

# Careers in agriculture and food

## CAF NEWS

Attract. Inspire. Save

2018 March

**Staffing issues: Pay equity, turnover, engagement**

**Savings**

**Resumes**

**Conference, AWC**

**MWAF**

**Sponsorship opportunity**

### Staffing issues

- **Pay equity.** Ontario plans to bring in 'pay transparency' legislation. The bill would: 1) require that advertised job postings include a salary rate or range, 2) bar employers from asking about past compensation, and 3) require large employers to track and report compensation gaps based on gender and other diversity characteristics. <https://www.hrmonline.ca/business-news/ontario-to-bring-in-pay-transparency-bill-aimed-at-closing-gender-wage-gap-238635.aspx>
- **Turnover.** In previous newsletter I showed the real cost of turnover to you as employer. Not only turnover is a loss of money, but also results in a loss of productivity, reduced time to market. Moreover, the employee walks away with the knowledge and training you provided and which includes your operation and clients. A recent study shows that 60–70% of turnover in each industry is voluntary, i.e., initiated by the employee. This rate amounts approximately to a of 5% monthly turnover. If your rate higher, and higher than your competitors', then, they are doing better. They are spending less in replacing workers and are able to retain the better workers. If your voluntary turnover rate is lower than the industry average, find out why, keep doing it and you'll keep your competitive advantage. A low turnover rate is a sign that good employees have incentive to stay. [https://www.adp.com/tools-and-resources/adp-research-institute/research-and-trends/-/media/RI/pdf/ADP\\_PredictingTurnOver\\_White\\_Paper.ashx](https://www.adp.com/tools-and-resources/adp-research-institute/research-and-trends/-/media/RI/pdf/ADP_PredictingTurnOver_White_Paper.ashx)
- **Engagement.** In previous newsletters I showed that having an employee engagement strategy results in significant benefits in terms of revenue and increased competitiveness. Adding to that, analysts have shown that company culture strategies that focus on retention, match talent to roles, and encourage freedom and responsibility are key factors of their success ([http://library.glassdoor.com/c/facebook-secret-recruiting-and-retention-success?mkt\\_tok=eyJpIjoiTVdVeU0yUTNNV00xWXpNeiIsInQiOiIyV3U2bXowd1VJR2l4N1MyUkVvYzRuMzQxREZMeFFOeFBvT1lXWktQT1VmdXl1OThhUHR2NEo2d0dRMW1pK3Q1cnR1bHJkOGJGOXJsMlwwMlhx3BPpUIQNfNqRjFcL2pBUCs3KzZxcFA4R0ZuTkRlcmhLYTFOREIzbnA3ejQ5TVhOM1E5RkNweWg2bnE0MzllNm5NOXhaQT09In0%3D&utm\\_campaign=bptw&utm\\_content=bptw-recording-smb-lbhq&utm\\_medium=email-b2b&utm\\_source=us&x=tjteNM](http://library.glassdoor.com/c/facebook-secret-recruiting-and-retention-success?mkt_tok=eyJpIjoiTVdVeU0yUTNNV00xWXpNeiIsInQiOiIyV3U2bXowd1VJR2l4N1MyUkVvYzRuMzQxREZMeFFOeFBvT1lXWktQT1VmdXl1OThhUHR2NEo2d0dRMW1pK3Q1cnR1bHJkOGJGOXJsMlwwMlhx3BPpUIQNfNqRjFcL2pBUCs3KzZxcFA4R0ZuTkRlcmhLYTFOREIzbnA3ejQ5TVhOM1E5RkNweWg2bnE0MzllNm5NOXhaQT09In0%3D&utm_campaign=bptw&utm_content=bptw-recording-smb-lbhq&utm_medium=email-b2b&utm_source=us&x=tjteNM)).

**Savings.** CAF's niche network and HR services can help to fill vacancies quickly and reduce turnover.

### Resumes (complimentary)

Nine resumes including candidate summary form attached.

### CAF Services (brochure attached)

- Posting, advertising campaigns on social media and by email. Niche network of candidates across Canada
- Employee engagement, development and recruitment across Canada
- Promotion of company career opportunities
- Campus relationship building, planning of recruitment programs
- Internal/external consultation
- In-person and video-linked services: employment sessions, pre-screening, interviews, searches

## Conference

Advancing Women in Agriculture (AWC) Conference, Calgary 26-27 March. <http://www.advancingwomenconference.ca/2018west/>

## MB women in ag & food (MwAF)

- Do you want to connect with peers? Do want to advance your career? Are you looking for leadership opportunities?
- MwAF goals are to advance our careers and businesses, attract attention to our contribution to the industry and the economy and build our network and long-term industry relations. All women in the MB ag & food sector are welcome! Visit us at <https://lauralazo.wixsite.com/mwaf> and <https://www.facebook.com/MwAF204/> Questions? Simply, reply this email.

## MwAF – sponsorship opportunity

MB women in ag & food (MwAF) is offering companies a sponsorship opportunity. By becoming a sponsor:

- Your logo will be on MwAF's webpage <https://lauralazo.wixsite.com/mwaf> as supporter and sponsor, and on Facebook postings <https://www.facebook.com/MwAF204/>
- Will receive 5 days of complimentary posting on CAF's niche two Facebook pages with over 4,000 followers in Canada, <https://www.facebook.com/AgricultureFood.Urcareer>, <https://www.facebook.com/careersinagricultureandfood/>
- You will be recognized as a leader that supports hiring, retaining and advancing women's careers and businesses
- You will advance your brand by linking your logo as supporter of women in ag
- The person you sponsor can 1) refer your company to people looking for work, 2) refer your company to potential clients for you and 3) become your loyal employee hired directly by you and thus you are saving on hiring costs

**The next newsletter will be at the end of May 2018**

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