

Retention Working Group

Southeast Labour Market Partnership Retention Working Group – Council Update

Chair: Guy Léger

Last Meeting: 09/23/2021

Information / Update(s):

- **3+ will submit an official funding proposal to WorkingNB to receive funding, ensuring the implementation of initiatives 3 and 4;**
- **3+, under the guidance of Vanessa Cormier completed the creation of the 3rd youth series video, which highlights youth in the region and paints a picture of what it's like to live/work in the region.**
- **The Retention Working Group highly supports the Greater Moncton Top 20 Under 40 event, which highlights Youth that have chosen to live/work in the region. Congratulations to the CCGM and the Hub City Young Professionals Network.**

Recommendation(s):

1. More youth video's be created with a focus on specific sectors (i.e. AI / Robotics) to show that there are youth people involved in these type of sectors.
2. Recruit an additional member to be part of the Retention Working Group. The objective is to add a person in HR representing an SME.

Definitions Approved at Retention Working Group Meeting:

1. Diversity, Equity, and Inclusion:

Employment equity and Labour Program (Government of Canada):

- Encourages the establishment of working conditions that are free of barriers
- Seeks to correct conditions of disadvantage in employment, and
- Promotes the principle that it requires special measures to accommodate differences for the following five designated groups in Canada:
 - o Women
 - o Indigenous peoples
 - o 65+ age group
 - o Persons with disabilities, and
 - o Members of visible minorities

Within these five designated groups, we emphasize the importance of targeting immigrants and people of sexual orientation.

2. Flexible Workplace:

Workplace flexibility is a strategy that emphasizes being able and willing to adapt to changing circumstances when it comes to how work gets done. Workplace flexibility meets the needs of both the business and its workers. Flexible workplace can be achieved if the majority of employees agree to it. Key areas to consider include providing a working environment that provides flexibility in a few of the following areas:

- Work schedules.
- Numbers of hours worked.
- Location of work.
- Leaves.
- Rest periods.
- Work tasks and projects.