

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