

the employer CHALLENGE



Quality of Life
CHALLENGE

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A Human Resources Newsletter from Employer to Employer

Skills training helps Share Organics grow

When Share Organics owner Susan Tychie decided her small business had grown big enough that she needed a training manual, she wanted to ensure it was – like Share’s fresh, local produce – good for every body.

“It started out as wanting to get a few things written down about the way we do things, but we also wanted to pass on the culture of our company, and we wanted it to be easily accessible,” Tychie says.

Twelve years ago, Tychie started a buying group with 10 families who shared her passion for local, organic produce. When those families started asking for more frequent deliveries, she knew it was time to expand. “We went from 10 pounds of beets to 250 pounds a week.”



Share Organics owner Susan Tychie and manager Jennie Duguay pack boxes of local, organic produce for delivery

Manager Jennie Duguay agreed to take on the task of writing down every detail of Share’s daily operation. “My intention from the beginning was to write a manual for production and office procedures,” Duguay says. She soon realized that including sections on bike and truck delivery, new staff training, and holiday procedures would be beneficial.

They got a helping hand in finessing the manual from the SkillsPlus project delivered by the Victoria READ Society and the Community Council. The Canada-British Columbia Labour Market Agreement program provides free Essential Skills training for employees in small businesses.

For Tychie, Thomas provided the opportunity to introduce business terms to staff, formalize human resources procedures and improve communications systems between production and office management.

“SkillsPlus is such an amazing service,” says Duguay. “We have passionate, driven people who care deeply about food and health but do not necessarily have the formal skills and training.”

SkillsPlus training is offered by the Victoria READ Society and the Community Council, with funding through the Canada-British Columbia Labour Market Agreement for small business in the Capital Region with less than 50 employees. Currently seven businesses in the retail/wholesale/grocery and tourism/hospitality sectors have signed up and others are on a waitlist.

Employers can find more workplace learning tips, tools and resources on READ’s website at www.readsociety.bc.ca/workplace.htm and through the Community Council, <http://www.qolchallenge.ca/resources/skillsplus.php>.

We gratefully acknowledge the financial support of the Province of British Columbia through the Ministry of Advanced Education and Labour Market Development as provided by the Canada - British Columbia Labour Market Agreement.

Canada



Employer Quote

“SkillsPlus is such an amazing service for people in a business like ours.”

**Jennie Duguay,
Manager, Share Organics**



Get Involved

Learn more about the Quality of Life CHALLENGE at www.qolchallenge.ca



Employer Resources

Ten Ways to Keep and Attract Your Staff

A booklet from the Labour Market Dialogues documenting the successful hiring and retention strategies of 10 employers of choice in BC’s Capital Region.

Addiction, Recovery and the Workplace: an employer information guide: employing individuals in recovery from addictions

For these and other HR resources, visit www.qolchallenge.ca and www.communitycouncil.ca.

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