

# Data on the Aspiring Leaders Development Program



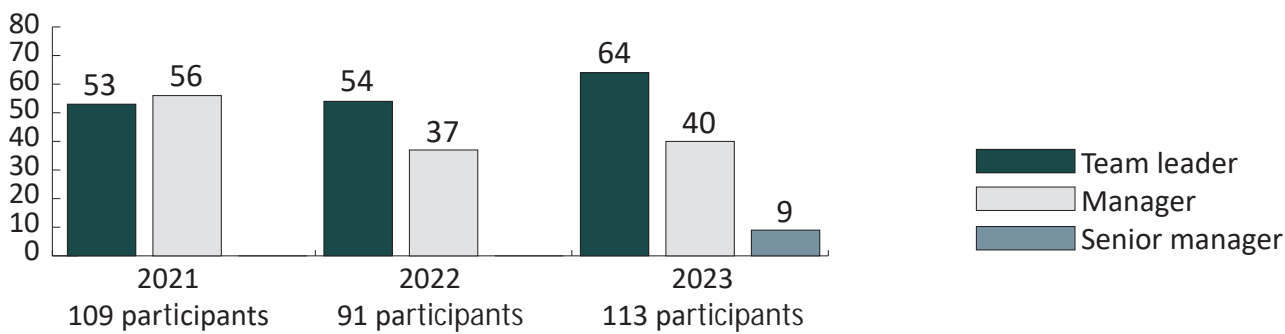
The [W-T Region Aspiring Leaders Development Program \(ALDP\)](#) is an initiative designed to help employees aspiring to leadership learn about what is really required to be successful in leadership positions. It is inclusive by design, and it encourages employees with diverse language abilities, cultural backgrounds and lived experiences to consider leadership development.

The Program welcomes new applicants on a yearly basis. Admission opens in September 2023 and in 2024, the ALDP will enter its fourth year. Below are some interesting facts about the ALDP journey.

## Enrollment distribution of ALDP participants since the development of the Program

Since the Program's creation in 2021, 313 participants have enrolled in one of the three available streams.

Distribution of the ALDP participants in each stream, per year



Distribution of the enrollment of 313 participants, per stream, over three years



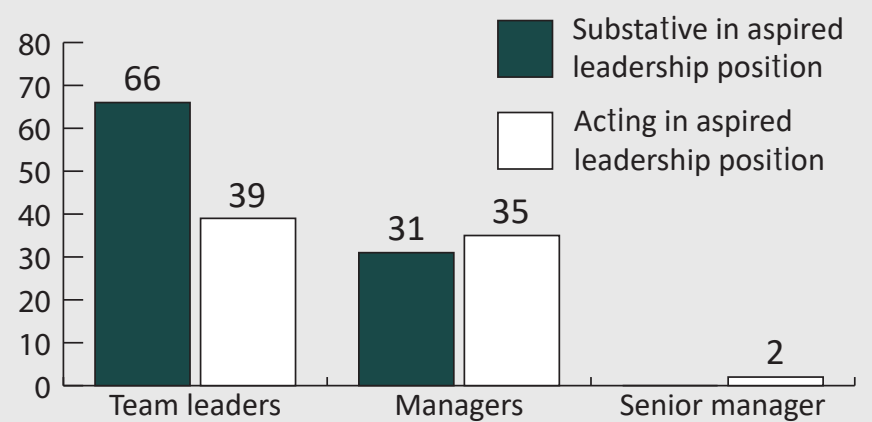
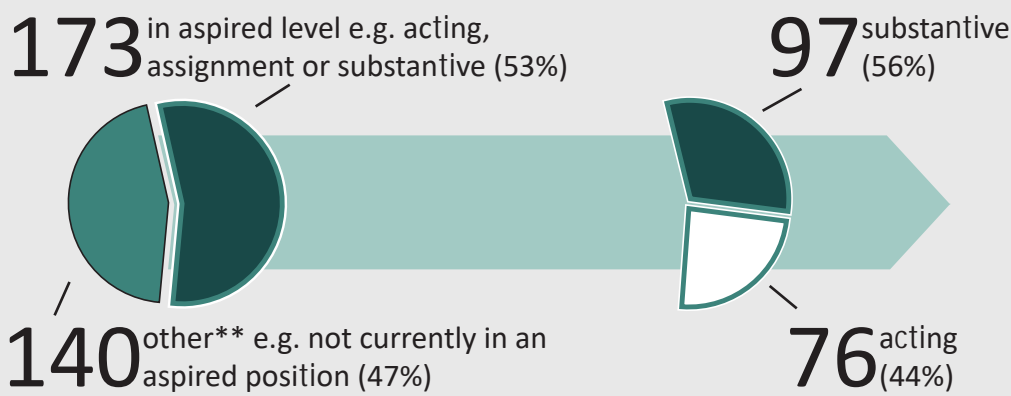
## Success: Participant hiring status in aspired leadership positions over three years

The data show that many ALDP participants have actively pursued a leadership position and are acting or substantive to it!

Status of 313 ALDP participants

Status of 173 ALDP alumni\*

Distribution of 173 ALDP alumni\* per stream and hiring status

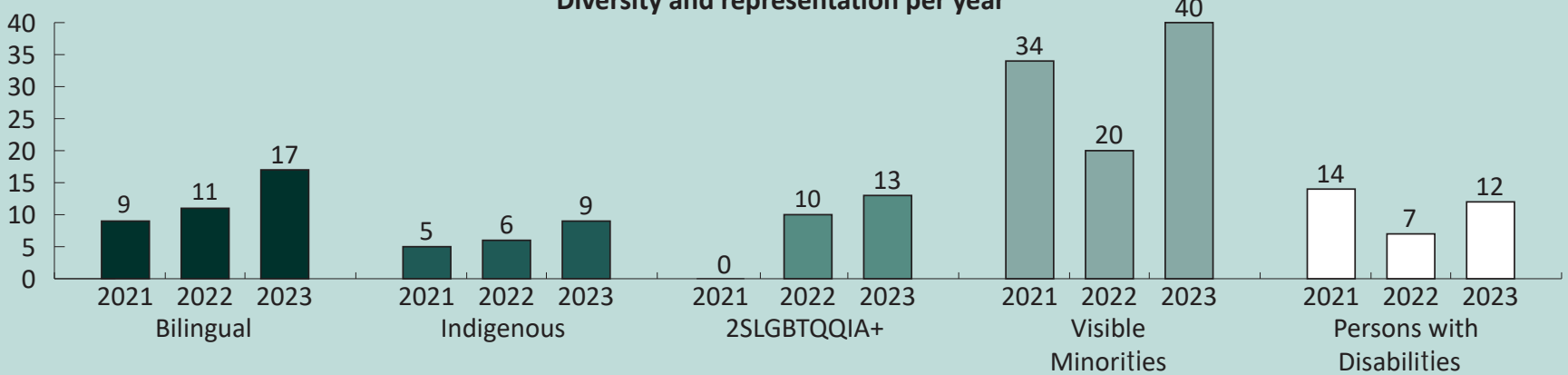


\* A participant who has completed ALDP Phase 2, or is substantively appointed in its "aspired" leadership position, is considered an alumnus.  
\*\* Of the 140 participants who have not yet been offered a substantive or acting position, 113 are still in Phase 1 of the program.

## Diversity and representation

The ALDP is rich in diversity and aims to accept and promote anyone who is part of an Employment Equity group.

Diversity and representation per year



## Connection between the ALDP and hiring managers

The ALDP continually supports participants by sharing their names with managers looking to fill leadership gaps on their teams.

Since January 2023, the ALDP has had seven requests from managers across the W-T Region looking to fill vacancies in their business lines. Since then, 139 names have been shared for these opportunities.



ALDP participants are constantly learning. Each month, they dedicate five hours of work time and one hour of personal time towards the Program. Participants have access to multiple learning resources and approaches such as:

- collaborative environment in Microsoft Teams Channels;
- monthly peer learning and mentor sessions; or
- monthly learning sessions on leadership specific topics related to their aspired level.

The W-T Region is committed to investing in its people! If you've ever dreamed of being a leader within ESDC, the ALDP would be an excellent stepping-stone to move your career forward.

