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ON THE GO - HR NEWS 2 TALK ABOUT



WYSTC World Youth and Student Travel Conference
Brooklyn, New York, USA
13 -17 September 2008

September 2008



www.go2hr.ca

Message From go2.

Above photo (L to R): go2 CEO Arlene Keis, go2 Marketing and Communications Director Lynne Henshaw and Tourism Brooklyn representative Jennifer Ackerson, under the Brooklyn Bridge.

This past month go2 attended for the first time the [World Youth and Student Travel Conference](#). Held in New York, this conference brought together over 900 delegates representing organizations from around the world who specialize in youth, student and educational travel programs.

Our primary goal was to meet and build connections with Working Holiday and Student Work Abroad organizations related to work opportunities, but we also passed along information on travel in BC, education opportunities and the 2010 Winter Games – all great reasons for young people to want to work, live and play in BC.

As a result of this conference we have started working with [BUNAC](#), a UK market leader in work abroad programs, on a pilot project helping winter operators fill seasonal jobs and we expect more of these activities to follow.

Arlene Keis
CEO

HR to Help Your Bottom Line.

What's the real cost of turnover? Explore what a number of specialists and top human resource firms take into consideration when calculating the direct and indirect costs of losing an employee. Then, go2 estimates the turnover cost of a housekeeping attendant in BC.

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Strategies for retaining and engaging employees. You have secured some great employees and now the next step is developing strategies to ensure that they will stay with you for the long term.

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Restaurant's training a recipe for success. An in-house program at White Spot lets cooks work while getting Red Seal certification.

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Managing reward: Why line managers are the vital link.

NEWS & EVENTS

Can't attend the upcoming international job fairs? Send go2 your job vacancies. We would be pleased to collect resumes for your job openings at the European career fairs in November. [More...](#)

go2's Annual Employees First Award: Do you know, or are you a BC tourism employer who has upheld high standards of excellence in the business place? Nominate a worthy tourism business, or self-nominate your own. [More...](#)

Newly updated: *emerit* Performance First® HR Tool Kit. The newly updated HR tool kit, made by human resources specialists and tourism operators, is more compact, comprehensive and is a great resource for those responsible for HR duties within an organization. [More...](#)

Connect with jobseekers at Richmond career fair. Participate in Career Smart: Richmond Career Fair taking place October 8. RSVP today! [More...](#)

Visit go2 at BC's Hospitality Industry Conference & Exposition! Attend the exposition on November 24 and 25 as 250 exhibitors display the latest industry goods and services. Contact [Kimiko](#) for complimentary exposition tickets.

Save \$100: Earlybird registration. The Canadian Tourism Human Resource Council invites you to the

The job of implementing reward plans should not be solely left to HR; instead, organizations needs to utilize the existing relationships between line managers and their employees.

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Canada a top destination for German workers.

International placement specialists, Zentrale Auslands- und Fachvermittlung (ZAV) – a non-profit unit of Germany’s federal Employment Agency, will help you fill job vacancies with German workers of all skill levels.

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Supreme Court of Canada sets limits on employer’s duty to accommodate.

There is a limit to an employer’s duty to accommodate its disabled employees, the Supreme Court confirmed on July 17.

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BC Success Stories.

Arbutus Ridge Golf Club: Greening Committee adds value to the workplace.

The Greening Committee has not only benefited the physical environment of Arbutus Ridge Golf Club, but it has also been instrumental in recruiting, connecting and inspiring employees.

Right: Arbutus Ridge employee and Greening Committee chair, Gracie Wilcox, receives the Star of the Month award from GM Jason Lowe for her initiatives in forming the committee.



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Stay Tuned.

Recruiting 2.0: Some of you may have tuned into MindField Group's latest webinar last Wednesday, *Campus Recruitment for the Small & Medium Enterprises in Canada*. Next month, go2 will bring you the highlights of their entire recruiting 2.0 webinar series, tailored for the tourism and hospitality industry.

7th Annual Tourism HR Forum November 17 to 19. [More...](#)

Prepare for your holiday company celebrations. Don't forget your Serving it Right certification for this year's holiday parties. Visit www.servingitright.com



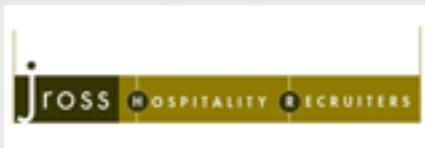
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FOREIGN WORKER Q&A

Question: My hotel submitted an application to become an employer who is approved to hire Front Desk Clerks under the ELMO program. We were approved and I subsequently found a great employee and hired her. I now have a need for three housekeepers and am unsure of what steps I need to take. Do I need to submit another application to become an approved employer for this occupation and resubmit my payroll remittance forms again?

[Answer...](#)

FEATURED SUPPLIER



[Click here to visit go2's Marketplace for more suppliers to BC's tourism industry](#)



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