

8:40 AM

9:55 AM

Concurrent Sessions

19 OCTOBER, 2018

Bill 148 is here It's more than just minimum wage! 1

The changes to the Employment Standards Act, 2000 introduced through the Fair Workplaces, Better Jobs Act, 2017 brings to Ontario employers a number of new challenges.

This workshop will review changes such as equal pay for equal work, paid personal emergency leave, public holiday pay calculations and much more as well as provide answers to your questions.

Jis Kuruvilla - ESLaw
Paula Pettit - Miller Thomson LLP

Get the candidates you want with the soft skills you need 3

The hiring process can be time consuming and costly. Today's labour market is about more than just technical skills. As an employer, ideally you desire a candidate who has the technical background but also an individual who has the soft skills to fit with your company culture.

The importance of soft skills in today's labour market can distinguish you from competitors and make your company offering unique. This workshop discussion will explain how hiring an individual with the right employability skills will help your organization succeed. You have expended resources to ensure you hire the best, make sure you develop, engage, and retain them!

Samantha Timbers - Manager, COSTI

The Hidden Dangers of Privacy Law 4

Have you noticed that all the major sites are changing their terms of service? Been watching Mark Zuckerberg being taken to task with privacy issues? Have you realized this affects your company as well? Over the last 8 months the digital world is being yanked into line with a series of new laws and policies concerning users and security: from HTTPS and secure connectivity requirements, GDPR and AODA compliance, privacy and data laws, and more. This short information-packed seminar will walk you through your digital assets and tell you what you need to fix or pay attention to before you get in hot water. You will leave with a clear understanding of how these changes will affect your business and how you can stay current in your digital space.

Sean Stephens, CEO - Treefrog Inc.

Alternate ways to access talent Think outside the box 2

Employers know that dismissing a bad hire can be very costly in both time and money as well as stressful for everyone involved. So why not try some alternative ways to access different pools of talent and get to know your candidates before offering full-time career opportunities.

Mentorship – Newcomers bring talent, innovation and international expertise to the labour market – but need information and networks to succeed. By acting as a Mentor and connecting to Mentees in your field, it is a way of accessing this untapped talent.

Co-op, Internship – One of the most important experiences that post secondary students can gain is work place experience. By providing this experiential learning opportunity, employers can fill short-term recruitment needs, ensure company fit without a long term commitment or train a new hire at a reduced rate of pay by taking advantage of potential subsidies.

Apprenticeship – many careers are only attainable by learning under the experience of another person(s). Skilled trades people are an important part of our economy and providing opportunities for the next generation of skilled workers is a way of not only giving back to your profession but accessing new talent in your business or providing an opportunity for succession planning of your business.

This session will focus on alternative ways to access talent. People with international experience bring many skills to the corporate table and new grads are eager to make their mark and begin their career. Apprentices can be trained to do the job your way!

Amy Koning - Seneca College
Monica Brennen - York University, Bridging Programs
Kathleen Winningham - York University, YU Experience Hub
Maryam Haraji - Skills for Change, TradesWIN Program
Leslie Berko - Yorkworks Employment Services

Moderator:
Lisa Alfieri Sladen - York Region

Concurrent Sessions

19 OCTOBER, 2018

10:05 AM

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11:20 AM

Establish an effective recruitment process for the right fit

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You're growing and things are moving quickly. You have a need for skilled talent but can't understand why you are not attracting the "right" talent. Mistakes have been made in the past and they have cost time and money, and most importantly, your people. Business owners and human resource professionals from the IT, Finance and Manufacturing sectors will be discussing perceptions around hiring that elusive unicorn or purple squirrel. Get a hands on perspective of these markets from a candidate's point of view and be empowered to better understand the IT, Finance/Accounting and Manufacturing talent pool. Avoid the pitfalls of mismatched expectations and improve your process to help achieve staffing success.

Craig Streicher - President and CEO, Onico Solutions

Sheri Sweetland - V.P Client Engagement, PTC Recruiting

Hugh Caines - General Manager, Clean River Recycling Solutions

Lisa McFarland - Practice Leader, Williams HR Consulting

Moderator: **Al Wilson** - Workforce Planning Board

What can Government do for you

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This interactive session structured in an open forum format provides attendees an opportunity to engage directly with Regional Departments and Employment Supports that provide services to the business community. Staff will be on hand to answer questions and provide information on a variety of services, programs and incentives ranging from small business information and training sessions to business continuity preparedness, incentives for transit and water conservation programs, public health (e.g. food handler training programs, workplace wellness tips, etc.) and other supports that are available to help your business succeed.

York Region Community and Health Services
York Region Planning & Economic Development, Corporate Services
Employment Ontario
Service Canada

Information overload Surviving in the midst of chaos

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Human knowledge is doubling about every 13 months. The world's computing power is continuing to increase by 10,000% every decade. We're in the midst of a major transition from the slow linear growth of human knowledge to explosive exponential growth.

The new bottom-line reality for us all is INFORMATION OVERLOAD – way beyond our Brain's neuro-processing capacities. This reflective and interactive session will provide empowering concepts and tools and will allow participants' access to the leader on Neuroleadership & Brain-Based Coaching to provide immediate benefit. Learn key findings to Maximize your Energy, Clear your Mind & Think-out-of-the-Box, to gain a competitive edge.

Dr. Howard Eisenberg - Syntrek Inc

Cannabis in the workplace What employers need to know

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On October 17, 2018, Bill C-45, Cannabis Act will become law. This will legalize the use and sales of recreational cannabis. Employers must take every precaution reasonable to protect their workers and provide a safe working environment.

This session will focus on:

- Legal framework of the legislation
- Duty to Accommodate
- Accommodation Process – what steps should be followed
- Accommodation and Medical Marijuana – what risks are anticipated
- The role of supervisors in recognizing and reporting impairment

Public Services Health & Safety Association
Brittany Taylor - Rudner Law

Moderator: **Jonathan Wheatle** - York Region