

Attracting & Retaining Committee Report Fredericton, June 18th, 2005

The Attracting & Retaining Committee's presentation highlighted a number of topics that they have been successfully completed and new additions that are being worked on:

1) The Committee presented a group of five booklets and posters to highlight the retention of skilled collision repair workers and made them available at the meeting. Those include apprentice connection, recruitment tips, motivation, performance and teamwork brochures. The Committee then was asked to work on the Top Ten or Best Practices for retention of employees. This was based on the apprentice retention study available at:
http://skilledtrades.ca/assets/st_source_pfs/st_report_summary.pdf

2) The Committee requested sponsors and funders for both a reprinting of the cd-rom "Art of Earning" and to ensure its distribution as an online assistance tool.

3) The Committee showed and praised the donations to date to school and college auto body, collision repair and auto refinishing programs and highlighted the process that can be used to facilitate donations at:
<http://www.ciia.com/provinces/ontario/donationchart.html>

The break-out session attendees worked on a Best Practices for Retention study review and distributed a questionnaire to the audience asking for their best (and worst) examples in their shop of a retention practice.

The Best Practices discussion highlighted the Top 10 Key retention factors:

- Appreciation
- Liking Co-workers
- Loyalty
- Communication
- Pride
- Responsibility
- Safety
- Financial Support
- Access to training
- Work/life balance

Please join the Committee for their next break-out/discussion at CCIF Regina in Saskatchewan on October 15, 2005.