



WORKFORCE MANAGEMENT

October HR In-Brief

Seven Strategies to Mitigate Labour Shortages in Your Organization

By Arlene Keis, Associate HR Consultant at Chemistry Consulting Group

"It seems as if every day there are headlines regarding staff shortages in virtually every sector of the economy and in every province and territory. The issue has become a business imperative in boardrooms across the country as organizations large and small grapple with the economic fall out of this gap in labour supply.

There is no one-size-fits-all solution to address labour shortages, but there are many things that an individual business or organization can do to minimize the impact. Many are finding that a multi-faceted approach gives the greatest odds of weathering the perfect storm that has produced the labour challenges."

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Turnover is Not Always Bad for Business

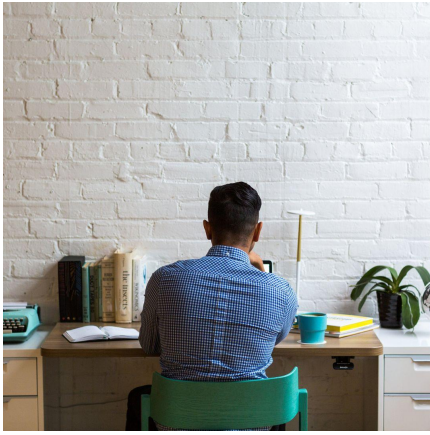


HRPA

"Employee turnover is arguably the most misunderstood HR metric ... But it's not that simple. Whether your company's turnover rate is at 2% or 60%, a single, broad turnover percentage isn't a useful metric for measuring your company's overall health. **Why? Because not all turnover is equal.**"

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How to Solve the Quiet Quitting Dilemma



Thoughtful Leader

"Quiet quitting is a topic that's all the rage these days. The term was popularised by an "employment influencer" in 2022 and basically means "doing the bare minimum to get the job done" or "refusing to go over and above", all without actually resigning from the company ...

But ... is it something we need to solve? Or is it something that will be fixed if we lead better?

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Meaningful Human Connection is Our New Competitive Advantage



PeopleTalk

"In our remote reality, if we can remember to be as human as possible in our conversations, courageously reveal our struggles and create a safe space for others to share, watch the conversations go deeper and how intentional human connection will quickly become our new competitive advantage."

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SEPTEMBER 2023

The national unemployment rate held steady at 5.5%

Employment increased in BC (5.2% to 5.4%) and Ontario (5.9% to 6.0%)

On a year-over-year basis, average hourly wages rose 5.0% in September

Unemployment Rate Across Top Canadian Cities	
Vancouver, BC	5.9
Victoria, BC	3.8
Kelowna, BC	2.5
Calgary, AB	5.9
Toronto, ON	6.5

The Daily Labour Force Survey, September 2023

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