

Minutes / Procès-verbal

Southeast Labour Market Partnership / Partenariat du marché du travail du Sud-Est	
Retention Working Group / Groupe de travail – Rétention	
Date	Thursday June 4 th , 2020 / jeudi le 4 juin, 2020
Time / Heure	1pm – 3pm / 13h – 15h
Location / Lieu	Conference Call / conférence téléphonique
Chairperson / Président	Guy Léger
Coordinator / Coordinateur	Patrick Richard

#	Agenda / Ordre du jour	Who / Qui
1	Call to Order / Ouverture de la réunion	Guy Léger
2	Attendance & Quorum Check / Appel des membres & vérification du quorum	Guy Léger
3	Declaration of Conflict of Interest / Déclaration des conflits d'intérêt	Guy Léger
4	Agenda Overview & Adoption / Lecture & adoption de l'ordre du jour	Guy Léger
5	Ratification of the Adoption of the April 24, 2020 Minutes / Ratification de l'adoption du procès-verbal du 24 avril 2020	Guy Léger
6	Business arising from April 24, 2020 Minutes / Affaires relevant du procès-verbal du 24 avril 2020	Guy Léger
7	Work Plan 2020 – 2021 / Plan de travail 2020 – 2021	Guy Léger
8	Review of Initiatives & Updates on Action Items / Revue des initiatives & Mises à jour sur les mesures à prendre	Initiative Owners / Propriétaires de l'initiative
9	Setting of Working Group Priorities / Établir les priorités du groupe de travail	All / tous
10	Other Items / Autres points	All / tous
11	Next Meeting / Date et lieu de la prochaine réunion	All / tous
12	Adjournment / Ajournement	Guy Léger

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1.0 Call to Order / Ouverture de la réunion

Call to order 1 :04

2.0 Attendance & Quorum Check / Appel des membres & vérification du quorum

Present: (Chair) Guy Léger, Expansion Dieppe; Kari Cheyne, 3+ Corporation; Kevin Roy, Working NB; Sylvain Montreuil, CCGM; Anne McGraw, GSCC; Tahlia Ferlatte, Town of Riverview; Wayne McDonald, J.D. Irving; Patrick Richard, SLMP Coordinator.

Regrets: Anna Kelly, Hub City Young Professionals Network.

Asked Aldéa for support of PSI Mount A representative. – Patrick to follow up.

3.0 Declaration of Conflict of Interest / Déclaration des conflits d'intérêt

No Conflict of Interest

4.0 Agenda Overview & Adoption / Lecture & adoption de l'ordre du jour

No additions.

5.0 Ratification of the Adoption of the April 24, 2020 Minutes / Ratification de l'adoption du procès-verbal du 24 avril 2020

Minutes adopted.

6.0 Business arising from April 24, 2020 Minutes / Affaires relevant du procès-verbal du 24 avril 2020

Patrick replaced by Anna Kelly, Hub City Professionals Network (Patrick, officially Coordinator)

Kevin Roy named as Working NB representative.

7.0 Work Plan 2020 – 2021 / Plan de travail 2020 – 2021

Work plan was officially passed by the council at the last meeting

Partnership Introduction - 4 pillars, 10 objectives

4 Working Groups; Attraction, Retention, LMI and Talent Development + Council

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Guy read, to highlight:

Goals of the Workforce Retention working group:

- To work on the initiatives identified for this working group.
- To work with the SLMP Council if there are new resources required to successfully implement an initiative.
- To report back to the SLMP Council on the progress of each initiative.
- To identify other workforce retention-related issues that may arise and make recommendations to the SLMP Council on how to address them (e.g. Covid-19).

8.0 Review of Initiatives & Updates on Action Items / Revue des initiatives & Mises à jour sur les mesures à prendre

INITIATIVE #1	Support firms/organizations during and post the pandemic
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The province is holding weekly press conferences on Thursdays to update on new measures and the new normal, etc.

Recovery Task Force has new survey on occupancy of workplaces in Southeast (Moncton, Dieppe, Riverview and Sackville.) Are employers asking employees to come back to work or keeping them at home? Data could be interesting to inform decisions on short- and long-term initiatives.

Southeast Economic Recovery Task Force – Action plan developed by 3+, and others. Retail deep dive. Questions could help Retention group. Data could help inform this group.

Action Plan graphic could be shared with the group. With other Covid 19 initiatives.

Share questionnaire and Action Plan. – Sylvain and Kari

Kevin – Retention is currently related to CERB. Employers having difficulties with employees staying home on CERB. Short to medium problem.

Anne – Employers in Tourism are concerned with no students, can't find employees and employers won't commit to 40 hours/work week. Downtown Shediac also having opportunities given Pension Centre employees are not in the office, restaurants are struggling on lunch hours.

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INITIATIVE #2	Document and share best and promising practices for employers to showcase tangible approaches to creating and adapting to a flexible workplace
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CCGM – Back burner for now. Not recreating the content but congregate the info together.

Employers need new focus and need to decide:

- Same business, but scale back.
- Same business, little bit of what we did and little of new approach.
- Full on new approach.

le: Restaurant – same business, but less seats -or- shutter the business and wait till full capacity -or- open fully but take out only.

*Best practices may be still early. There's work that needs to be done for Covid 19 new normal:

<https://ccgm.ca/wp-content/uploads/2020/05/Economic-Recovery-Plan-EN.pdf>

Infographic

https://ccgm.ca/wp-content/uploads/2020/05/3plus_actionplan_En.png

Recovery Plan: <https://ccgm.ca/wp-content/uploads/2020/05/Economic-Recovery-Plan-EN.pdf>

Infographic: https://ccgm.ca/wp-content/uploads/2020/05/3plus_actionplan_En.png

Plan de reliance: <https://ccgm.ca/wp-content/uploads/2020/05/Economic-Recovery-Plan-FR.pdf>

relance

Infographie: https://ccgm.ca/wp-content/uploads/2020/05/3plus_actionplan_Fr.png

Should we be identifying target sectors?

Provide with Data – LMI, next meeting timing can be set up.

CCGM will have 2 students from Mount Allison, through Future Ready NB – Project on helping SME with transitioning business to online. "Business BOOST"

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INITIATIVE #3	Develop centralized webspace to share HR resources and information with a focus on providing SMEs the resources and assistance they require to effectively recruit and retain talent Sample: https://www.peihrtoolkit.ca/
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Kari – How does the other action items from other Working Group work with this initiative. Alignment with the tool kits, with other owners on the other initiatives.

NBJobMatch.com – new “Magnet” portal

Next Step – Meeting with Working NB (Kari & Patrick) Eliminate the duplication.

Schedule sub group to discuss.

INITIATIVE #4	Create toolkits/pamphlets to inform businesses on diversity and inclusion practices for the workplace
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3+ Owns this – Subset of the Toolkit.

Sub committee to go through all the information.

*Add Workforce Summit info, NBMC & CPHRNB.

INITIATIVE #5	Empower youth to actively contribute to local discussions and planning initiatives to ensure their perspectives, ideas, and experiences inform decisions and help change the message that young people need to leave Greater Moncton to find good opportunities
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What are “Youth wants”, from toolkit research.

Moncton has the “Mayor’s Youth Advisory Committee”

Dieppe – No youth Committee

Riverview – Youth placements with Town of Riverview

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Regional Youth advisory committee – MP Ginette Petitpas-Taylor’s committee potentially?

We need to question Youth entrepreneurs – why do they leave?

Choose Fredericton Campaign was successful in attracting and retaining young professionals to the region. We could look at that campaign for promising practices.

Other groups to consider: Boys and Girls Club, Sistema, existing programs, etc. This could help us to educate the parents, community, etc.

9.0 Setting of Working Group Priorities / Établir les priorités du groupe de travail

Still too early to set Working Group Priorities.

10.0 Other Items / Autres points

N/A

11.0 Next Meeting / Date et lieu de la prochaine réunion

Mid AUGUST. Patrick will send Doodle

12.0 Adjournment / Ajournement

2:40 pm

Action Items – SLMP Retention Working Group	
Asked Aldéa for support of PSI Mount A representative.	Patrick
Share questionnaire and Action Plan. – Sylvain and Kari	Sylvain & Kari
Meeting with Working NB to eliminate duplication of Toolkits. Schedule sub group to discuss.	Kari & Patrick
Send Doodle for next meeting - Mid - August 2020.	Patrick