

# RECRUITMENT STRATEGIES

## Recruitment/Retention Strategies for Canadian Workers

As an employer we are committed to continuing our efforts in managing the workforce attraction and retention challenges and will strive to maintain our current information and effective practices that support the successful attraction and retention strategies for all Canadians.

- Recruitment efforts: We will commit to advertise our job postings:
  - In a minimum of (3) separate publications or online recruitment sites: (e.g. Service Canada, AHLA, Kijiji, JobShop)  
\_\_\_\_\_  
\_\_\_\_\_
  - In another province(s):  
\_\_\_\_\_  
\_\_\_\_\_
  - Using recruitment agencies:  
\_\_\_\_\_  
\_\_\_\_\_
  - Through local job boards: (e.g. AHLA, University/College Campus, High Schools)  
\_\_\_\_\_  
\_\_\_\_\_
  - Within groups: (e.g. Aboriginal, Persons with Disabilities, Semi Retired)  
\_\_\_\_\_  
\_\_\_\_\_
  
- Increase our Retention efforts by:
  - Training and Development:
    - In house training
    - Cross training & job sharing
    - Workshops offered through external agencies, e.g. AHLA, AHSA
    - On-Line courses & certification, e.g. ProServe, *emerit*
  - Offering Competitive Wages and Benefits:
    - Participate in Labour Market & Wage Surveys: (e.g. AHLA)  
\_\_\_\_\_  
\_\_\_\_\_
    - Group Benefit Programs offered through: (e.g. WFG, Manulife, Great West Life)  
\_\_\_\_\_  
\_\_\_\_\_



# ALBERTA HOTEL & LODGING ASSOCIATION

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- Recognition Programs: (e.g. You're Welcome Awards, White Hat, Red Hat)  
\_\_\_\_\_
- Participate in Designation Programs: (e.g. Employer of Choice, Green Key, Star Quality)  
\_\_\_\_\_
- Referral Program in place



# RECRUITMENT EFFORTS

## Recruitment Template for LMO Application

In support of your LMO application, you must provide documentation of recruitment efforts for Canadian workers. The following provides a template to document your efforts.

Recruitment Efforts:

Job Postings: (attach job posting/job description)

1. Service Canada Job Bank
  - a. Advertisement # :  
Advertising Dates:
  
2. Two Additional Secondary Posts
  - a. Publication/Job board:  
Advertising Dates:
  
  - b. Publication/Job board:  
Advertising Dates:

Recruitment Outcomes:

Number of Resumes received: \_\_\_\_\_

Number of Qualified Applicants: \_\_\_\_\_

Number of Interviewed Applicants: \_\_\_\_\_

Results of Interviews:    \_\_\_ candidate(s) was/were not able to relocate from out of province  
                                  \_\_\_ candidate(s) was/were not willing to negotiate salary expectations  
                                  \_\_\_ candidate(s) was/were not willing to travel

