



## The Canada Free Agents programme



Public Procurement Principle: **Capacity**



Procurement Stage: **All stages**



Audience: **Procuring entity, policy maker**

### Description

---

The Canada Free Agents (CFA) programme is a model for internal talent mobility that offers federal public servants the autonomy to select work that matches their skills and interests, and allows them to make contributions that they find meaningful across the Public Service. It also supports managers looking to rapidly and easily acquire top talent in emerging and core skills, in order to support shortterm project needs.

Dozens of Free Agents exist today, mainly located in central government in Ottawa as well as regions across the country. If applicants are accepted into the CFA selection process, they find their first assignment and are then deployed to one of the three home departments that manage administration of the programme. Free Agents work on assignments across the Federal Public Service that vary in length (generally between 6-12 months) and organisation (100+ federal organisations) with all details outlined in an agreement. They have access to far-reaching networks with broad skillsets and opportunities for learning and development. They are supported by a Talent Manager who provides career advice and assists them in identifying assignments. After each assignment, Free Agents are eligible for promotions based on their experience on assignment. Not only does the programme offer flexible workforce mobilisation, it also serves as a way to share practices and expose the Public Service to new perspectives and knowledge within the organisation.

Source: OECD (2020), [System Change in Slovenia: Making Public Procurement More Effective](#), OECD Publishing, Paris

