.000

Alright, thank you. So you all come from very different sort of sectors of government and fields of government, and and work on sort of different, you know, questions and and problems.

00:46:29.000 --> 00:46:39.000

And I I think what would be actually helpful is if each of you could reflect a little bit if in the sort of field that you work in, There is a sense that a master's degree is required.

00:46:39.000 --> 00:46:49.000

And and perhaps for us to maybe move towards understanding if there are certain fields in government that require a master's degree more than others.

00:46:49.000 --> 00:46:54.000

So karen i'll i'll start with you yes, thanks too much.

00:46:54.000 --> 00:46:57.000

I had reference the the covid wastewater scientists.

00:46:57.000 --> 00:47:09.000

So I do think there are highly specialized technical experts, such as those in health sciences or and environmental sciences.

00:47:09.000 --> 00:47:15.000

Perhaps engineering do need a masters or even a PhD i've seen that requirement very rarely.

00:47:15.000 --> 00:47:23.000

But I do think that there are some and because you need that level of expertise to be able to do that job.

00:47:23.000 --> 00:47:27.000

You don't often see those jobs but that's generally a requirement.

00:47:27.000 --> 00:47:35.000

Now I was thinking about this in terms of other fields that might require one would strongly benefit from on.

00:47:35.000 --> 00:47:41.000

And, for example, finance positions. You often have seen Nba or Cma

00:47:41.000 --> 00:47:46.000

Obviously somebody has an advanced feel like a law degree or a medical degree.

00:47:46.000 --> 00:48:03.000

As long as applying for targeted positions other ones. I don't think it's necessarily a need, but it may or may not be in the situation or in your public agency

00:48:03.000 --> 00:48:09.000

Alright, thank you. How about you, Jacqueline?

00:48:09.000 --> 00:48:21.000

Hi I'd, have to agree with karen that there are certainly particular sectors finance, as she said, within my department and health. we At 1 point in time we were programmatic.

00:48:21.000 --> 00:48:28.000

Department where we had specialty programs that were being managed directly within the department are.

00:48:28.000 --> 00:48:45.000

Our focus has changed somewhat since then, but a lot of the experts that we had in the department where people with advanced degrees and healthcare, I know as well that our our data analytics people definitely have to have advanced understanding events training on

00:48:45.000 --> 00:48:59.000

that and we do have a group of people in our Treasury Board that have advanced training in public administration, and it certainly has helped their career.

00:48:59.000 --> 00:49:07.000

I think it was Dabia that mentioned learning everything that you can about government, and our government's getting better at training its own staff to do that.

00:49:07.000 --> 00:49:18.000

But any any political studies or governance courses that you can take at a university or college level certainly would be helpful.

00:49:18.000 --> 00:49:24.000

Yeah, Dvd, Perhaps that's a nice segue to to me, asking you your your thoughts on this topic.

00:49:24.000 --> 00:49:32.000

So I definitely agree with Karen and Jackie in terms of their specific section.

00:49:32.000 --> 00:49:41.000

Specific professions. specific positions. but I don't believe from my position definitely that you would need to have a masters.

00:49:41.000 --> 00:49:59.000

But I think because of the current dynamic it would be difficult for someone coming in after me, for example, who does not have a master's degree to hold a position on, particularly if they're not coming with so specific years of service and specific experience in in

00:49:59.000 --> 00:50:05.000

Polycan, and planning or strategic planning what I have found doing.

00:50:05.000 --> 00:50:14.000

My personal experience is particularly as my job allows me to travel and interact on the international stage.

00:50:14.000 --> 00:50:20.000

It does help to have a masters to be, because you find that person in other countries.

00:50:20.000 --> 00:50:25.000

They are coming to. These farms are coming to these conferences with Mbs.

00:50:25.000 --> 00:50:30.000

And Emmys behind. You know their names, and so I think it.

00:50:30.000 --> 00:50:34.000

It is good to have in in my current situation and position.

00:50:34.000 --> 00:50:40.000

But I definitely agree that it's not really necessary for the not so technical positions.

00:50:40.000 --> 00:50:49.000

In the government surveys. alright great, just. Do you have any any final thoughts?

00:50:49.000 --> 00:50:53.000

Yeah, any ready to agree what with what others have said?

00:50:53.000 --> 00:51:03.000

Absolutely It's it's job specific that are you know set in ready technical jobs where it will just be a requirement in my area.

00:51:03.000 --> 00:51:11.000

It's not it's not a requirement in i'll kind of drop descriptions for public health policy, but it's a huge advantage.

00:51:11.000 --> 00:51:18.000

You know kind of much of that. I did around health statistics, epidemiology, health policy. I've hugely helped me.

00:51:18.000 --> 00:51:29.000

As I mentioned, just have that conference and in kind of reviewing scientific research, making recommendations on on you know best buys or kind of public health around preventable diseases.

00:51:29.000 --> 00:51:41.000

So it's the a huge huge benefit for me but as Karen kind of, you know, mentioned you you really can be responsible for your own learning.

00:51:41.000 --> 00:51:50.000

Find all kinds of, you know. free courses. you know, out there summer schools, all kinds of sort of avenues to to progress.

00:51:50.000 --> 00:51:56.000

Your learning and knowledge, you know as long as you're kind of doing your research and ensuring their sort of reputable

00:51:56.000 --> 00:52:03.000

You know educational bodies. Then I think that you know if you've got the skills.

00:52:03.000 --> 00:52:07.000

And specifically, as I mentioned those interpersonal skills to do to do.

00:52:07.000 --> 00:52:13.000

Well, then, I think that learning and education can come afterwards, and and there's a lot of learning on the job.

00:52:13.000 --> 00:52:20.000

So yeah, pretty. that sort of summarizes. Yeah.

00:52:20.000 --> 00:52:26.000

Alright. So we all slowly, slowly running out of time, and actually we only have 2 min left.

00:52:26.000 --> 00:52:33.000

But I want to try to squeeze in one quick question and i'm just gonna have you all give a lightning answer.

00:52:33.000 --> 00:52:46.000

But you know you've you've you've made your way through the the the civil service, and some capacity probably hired in some way as well how do you see the balance between experience and qualifications when it comes

00:52:46.000 --> 00:53:04.000

to to progression so I don't know who who I'll i'll just i'll direct it at Jacqueline, and this feeling i'd be first i'm rotating yeah definitely need the the balance on both I

00:53:04.000 --> 00:53:06.000

think that Davy is sort of hinted at this.

00:53:06.000 --> 00:53:15.000

But you have, even if you have a master degree, understand that it gives you a good base, and the experience will add to that base.

00:53:15.000 --> 00:53:22.000

It does not mean that when you come out of graduate school you know everything, because I think my colleagues attest to that on the job.

00:53:22.000 --> 00:53:29.000

Learning is critical. Alright oh, no, Doug, go ahead.

00:53:29.000 --> 00:53:32.000

Lightning answer. No, i'm with jackie I just wanted to jump in because she said it.

00:53:32.000 --> 00:53:39.000

It has to be balanced. i'm gonna be honest if you come with all the degrees in the world, and no experience.

00:53:39.000 --> 00:53:50.000

I'm not interested because education makes you trainable but training makes you employable, and so i'm all for the balance.

00:53:50.000 --> 00:53:58.000

Alright, Karen. Well, for me, I thought about this and I actually think it's probably like a 73 ratio of experienced education.

00:53:58.000 --> 00:54:03.000

Of course it all is. It depends on the role depends on why things.

00:54:03.000 --> 00:54:17.000

But your experience is team. I I agree, that years and service shouldn't be as long as focused in some cases, because we all know people who use really haven't taken any learning or or done much to events themselves in a role so you

00:54:17.000 --> 00:54:22.000

have to look the narrow improvement centers but again.

00:54:22.000 --> 00:54:31.000

It's What you do is like you have Alright, Jess, you're gonna close this out.

00:54:31.000 --> 00:54:36.000

Yeah, I I absolutely agree with everything that's been set by others.

00:54:36.000 --> 00:54:50.000

I think if I had to summarize potentially you know having a master's degree, or all other kind of reps for qualification is a real edge when you're kind of at entry, level, and especially if it's you know

00:54:50.000 --> 00:54:55.000

really job specific. it's going to help you secure that position, you know, along with other factors.

00:54:55.000 --> 00:55:02.000

Once you get to the more senior levels I think it's a lot more to do with experience leadership.

00:55:02.000 --> 00:55:09.000

The evidence of what you've actually achieved and what you've done in your past kind of work experience.

00:55:09.000 --> 00:55:21.000

I don't think your qualifications as current alluded to you know,

some dating back decades would necessarily be, you know, particularly relevant at that stage. but it's more evidence of actually what what you've done and the

00:55:21.000 --> 00:55:32.000

skills that you have. Alright, thank you all. So any extra questions that you might have, you can post in our Q.

00:55:32.000 --> 00:55:46.000

A Thank you to everyone for for joining us, and mostly and massively a thank you to all of our speakers for sharing their perspectives and insights, and taking the time to to talk through this to talk through this with us.

00:55:46.000 --> 00:55:52.000

Just before we finish into our one word takeaway we'd love to get a sense of how you felt about the workshop.

00:55:52.000 --> 00:55:55.000

I'm going to pull up a quick survey we won't share the results of the survey.

00:55:55.000 --> 00:56:01.000

This is just for for us to use to help improve our workshops.

00:56:01.000 --> 00:56:05.000

So if you could just say on a scale of one to 10 rank your agreement with this statement

00:56:05.000 --> 00:56:09.000

This workshop was valuable was a valuable use of my time.

00:56:09.000 --> 00:56:22.000

So if you could please just participate in the poll it'll massively help us figure out what's what's working for us, and what's what's not so so thank you so much for participating with that while

00:56:22.000 --> 00:56:26.000

we're wrapping up please share your one word take away from today's workshop.

00:56:26.000 --> 00:56:30.000

And i'll just quickly ask each of you for a quick one word.

00:56:30.000 --> 00:56:44.000

Takeaway. Well, i'll go first validating Okay, Great Jacqueline.

00:56:44.000 --> 00:56:53.000

Continuous learning. Sorry that's 2 words but that's the best advice I can give to anybody in any profession.

00:56:53.000 --> 00:57:01.000

Alright dabia balance that's my one word you have to find a balance in terms of your journey.

00:57:01.000 --> 00:57:08.000

Your professional drink alright, great and and Jess sorry again.

00:57:08.000 --> 00:57:14.000

Not one word but passion for your field I think if if you've got the passion and the drive.

00:57:14.000 --> 00:57:30.000

You're going to succeed, and whatever it takes to to get into the area that you feel passionate about irrespective of of any qualifications, I think

00:57:30.000 --> 00:57:34.000

Alright, thank you so much as we wrap up.

00:57:34.000 --> 00:57:41.000

I wanted to add that everyone who registered for the event will receive an email soon with a recording and resources from today's conversation.

00:57:41.000 --> 00:58:06.000

You have lots of opportunities to keep learning with a political and you know, from from additional workshops to courses to the Q.