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Recruitment and Retention

Finding experienced employees

- **Employ in-house training, partnered training or mentoring programs.**

Your in-house training programs may uncover employees who are experienced but who would be interested in learning another part of the business. You can also check to see whether these workers have skills transferable to the job you are trying to fill.

- **Consider forming an alliance with businesses like yours – or joining a sector council.**

Rather than viewing other companies in the same sector solely as competitors, employers in similar sectors are considering alliances to bring specialized training or skilled employees to the local area. In this way, employers can boost the chance of success of the whole business sector in the Atlantic region.

You can find other businesses in your Chamber of Commerce membership directory. Or you can also check out joining a sector council. These are formed from a number of businesses in similar areas; some sector councils deal with trucking, aquaculture or seafood production, for instance. Membership in sector councils, which are coordinated through Service Canada, is free. You can find more information on them at the following website: www.councils.org/

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