



CR Fair or other information

Exciting content that shows the value of the Community Council or changes instigated or encouraged by Community Council activities.
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Labour Market Dialogues or other

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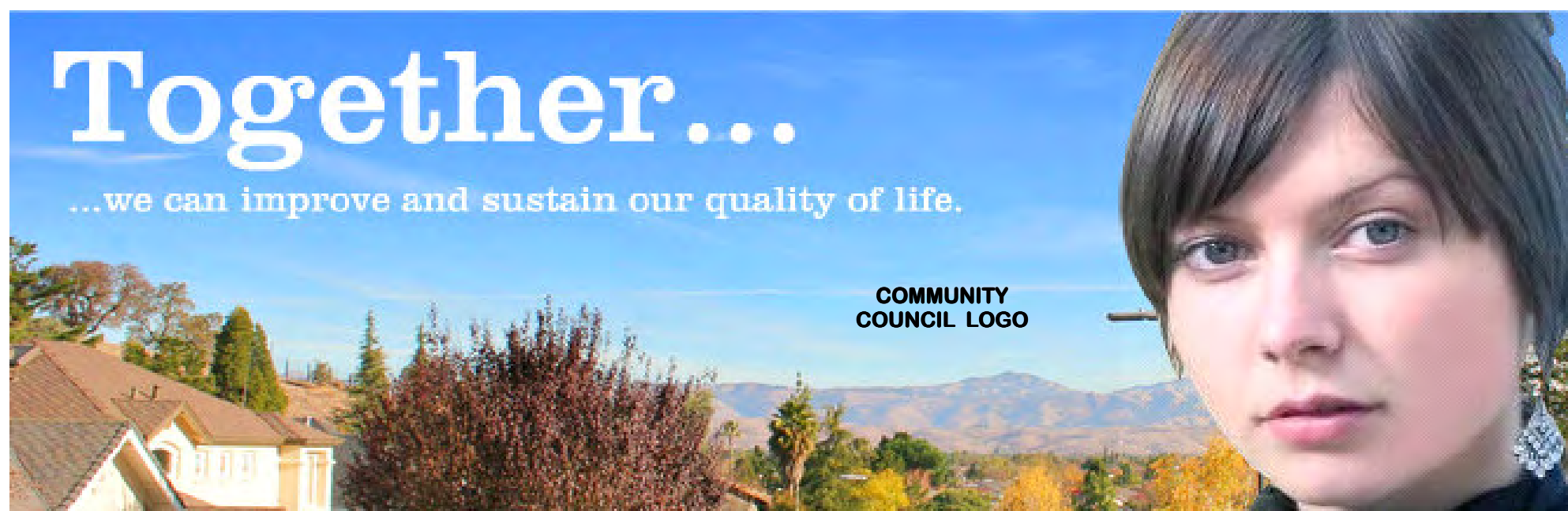
Assoc of Family Serving Agencies or ?

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**2—\$900
AFTER
DISCOUNTS**

DISPLAY AD—10 1/2" x 4"
Or **Company Highlight**



Explanation of the program. (short action oriented text) and impact on the community

Stress how businesses can learn from Best Practices of other businesses and how the combined effect is helping the community



<p>DISPLAY AD—2 3/4" x 4"</p> <p>3—\$250 + \$400 + \$250 AFTER DISCOUNTS</p>	<p>DISPLAY AD—4 1/4" x 4" Or Company Highlight For entire ad space</p>	<p>DISPLAY AD—2 3/4" x 4"</p>
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Best Practise



Website ad

Training and retaining staff Twin strategies for a sporting goods empire

Chances are you've never heard of the Forzani Group, but you probably know one or more of their sporting goods stores such as Athletes World, Atmosphere, Coast Mountain Sports, Hockey Experts, Intersport, National Sports, RnR, Sport Mart and Sports Experts. It takes 13,000 employees to staff all of these stores. So where does the Forzani Group find that many knowledgeable people with the right attitude and skills? The answer is that they don't. They look for people with the right attitude and skills. The Sport Chek in Victoria's Bay Centre is one of this Forzani Group HR strategy. That Sport Chek gives employees the chance to gain skills on the job; when hiring, managers are most concerned about applicants' attitudes.

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"Passion, more than anything," you take the [training]. It's your

said Adam Trevor, a Sales Associate at the Bay Centre store. "From that passion, desire to learn."

Associate at the Bay Centre store. "From that passion,



Example of one specific business' "best practice" that gives business recognition but gives other businesses ideas of how to act to leverage benefits or add flexibility that is of real value to



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Cardlock Cleans Up with Partnership and Hiring Practice

There was a time when the Peninsula Co-op Commercial Cardlock needed to be better maintained. Its garbage bins were full. The paper towel dispensers were empty. Mud was accumulating in the commercial wash bays and constant cleanup because of leaves and debris. cardlock was not being kept clean because it job," said John Ferguson, Commercial Petroleum Manager. "It employees away from critical employers, finding someone very difficult. Few looking for part-time, repetitive jobs that aren't pay. But Ferguson saw a employer, Payless Gas, had developmental disabilities. His to be innovative and inclusive; he knew

also often took jobs." For many to do these jobs is employees are able to offer high solution. His previous hired people with present employer was willing this because the Peninsula Co-op



Company highlight

4—\$900 AFTER DISCOUNTS

\$250 EACH AFTER DISCOUNTS

Company highlight

5—\$900 AFTER DISCOUNTS

address



Best Practise

Food Service Company Welcomes Hard of Hearing Staff

When Juliette Geidt realized there were fewer work opportunities as an interpreter teacher assistant, she approached the Island Deaf and Hard of Hearing Centre (IDHHC) for employment information and support. Soon after, the IDHHC contacted Compass Group and arranged a job interview for Juliette, to work with the ware wash team at the Royal Jubilee Hospital. Compass Group is the largest food service and facilities management provider in Canada. It provides food services to the Vancouver Island Health Authority, among other facilities. Rod Hood, Compass Production Manager, interviewed Juliette, and offered her the job without hesitation. With support from the IDHHC, Rod arranged training for the staff on how to communicate with a deaf person, and Juliette was welcomed by everyone in the team. "One of the benefits of hiring someone who is deaf" says Juliette, "is that we do things fast because we have a high ability to concentrate". As part of the ware wash team, Juliette found that her co-workers were interested in sign language and she brought some posters with different signs for them to learn. Hearing the team



Company highlight

6—\$900 AFTER DISCOUNTS

\$250 EACH AFTER DISCOUNTS

7—\$900 AFTER DISCOUNTS

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Innovative Hiring Engages New Canadians

Clint Reece has a hiring strategy that is helping his company succeed while others struggle to find and keep employees. Reece's company offers approximately double the minimum wage to start, medical and dental benefits, use of company vehicles, and flexible scheduling. And it recruits landed immigrants and new Canadians. Reece is the president of Victoria-based Island Fryer Management. The company uses special equipment to vacuum clean deep fryers and micro-filter cooking oil at restaurants and commercial kitchens. Employees do not need to speak a lot of English; they work the night while the businesses they serve are closed and empty. And Reece has found that landed immigrants are stable, loyal employees who deliver excellent service. "It's a labour pool that [is] sort of a niche in terms of finding people," says Reece. "We're trying to make this a win-win." To that end, Reece works hard to overcome the linguistic and cultural barriers that can stand in the way of the employer-employee relationship. Employees who are new to Canada "may not understand my expectations," says Reece. "I may not understand [theirs] in



Company highlight

7—\$900 AFTER DISCOUNTS



Best Practise



Website ad

EDS Advanced Solutions - Elder Care Policy

"I want employees to know it is ok to ask for help" says Greg Conner, Vice President of Human Resources for EDS Advanced Solutions, when talking about the company's Elder Care Policy.

More than 60,000 people are family caregivers in the US, and 30% are employed full or part-time. This results in people either having to cut back on hours or quit their job in order to care for a loved one. This can dramatically impact employee retention.

A family caregiver is anyone who provides care and support for an adult family member or friend who is chronically ill, frail, elderly, or has a disability. According to the Family Caregivers' Network (www.fcns-caregiving.org), many caregivers feel that providing a better quality of life for their family members or most important friend is their responsibility in life.



The elder care policy at EDS provides support for employees dealing with a family care issue, by allowing them to take time off. The policy was implemented when the company became aware of the need of some employees to take time off to provide care for their aging parents or other elder relatives – an increasingly common family need in our aging population where 3 of every 10 people over 65 require some form of special care and assistance. A total of 10 employees have benefited from this policy since implemented last year. "I took 3 weeks of unpaid leave to take



Libby Hughes-Klokeid and Greg Conner of EDS Advanced Solutions

Company highlight
8—\$900 AFTER DISCOUNTS

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Company highlight
9—\$900 AFTER DISCOUNTS

address



Best Practise

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Company highlight
10—\$900 AFTER DISCOUNTS

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Company highlight
11—\$900 AFTER DISCOUNTS



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Strength is in your Community your Community Council

The Community Council traces its roots back to the 1930's. It was then that the first social planning agency in the Victoria region was formed to address the needs of the poor. Since then the organization has reinvented itself several times to remain relevant and effective in providing social infrastructure and support. The current society was incorporated in 1966 as a registered charity. The Community Social Planning Council of Greater Victoria is an independent community-based organization that brings people together to create a just and vibrant community in BC's Capital Region through leadership that results in effective community solutions.

The Community Council provides leadership that brings the community together to create a sustainable quality of life for everyone in BC's Capital Region by:

- convening and supporting collaborative initiatives
- conducting community-based research



A whole barrel of Good Apples

Abe Books
 Abstract Developments Ltd.
 Accent Inns
 Adriana's Cocina Mexicana
 Better Business Bureau
 Bill Hartley Insurance
 Blackline Marine
 Bottle Depot
 Brown's the Florist
 Cadillac Fairview
 Canadian Red Cross-BC Coastal Office
 City of Victoria

Clean Conscience
 Coast Capital Savings
 Commissionaires
 Compass Group Canada
 Delicado's Oak Bay
 Dumont Construction Services
 EDS Advanced Solutions
 Frontrunners Footwear
 Hemp & Company
 Il Terrazzo Ristorante
 Island Displays
 Island Savings Credit Union

JB's

\$50 EACH BUT INCLUDED IN COST OF HIGHLIGHTS AND BEST PRACTICES

Downtown Auto Supply
 Juan de Fuca Recreation Center
 Level

Ground Trading Ltd.
 Marcel Dumont Contracting
 Milestone's Restaurant
 Monk Office Supply
 Munro Books
 OA Solutions
 Peninsula Co-op

DISPLAY AD—10 1/2" x 4"

Or **Company Highlight**

12—\$900 AFTER DISCOUNTS