

What are some of the advantages and disadvantages of this approach to thinking about the workforce?

ADVANTAGES	DISADVANTAGES

2 Who do you think has been excluded from this set of archetypes? How would you characterize their motivations and priorities?

3 How can this perspective on workers be leveraged to attract employees from untapped pools of talent?

4 What additional research should Tourism HR Canada be doing to better understand this dimension of the tourism labour force?

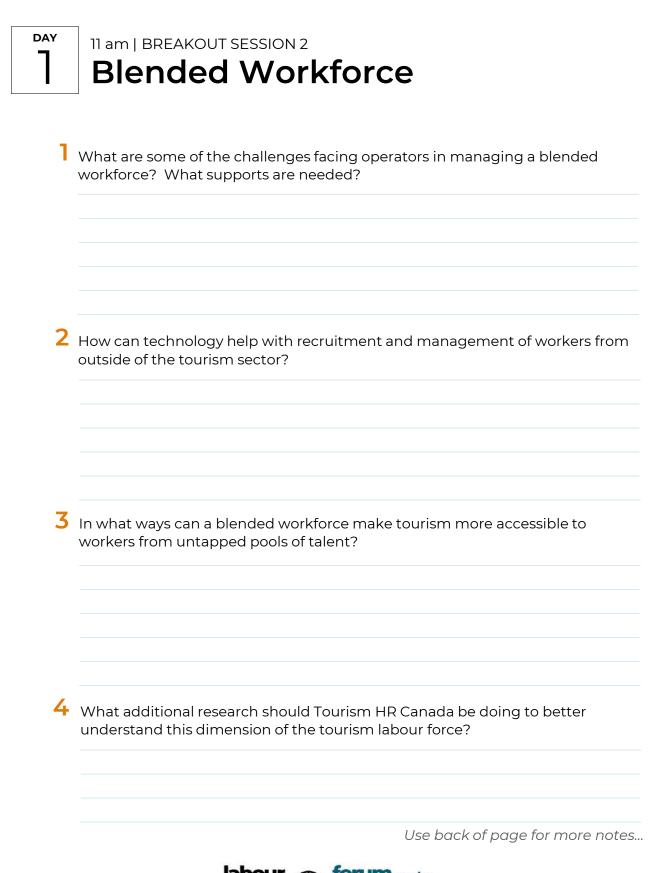
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torum sur le market forum 2023







What are some of the operational consequences of moving away from 'jobs' and towards 'skills' in tourism? [e.g., for HR practices, training/education, business planning, ...]

2 How can technology help operators adapt to having smaller workforces? What are the skills implications of this?

3 How could this shift make tourism more accessible to workers from untapped pools of talent?

4 What additional research should Tourism HR Canada be doing to better understand this dimension of the tourism labour force?

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	Recommended Solutions and Collective Actions
	What are the priorities facing your industry that Tourism HR Canada should I addressing (seasonal workers, housing, etc.)?
2	What collaborative approaches could foster innovation in addressing these
	needs?
3	What additional research should Tourism HR Canada be doing to better understand these priorities of the tourism labour force?
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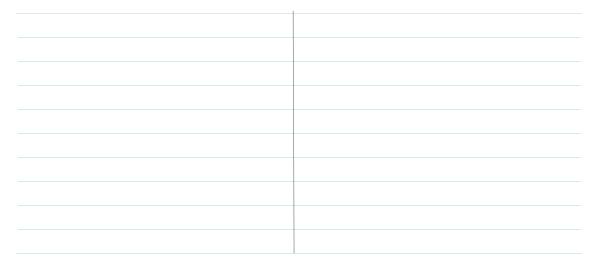


10:15 am | BREAKOUT SESSION 1 Workplace Mental Health



HASSEL AVILES

What are the top 5 biggest workplace mental health challenges in the hospitality and tourism sector? (be specific) What is currently being done to address these? (by employers, in your communities, etc.)



2 What impacts do these challenges have on business/workplace culture?



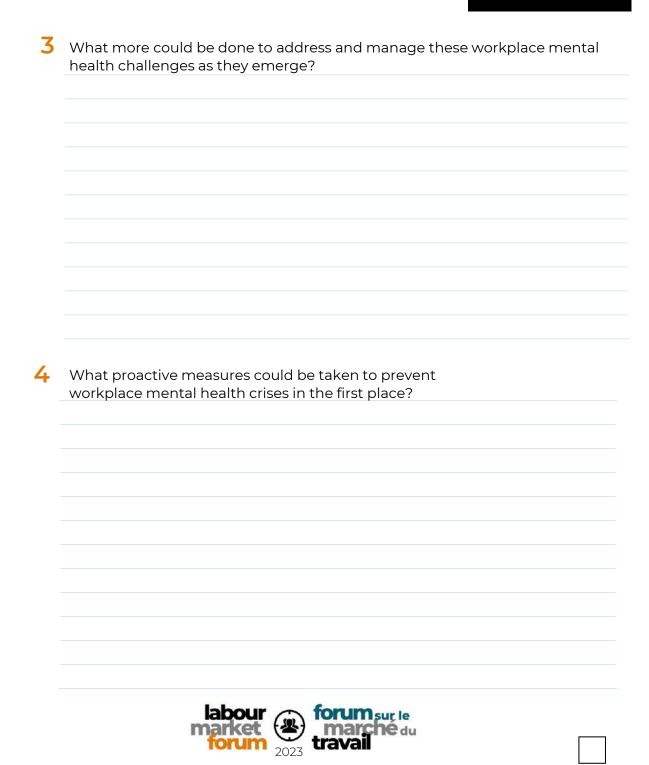




10:15 am | BREAKOUT SESSION 1 Workplace Mental Health



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BINGO!

Your Name:

Go around the room and find other people who can define, explain the terms or concepts in the boxes listed below. Once you find the person, please ask them to put their initials in the box.

- One person can only initial up to TWO boxes on one sheet.
- You may initial up to two of boxes on your own sheet.

Inclusive	Diverse	Equitable	Accessible		
Integration of Differences			Accessibility	Leadership	
Authenticity	Neuro- Equality diversity		Disability Inclusion	Fairness	
Empower- ment	2SLGBTQIA+	Intersection- ality	Workplace Accommod- ation	Trust and Openness	
Sense of Belonging	Religious / Faith Identity	Human Rights	Flexibility	Autonomy	
Psychological Safety	Stereotype and Privilege	Opportunity	Universal Design	Advocacy	



2 10:15 am | BREAKOUT SESSION 3 IDEAL Workplaces



Background: We define IDEAL workplaces as inclusive, diverse, equitable, accessible, and leading workplaces for everyone to thrive. We understand that ideal workplaces can vary significantly from person to person, as they depend on individual preferences, values, and needs. Building ideal workplaces is not only beneficial for the well-being of employees but also for the success and sustainability of organizations. Organizations that invest in creating ideal workplaces are more likely to thrive in the long run.

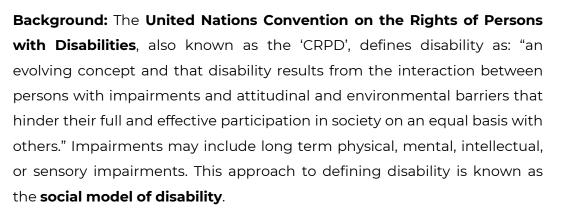
What characteristics do you think an ideal workplace should have?

2 Why are ideal workplaces essential to an employer?





2 10:15 am | BREAKOUT SESSION 3 IDEAL Workplaces



WORKSHEFT

TWO

Disability can be temporary, long-term or episodic. Disability can be visible or invisible. People with disabilities often are overlooked or undersupported. They are not different than anyone without disabilities in sharing the desire to want employment opportunities that are meaningful, sustainable and harness their skills and capabilities.

What are some of the ways in which your organization could minimize barriers to access and inclusion for current or potential employees with disabilities?





2 10:15 am | BREAKOUT SESSION 3 IDEAL Workplaces



Background: Tourism HR Canada is establishing an accreditation program aimed at recognizing tourism businesses' workplace policies and practices in building an inclusive, diverse, equitable, accessible, leading workplaces for equity-deserving groups, especially persons with disabilities. The accreditation program is an aspirational and educational recognition tool that is intended to help employers identify opportunities for continued improvement, and help build a company's reputation as an employer of choice.

What assessment criteria should be considered to develop this accreditation program?

2 What type of information and supports are needed to help employers become accredited as an IDEAL Workplace?

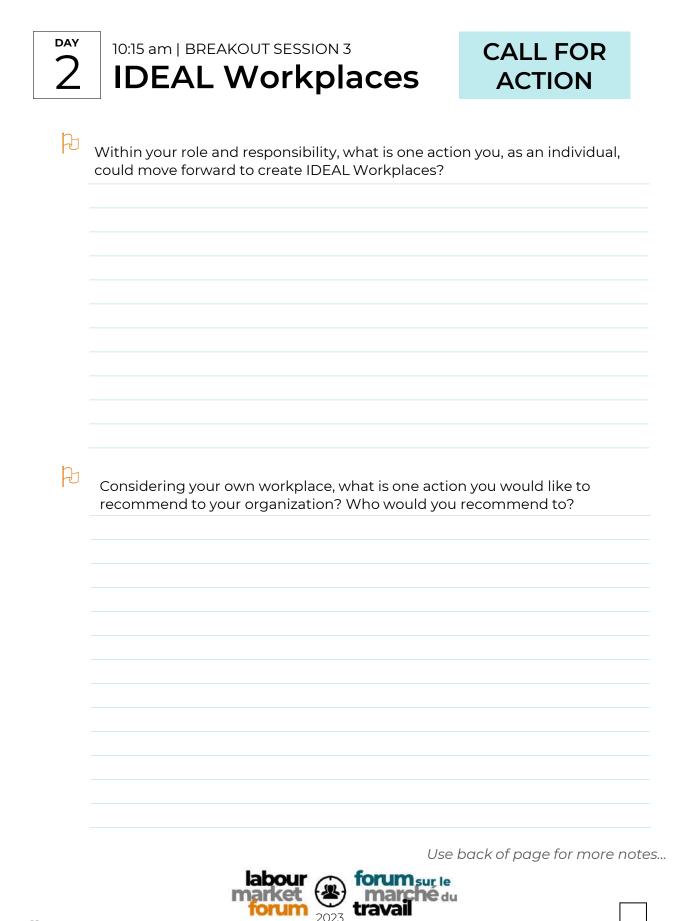
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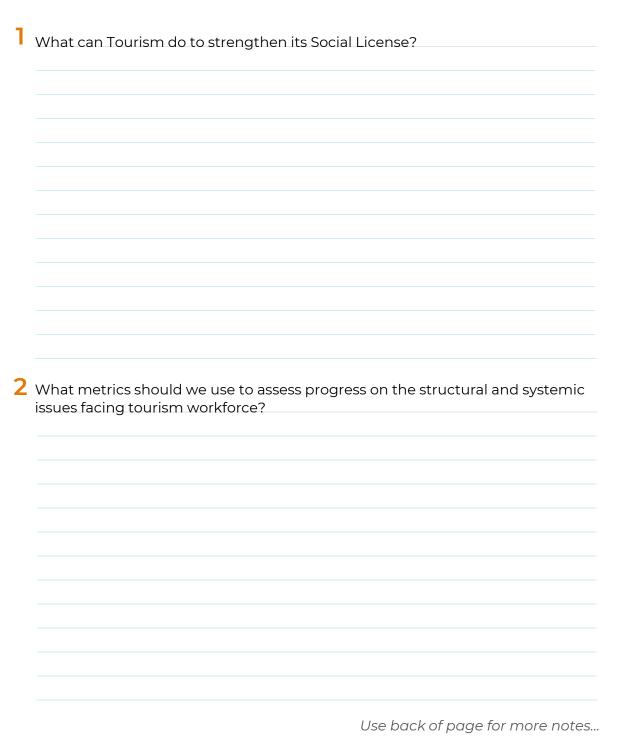




















Final Thoughts Seeking Your Feedback Online

The following questions will be offered in an on-line survey following the Forum. Use this form to record your thoughts over the duration of the event.

Please provide a ranking for each of the following:	Strongly Agree	Somewhat Agree	Somewhat Disagree	Disagree
] Overall, the meeting focused on the important issues				
2 There are things I learned which I will act on				
3 Information presented was salient to the discussions				
4 Discussion topics reflected current issues				
5 The facilitators were knowledgeable and well prepared				
6 I had the opportunity to contribute in a meaningful way				

What I found most valuable was:

I think the outcomes of this meeting will be useful for:

Considering the subject matter and the objectives of the forum	, how would you describe the
mix of stakeholders who were in attendance?	

□ Above average □ Average

Below average

Very poor

Are there other stakeholders you feel would be valuable to add to future events of this type?

Are there other labour market related subjects that would be worthy of their own session at a future forum?

Any other comments?



