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ON THE GO - HR NEWS 2 TALK ABOUT



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Message From go2.

This month we are pleased to announce that we have formed an alliance with the BC Construction Association — an industry that has similar labour challenges. Instead of competing for labour, this alliance is about working together to promote employment opportunities in both sectors that would help entice families to relocate to and within BC. This will happen through joint marketing programs and by collaborating to recruit for jobs in both sectors — especially for hard-to-fill jobs, such as those that are rural or seasonal. A Memorandum of Understanding was signed at a special event on April 24th with Minister Stan Hagen in attendance. See our full [press release](#).

On another note, be sure to check out the new column we have added to our e-newsletter called **Foreign Worker Q&A**. John Leschyson, our resident foreign worker program specialist, will provide answers to the many questions we get on this hot topic.

Arlene Keis
CEO

NEWS & EVENTS

Expanded Smoking Bans Now in Force: As of March 31, 2008, new Provincial anti-smoking prohibitions came into force. This new legislation is particularly important for hospitality operations. [More...](#)

Tigh-Na-Mara Resort Receives Hotel Association of Canada Award: Tigh-Na-Mara's approach to human resources has earned them the Hotel Association of Canada's Hall of Fame Award of Excellence in the Human Resources Division. [More...](#)

Laurel Point Inn Wins Award for Education in

Pictured from Left to Right: Heiko and Veronika Hoffmann, (a German couple who have come to Canada and are now working in the construction and tourism sectors), Stan Hagen, Minister of Tourism, Sport and the Arts, Arlene Keis, CEO go2, Manley McLachlan, President, B.C. Construction Association.

HR to Help Your Bottom Line.

Know the Law: New WorkSafeBC Working Alone Regulations Now in Effect. Employees working alone or in isolation may be injured or at risk for violence when assistance is not readily available to them. Learn more about the regulations most likely to impact hospitality employers.

[> MORE](#)

5 Keys to Employee Retention. It is a competitive recruitment market and projected to get even tougher. Therefore, not only do businesses have to attract the right employees, they also have to concentrate on keeping the ones they have. This article will present you with 5 keys to employee retention that go beyond your pay package.

[> MORE](#)


The Four P's of Hiring: HR Takes a Lesson from Marketing. If you want to win the war for talent, you have to make this fundamental move: get HR to start behaving more like sales and marketing. Everyone's familiar with the four Ps of marketing — product, place, promotion and price. Here's how to apply those four Ps to attract the fifth P: people.

[> MORE](#)

BC Success Stories.

the Workplace: Victoria's Laurel Point Inn has won the Greater Victoria Chamber of Commerce's 2008 award for Education in the Workplace. [More..](#)

Okanagan Tourism Businesses Needed to Participate in Labour Shortage Survey: The Okanagan Partnership needs your input for a survey on HR challenges due to the labour shortage. Results will form initiatives to assist businesses with recruitment and retention and will be made available to all participants. [More...](#)

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FOREIGN WORKER Q&A

Question: I am a Manager in a hotel and have had a couple of foreign students who have recently graduated from a BC college tell me that they can come and work for me. All I need to do is to offer them a job and they will get a work permit. I have been turning these students away because I am reluctant to offer a job to someone who doesn't already have a work permit and I'm not in a position to sponsor them through the Temporary

Integrating Foreign Workers Into Your Workforce. While the integration of all new employees should include efforts to create a welcoming, inclusive environment, flexibility, and clear communication of job expectations, some employers have found creative ways to welcome foreign workers to their new community and their new role.

> [MORE](#)

Stay Tuned.

Next Month: Laurel Point Inn. Find out about Laurel Point's innovative employee training program and how they won the Greater Victoria Chamber of Commerce's Education in the Workplace Award.

Foreign Worker Program.
Any suggestions?

[Answer...](#)

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