



# EMPLOYEE RETENTION

## Keeping Your Workforce Engaged

Have you ever struggled to create effective retention strategies and maintain high levels of engagement within your workforce? Have you ever lost a top performer as a result of lack of growth opportunities? Every employer has a different approach to retention, and it's up to you as an employer to decide just how you will grow and maintain your top talent. This month we have curated content to provide you with varied materials on effective retention strategies and considerations.

### **Career Development - Charting a Path that Fosters Retention**

by Deb Walker

It's Monday morning and you've just walked through the front door of the office to a text from an employee, with the subject line: "Do you have a few minutes to talk?"

[Read more here ...](#)



### **Boost Retention by Making your Onboarding Program Strategic**

by Human Resources Executive

Strategic onboarding seeks to solve that issue by moving beyond automating paperwork. Instead, it delivers a personalized journey that transforms new hires into fully functioning, integrated members of the team.

[Read more here ...](#)

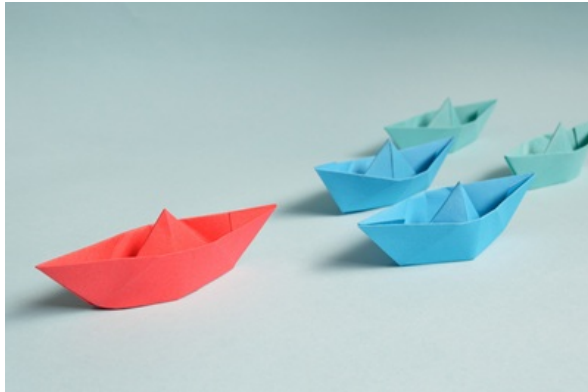
## 8 Essential Employee Retention Factors Modern Employers Ignore

by Rise Staff

An employer's ability to retain employees is no longer an aspect of being a "good" place to work. Top performers are literally a LinkedIn message away from being snatched from the team you've worked so hard to build.



[Read more here ...](#)



### Improve Talent Retention with This New Approach to Leadership Development

by Strategic HR Management

Leadership development strategies will not only prepare future leaders but improve talent retention across the organization.

[Read more here ...](#)



### Championing Talent Hidden in Plain Sight

by PeopleTalk

With fewer applicants available and retention challenging for all industries, the business world is starting to realize that everyone needs to explore more innovative ways to attract, retain and grow potential.

[Read more here ...](#)

## Quotes on Employee Retention



To win in the marketplace you must first win in the workplace.

Doug Conant, CEO of Campbell's Soup

The biggest concern for any organization should be when their most passionate people become quiet.



Tim McClure, Keynote speaker



The key thing is really aligning everybody so they all understand where you're going.

Eytan Lenko, Chair of Beyond Zero Emissions

# HR News Corner

## Unemployment Statistics

Source: [Labour Force Survey, July 2019](#)

	May-19	Jun-19	Jul-19
VICTORIA	3.6%	4.0%	3.8%
VANCOUVER	4.2%	4.0%	4.0%
BC	4.3%	4.5%	4.4%
CALGARY	7.0%	7.0%	6.9%
ALBERTA	6.7%	6.6%	7.0%
CANADA	5.4%	5.5%	5.7%

## HR in the News

[Canada loses 24,200 jobs in July, pushing unemployment rate higher](#)

The Canadian Press, 9 August 2019

[\\$22/hr is average wage needed to afford a two-bedroom apartment in Canada: report](#)

Global News, 18 July 2019

[Need a longer holiday? In a tight labour market some companies offer sabbaticals](#)

CBC News, 13 July 2019

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T 250.382.3303 E [info@chemistryconsulting.ca](mailto:info@chemistryconsulting.ca)  
Victoria | Vancouver | Nanaimo  
[chemistryconsulting.ca](http://chemistryconsulting.ca)



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