

Introducing the Gatineau Valley Labour Force Survey

Introducing the final report following the labour force survey on Gatineau Valley businesses conducted by the firm research firm BIP for SADC in the fall of 2018.

Trends for Quebec, Outaouais and Gatineau Valley

The labour force of MRC de la Vallée-de-la-Gatineau at a glance.

Workshop: Understanding the 10 steps of the hiring process, from attracting to integrating

At the end of this workshop, you will understand the 10 steps of the hiring process: from attracting to integrating, how to develop your hiring process and how to assess it.

Conference lunch: How to lose an employee in 10 days

In a context of labour shortage, it is imperative for every manager to adjust their approach in order to reduce staff turnover. Discover the ways to recruit and retain a dedicated team.

The conference will be conducted in a **fun, practical** and **interactive** way, with a focus on simple actions and practical tools to get things done quickly and on the best practices of award-winning businesses in the area of human resources management.

Workshop: Labour shortage: rethinking our ways

Nowadays, attracting resources and retaining talents are highly strategic factors to ensure the survival and success of organizations. Employees and managers are faced with the challenge of maintaining high production standards while deploying tremendous creativity to counter the effects of the labour shortage. This training is part of a global perspective based on understanding the challenges related to the scarcity or volatility of qualified labour, to promote the implementation of adaptive measures within the organization.

Workshop: Work/life balance

Discover the challenges of work/life balance, how to develop winning work/life balance practices and assess them. Once these concepts are acquired, how to take action in your business.

Workshop: Séduction Inc. to stand out!

As a manager stand out from the crowd and find out what you can implement by using your best assets to establish your best talents. Discover the art of wowing in business to stand out!

Workshop: Integration of millennials to the workplace

Freedom-loving millennials seek independence at work. More connected to the world, informed and multitaskers than ever before, they generally focus on short-term results.

Above all: they are self-assured. They are determined to take charge of projects they believe in and have very specific expectations regarding 21st century leaders.

What are the guidelines to integrate millennials to the workplace while remaining productive as a business? How to maximize the management of millennials and forms of communication within the business while observing the roles, operating rules and guidelines of everyone?

Workshop: Understanding the challenges of recruitment

Find out about the challenges of recruitment, how to develop and assess your recruitment strategy to end up identifying the means to take actions.

Workshop: The first steps regarding immigrant labour

The presentation will be on business services offered by Ministère de l'Immigration, de la Diversité et de l'Inclusion (MIDI). First, there will be a brief overview of immigration to Canada and Quebec. Then, there will be a presentation on the different recruitment programs for foreign workers, but also recruitment opportunities for immigrants already living in Quebec (regionalisation). Lastly, we will discuss practical coaching in concrete terms (first two lines) that MIDI could offer a business that asks for it.

Conference lunch regarding the needs and challenges of SMEs

An overview of businesses and the labour situation by the Canadian Federation of Independent Business (CFIB).

Workshop: Where are they?

If you're an experienced employer, you will notice more and more that the rules of the game have changed. While it used to be that all you had to do was turn around and take a resume at random to replace an employee, you realize that this option is becoming more and more limited. Resumes are becoming scarce and good applicants may not be found where you had a habit of searching...

This comes as no surprise: the demography has changed the rules of the game and, if you don't take notice and change your ways, you will soon find yourself with no one to manage.

The solution? Change your old habits in the area of human resources management by turning to clients that you used to avoid and by providing customized human resources management, as well as decentralized but much more efficient management.

During this conference, we will discuss the following topics:

- Demographic challenges;
- Retired workers;
- Disabled workers;
- Workers from other cultures;
- The new HR management vision, which will allow you to overcome your next challenges.

You want to keep your momentum going? Come to this meeting.

Workshop: Retention, understanding the psychological contract and the forces of loyalty

To retain your employees, you have to understand the psychological contract and the forces of loyalty, build your retention practices and assess them. Above all, you have to learn how to implement all this in your business.