

GRANT 2 KEY OBJECTIVE

Grant 2 Key Objective:

Improve human resource business skills – so the HR department, or owner/operator where a human resources person does not exist in the company, is better positioned to attract, recruit and retain employees. The training is focused on the HR operational elements of the organization, such as recruitment, hiring, processing payroll, conducting disciplinary action, maintaining employee records, updating policies, conducting benefit analysis.

Grant 2 does not include direct employee training outside of the HR operational team or owner/operator. Therefore, sales and marketing, production, operations, front line workers, health and safety training is not eligible.

Examples

Projects under Grant 2 could include:

- Designing (research, development) or redesigning policies such as hiring.
- Designing or redesigning the organization's compensation strategy to ensure it remains competitive within the industry to attract and retain employees. This does not include temporary foreign workers.
- Refining the employee onboarding experience. For example, think about the whole onboarding journey your new hires go through and what kind of experience they have. Could this be improved upon? Could you establish a consistent process throughout all departments in your organization?
- Developing a reward and recognition strategy to celebrate employees for outstanding work, while building the organization's overall culture.
- Improving your internal HR interview skills.
- Improving or implementing HR information software systems to streamline processes.

The key focus is to improve HR business skills for the betterment of the organization, its employees and the overall industry. The goal is to position the industry to be competitive and attractive to current and future employees so primary agriculture and agri-food can continue to attract key talent now and into the future to meet the growing demand.