

Careers in agriculture and food

CAF NEWS

Attract. Inspire. Save
2018 May

Solutions to Staffing issues – Why investing in HR?

Investing in HR best practices minimizes losses of talent and funds and maximizes your people's contribution and your competitiveness. Facebook conducted a study of their employees to find out why they quit and found that the main reasons were: the job wasn't enjoyable, their strengths weren't being used, and they weren't growing their careers. They also found that those employees that stayed enjoyed their jobs more, their strengths were better used and felt confident their careers were advancing. The conclusion was that, to keep your people, it's important to pay attention to how their work is designed (<https://hbr.org/2018/01/why-people-really-quit-their-jobs>). CAF's recommendation to minimize losses and stay competitive is to invest in on-boarding and engagement programs:

- On-Boarding: make the first day of a new hire an impressive one:
 - reduce paper work and use the time for the new person to get to know your people, the organization and why their job is important. CAF can collect the employee's information you need and provide him/her with a welcome package with information about your company and people prior to the first day at work
 - designate a co-worker to introduce him/her to your company's people, operations and technologies
 - have a calendar ready showing the times to meet people, dates to start work on particular assignments and tasks that must be accomplished at key times
 - in the first 2 months of work, schedule biweekly meetings between the new hire and CAF to check for potential issues and provide information
 - arrange a get together with coworkers on the first day at work and invite him/her to join co-workers during regular breaks
- Engagement
 - don't wait for the annual performance review to learn about issues or communicate them to the employee. You may lose them even before then or they may feel disengaged and are less productive. Instead, conduct regular monitoring throughout the year. Engage CAF services as a third party, to provide your staff a greater sense of privacy and confidence. CAF monitoring and evaluation involves private meetings and or questionnaires to:
 - learn how employees feel about their jobs
 - learn about concerns with technologies, operations or work-place interactions
 - solicit ideas on what can be done better
 - evaluate progress at work
 - schedule staff lunches and other social activities including management

- set up personalized emails or newsletters at key times to remind them of the company's perks and benefits, e.g., training, conferences, unspent staff funding, RRSP's contributions
- help them with information on career paths and opportunities

The above services demonstrate to employees that they and their careers matter to the company, which in turns, leads to greater engagement and better use of their strengths. Furthermore, through CAF's report you will have learned about concerns and potential solutions that will help you avoid future loses

Announcements

AWC (Advancing Women's conference) announced that **FUNDING** may be available for producers, growers or ranchers in Manitoba to attend their conference. Advancing Women in Agriculture Conferences are now recognized as a leadership training program under Ag Action Manitoba Program for Farmers for Training and Consulting, including their upcoming conference in Niagara Falls. For information about eligibility, deadlines and how to apply see: <http://www.gov.mb.ca/agriculture/farm-management/ag-action-manitoba-training-and-consulting.html>.

MWAF The MB women in ag & food group became a non-profit organization! It held it's first AGM was in May which was a great success. Thank you to all the members that attended and their valuable contribution with their votes to shaping up the new board. The board structure consists of: Laura Lazo Chair, MariJo Patino Administrator, Michelle Holigroski Director of Social Media, Melonie Stoughton Director of Fundraising, Jamie Zinn Director of Networking.

MWAF also has now a new logo and a website (<https://lauralazo.wixsite.com/mwaf>) with a page that will be dedicated to sponsors. Please, note that the URL will change as the group continues to grow. **Sponsors are welcome.** If you would like to know more, please, simply reply this mail.

CAF search services. Do you have vacancies that are difficult to fill? A company in BC retained CAF to fill a position which had remained vacant for months. CAF produced a highly-qualified candidate within a week of being retained.

Promotion: For a limited time, CAF is offering a welcome discount of 5% for search services to first time clients.

Hiring subsidies

- **The Colleges and Institutes Canada (CICan) Career-Launcher Internship program.** Provides \$15,000 towards an intern's salary. You can choose from two programs, i.e., cleantech and natural resources. <https://careerlauncher.collegesinstitutes.ca/about/>
- **Manitoba Government- Paid Work Experience Tax Credits.** This is a group of programs that help employers create work experience opportunities for students in Manitoba. There are two incentives for employers who hire students and graduates from

registered co-operative education programs. For full details,

visit: <http://www.gov.mb.ca/finance/business/ccredits.html#pwetc-corp>

- a. Co-op Students Hiring Incentive. It is designed to provide work experience for students through co-operative education work placements. Employers can claim 15% of wages and salaries, up to a maximum of \$5,000 per student.
 - b. Co-op Graduates Hiring Incentive. It is designed to connect graduates of registered co-operative education programs to full-time employment related to their field of study. Employers who hire and retain a graduate from a registered co-operative education program can claim up to 15% of wages and salaries in each of the first two full years of employment, to a maximum of \$2,500 per graduate.
- **BioReady Paid Internship Program.** It is an initiative that helps internationally educated professionals (IEPs) better integrate into the Canadian bio-economy by gaining valuable work experience. The program provides up to a maximum of \$11,500 towards a salary as an incentive for bio-economy employers to hire, accommodate and train an IEPs. Currently accepting applications (until September 2018 or funds are maxed). <https://www.biotalent.ca/en/bioreadyinternship/employer>
 - **The Science Horizons Youth Internship Program.** The program provides up to a maximum of \$15,000 in wage subsidies to help employers hire recent graduates from in science, technology, engineering, or mathematics (STEM) to help them initiate a career. https://www.biotalent.ca/en/sciencehorizons_employer. Approval takes an average of 5-10 business days. To confirm availability, contact: Colleen Hayes Outreach and Business Development Representative. Tel: (613) 235-1402 ext. 221. chayes@biotalent.ca.
 - **Opportunities Fund.** Provides up to a maximum of \$13,500 towards a salary as an incentive for bio-economy employers to hire, accommodate and train an employee with disabilities. <https://www.biotalent.ca/node/8433>
 - **Career Focus Green Job.** It is a wage subsidy program for employment opportunities that have a green mandate or any job with an employer that has an environmental focus. The program provides up to a maximum of \$13,500 in wage subsidies to help employers hire the talent they need and help recent graduates initiate a career. Currently accepting applications (until August 2018 or funds are maxed). <https://www.biotalent.ca/en/career-focus-green-jobs>

Conference

AWC Niagara Falls, ON – Oct 15-16. This is “the” Canada event for all women in ag to meet, learn and advance their careers or businesses. This event is widely supported by industry. To register and see what the sponsors and attendees have to say, go to <http://www.advancingwomenconference.ca/2018east/>. Why should you attend?

- Connect with like-minded women passionate about agriculture and food
- Grow from informative, inspiring and motivating discussions with influential leaders
- Learn the tools and techniques that will empower you to live to your full potential
- Includes a popular wine tour

Resumes

6 resumes attached. Include candidates from multiple locations, with background / experience research, livestock, trades, food science, agronomy, plant science and laboratory work. Candidate summary form attached. Please, inquire about candidate CA and DRN.

CAF Services (brochure attached)

1. Posting, advertising campaigns on social media and by email. Niche network of candidates across Canada
2. Employee recruitment from locations across Canada, engagement and development
3. Company promotion of career opportunities
4. Student liaison and campus relationship building, planning/execution of recruitment programs
5. Internal/external consultation
6. Event organization, e.g., information sessions
7. In-person and video-linked services: employment sessions, pre-screening, interviews, searches

ATTN women! Note from MB WOMEN IN AG & FOOD (MWAF)

1. Do you want to connect with peers? Do want to advance your career? Are you looking for leadership opportunities? Then, MWAF is for you.
2. MWAF goals are to advance our careers, attract attention to our contribution to the industry and the economy, network and identify opportunities and solutions. All women in the MB ag & food sector are welcome!
See <https://www.facebook.com/MWAF204/> Questions? Simply, reply this email.

The next newsletter will be at the end of June 2018

Laura Lazo, Ph.D.

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