

HUMAN RESOURCE ESSENTIALS

→ ac-ada.ca/hr-essentials

Are you working on any HR initiatives this year?

We have funding to help make your time and budget go further.

We know our members are facing significant challenges in attracting and retaining talent. In a rapidly evolving and increasingly competitive labour market, we have created this program to help our members stay up-to-date, competitive, and effective. ACADA's HR Essentials program will help your business attract and retain talent and – more importantly – build a workplace culture where your employees can thrive!

This program offers customized human resources solutions for your A&D business:

We have partnered with expert consultants and ACOA to deliver funding for project implementation. The program is flexible, customizable, and can cover projects like:

- Policy development or review
- Training or workshops
- Recruitment of a key role
- Recruitment and selection strategies
- Employee engagement
- DEIB commitment statement
- DEIB event calendar
- Writing inclusive job ads
- Onboarding processes
- Measure culture and engagement

Here's how it works:

1. Watch the webinar to get ideas about projects you may want to work on.

- [Diversity, Equity, Inclusion and Belonging](#) (watch on-demand)
- [Recruitment and Selection](#) (watch on-demand)
- [Retention and Workplace Culture](#) (register to attend live September 20)

2. Apply to the program of your choice – it only takes a couple minutes!

- [Diversity, Equity, Inclusion and Belonging](#)
- [Recruitment and Selection](#)
- Retention and Workplace Culture – coming soon!

3. We'll be in touch as we approve applications.

- Once we approve your application, we will introduce you to the expert consultant and you will meet to build a custom project for your A&D business.
- There are limited spaces so, get your applications in as soon as possible!
- Projects must be finished by December 29, 2023.

Additional Information:

Fundamentals of Diversity, Equity, Inclusion, and Belonging (DEIB)

DEIB starts with putting people first and looking at ways we engage, connect, and support your team. It is pivotal for each of us, and to every SME, to look at our people culture and how we do business. The goal of this workshop and funding is to create understanding about the fundamental concepts of DEIB in A&D workplaces and implement projects that will make a real difference to the health of your business.

DiversityNL will work with four SMEs, cost shared between ACADA and the selected members, to build a custom project, such as DEIB Policy Development, DEIB Commitment Statement, DEIB Education Series, Development of DEIB Calendar of Events, Other project deliverables discussed with individual SME.

[Click here](#) to see the program guidelines.

[Click here](#) to apply for funding.

Recruitment and Selection for Mid-Management and Senior-Management Talent

Success in recruitment and selection starts with a comprehensive understanding of up-to-date best practice within the talent acquisition process. We aim to equip members with enough information to question and fine-tune their own processes to elevate their reach, align what they need, and complement their current teams.

KBRS will work with five SMEs, cost shared between ACADA and the selected members, to recruit for one mid-management or senior-management role, including consulting to build an effective job ad and other supporting work to ensure you find the perfect candidate.

[Click here](#) to view the program guidelines.

[Click here](#) to apply for funding.

Retention and Workplace Culture

In a competitive labour market, it has never been more important to understand your company's culture and how that culture is contributing to your ability to recruit and retain top talent (and impact your bottom line). We will build our collective understanding of culture through reflecting on our own history and what makes us great, exploring various world views, analyzing leading organizations, and describing our own barriers to an optimum culture.

[Click here](#) to learn more about the workshop and to register to attend live on September 20. Applications for funding will open immediately after the workshop is delivered.

VISIT [AC-ADA.CA/HR-ESSENTIALS](https://ac-ada.ca/hr-essentials) FOR FULL PROGRAM DETAILS

