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ON THE GO - HR NEWS 2 TALK ABOUT



## Message From go2.

*Above (L to R): Propel Director Debbie Yule, Regional Executive Chef of Aaramark Canada Christopher Kluffinger and Red Seal Chef Andrew George Jr. at Vancouver Community College's J.J.'s Dining Room, celebrating the launch of the modified cook program.*

Earlier this month, Propel – go2's Industry Training Division – and the Industry Training Authority announced modifications to BC's existing cook training program. The modifications were the result of a successful year-long collaboration between educators and industry, and will offer more opportunities for all employers and cooks to take part in the program, as well as offer tax credits and incentives to each.

On another note, I'm sure the ongoing economic uncertainty has been on the minds of many of you. However, experts are currently of the view that even if BC does experience a slowdown or decline over the next year or two, the labour market will remain tight. This means employers need to maintain innovative recruitment and retention practices and continue positioning their company as an appealing place to work. go2 promises to monitor the impact of the economic downturn on the labour market and update you regularly.

**Arlene Keis**  
CEO

## HR to Help Your Bottom Line.

**Recruiting 2.0 for Employers in the Tourism and Hospitality Industry.** Tips on how to recruit using new social media. Part 1 of a three-part series.

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**Addiction is Not a Blanket Excuse for Misconduct.** There can be little doubt that dealing with employees suffering the disease of addiction is a challenge for human resources professionals. That challenge becomes greater when the employee raises the addiction as an excuse for engaging in misconduct.

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**Reinforcing Responsible Use of Alcohol.** While many

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### NEWS & EVENTS

**2008 National Tourism Sector Compensation Study:** Be a part of this national study and receive a copy of the final report for free! If you are interested, email [Joyce](#) and we will send you more information as soon as it becomes available.

**Late-Night Retail Provisions Update:** WorkSafeBC has developed a comprehensive implementation strategy for each of the new working-alone requirements enacted by the Occupational Health and Safety regulations (OHS). [More...](#)

**Royal Roads University Invites Industry Input:** The Faculty of Tourism and Hotel Management wants to hear your opinion regarding their current program offering and potential program areas. [More...](#)

**go2's Annual Employees First Award:** The nomination deadline is fast approaching! Do you know, or are you a BC tourism employer who has upheld high standards of excellence in the business place? [More...](#)

**Attend HR sessions at BC's Hospitality Industry Conference & Exposition!** Also visit go2's booth (#809) at the exposition on Nov. 24 and 25. Contact [Joyce](#) for complimentary exposition tickets. [More...](#)

employees working in a tourism- or hospitality-related establishment have their Serving it Right certification, there are further ways employers can help to consistently apply and reinforce the responsible and professional serving of alcohol.

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**Tips for when hiring new immigrants - part IV.** Tips that might help you assist newcomers to Canada be more successful in your workplace.

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## BC Success Stories.

**Cactus Club Cafe: Employee Training Opportunities Cook Up Positive Customer Experience.** Promoting from within, culinary training program and mentorship programs are a few examples of how Cactus Club Cafe maintains employee satisfaction leading to positive customer experience.

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## Stay Tuned.

**Safe Holiday Practices:** go2 will share practices to help you become a more responsible employer during the upcoming holiday season.



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### FOREIGN WORKER Q&A

**Question:** I operate a small restaurant (10-15 employees) in the Sea to Sky corridor and am finding it almost impossible to find qualified Cooks. I would like to hire a temporary foreign worker to start in April or May of next year and would like to know the best time to start the process.

[Answer...](#)

### FEATURED SUPPLIER



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