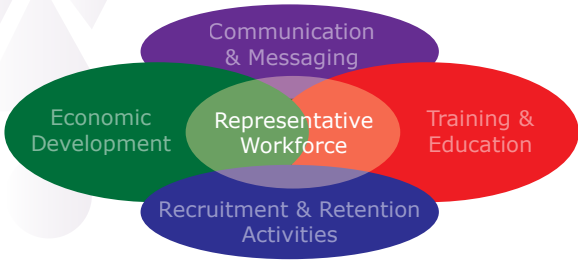


Recruitment & Retention



Recruitment Activities:

- Offer in-house education & training programs
- Attend career fairs and trade shows
- Engage in partnerships to build Representative Workforce student programming
- Connect with high school and post secondary students
- Include Representative Workforce messaging with employment applications
- Review human resource processes to enhance recruitment activities
- For hiring purposes, information is provided, about cultural competencies to other departments within the organization
- The Representative Workforce Advisory Committee on Aboriginal Initiatives provides guidance and identifies opportunities for recruitment and retention

Retention Activities:

- Career Pathing Project
- Peer Network
- Mentorship Project
- Provide job coaching for employment programs
- Conduct exit interviews to gain understanding of experiences within Saskatoon Health Region
- Review Employee & Family Assistance Program services for relevance and appropriateness of related policies
- Develop Representative Workforce initiatives to enhance positive, respectful work environments

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Initiatives

Step Into Health Careers

This program is designed to enhance the participation of a Representative Workforce, with an emphasis on youth and Aboriginal initiatives to reflect current and future demographics within the region. This is accomplished by offering program participants employability skills, certification training, job coaching, mentorship, and work experience.

Mentorship

The overall goal of the Representative Workforce mentorship project is to develop mentoring activities to meet the needs of a diverse workforce population, as well as the needs of the organization.

The Saskatoon Health Region has various mentoring initiatives and activities occurring throughout the region. The Representative Workforce Mentorship Coordinator provides training and support to develop skills that enhance effective mentoring behaviour and contributes to a mentoring environment that is respectful, positive, supportive and nurturing. A mentoring environment creates "inclusion" where each person is valued and respected for their similarities and differences.

Peer Network

The Representative Workforce Advisory Committee created the concept for an Aboriginal Peer Network that will serve to address some retention issues in the organization. The purpose of the Network is to enhance employee engagement and satisfaction in the workplace through various inclusive activities, information sharing and building a sense of community in the workplace.

Career Pathing Advisor

The objective of the Career Pathing Pilot Project is to develop a model for career pathing that will address some of the succession planning needs of the region by creating a sustainable, responsive and representative workforce with a priority focus on Aboriginal employees. Career Planning, Mentorship and Apprenticeship are the Career Pathing tools that will support the aims of employees involved in the project.



www.saskatoonhealthcareers.ca

