



STEC
SASKATCHEWAN TOURISM
EDUCATION COUNCIL
A Division of Tourism Saskatchewan



Recruit, Train, Retain Success Has Many Faces

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October 25, 2011



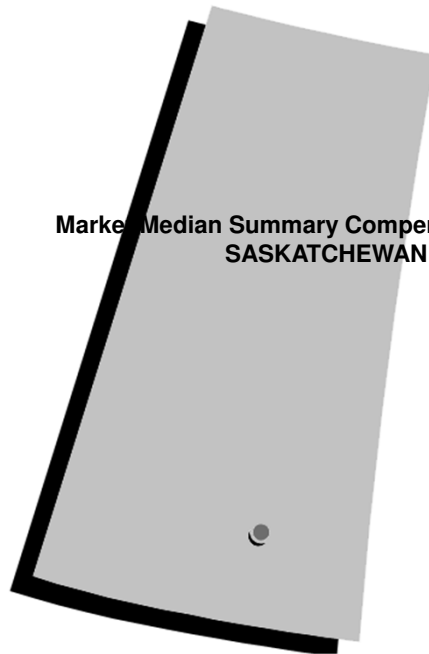
Tourism

What is tourism?



Train Standards and Certification

- What is a Standard
- What is Certification
- What are other available tools?



Market Median Summary Compensation Tables
SASKATCHEWAN

RECRUIT



Train Essential Skills Development

- Essential Skills Workbooks
- Essential Skills On-line
- Canadian Workplace Essentials
- Douglas College Essential Skills Pilot Project



The link to... **Essential Skills** (Human Resource Skills Development Canada)

Essential Skills are enabling skills that help people participate fully in the workplace and the community. They provide a foundation for learning other skills and enhance people's ability to adapt to change.

Continuous Learning	A4
Reading Text	B1
Writing	B1
Document Use	B1
Oral Communications	B1
Numeracy	B2
Computer Use	B3
Finding Information	B4
Problem Solving	B5
Decision Making	B5
Job Task Planning and Organizing	B5
Significant Use of Memory	B5
Working with Others	B6

The link to... **Employability Skills 2000+** (Conference Board of Canada)

These skills you need to enter, stay in, and progress in the world of work - whether you work on your own or as part of a team.

Fundamental Skills	
B1	Communicate
B4	Manage Information
B2	Use Numbers
B5	Think and Solve Problems
Personal Management Skills	
A1	Demonstrate Positive Attitudes and Behaviours
A2	Be Responsible
A3	Be Adaptable
A4	Learn Continuously
A5	Work Safely
Teamwork Skills	
B6	Work with Others
Participate in Projects and Tasks	

The Link To... **CANADIAN LANGUAGE BENCHMARKS 2000** (Centre for Canadian Language Benchmarks)

The CLB are framework documents for assessing the proficiency of immigrants in English and French; they provide a standard, national method for learning, teaching, programming and assessing adult ESL across Canada.

Each benchmark indicates a level of language proficiency beginning with level 1 and concluding with 12. For each benchmark, reading, writing, speaking and listening competencies are indicated for each of the language skills indicated below. Every benchmark also contains competency outcomes and standards as summarized below.

Benchmarks (1-12)	Benchmarks 1-4	Benchmarks 5-8	Benchmarks 9-12
Stages/Proficiency	Stage 1: Basic proficiency	Stage 2: Intermediate proficiency	Stage 3: Advanced proficiency
Language Skills	Social Interaction	Information	Instructions
Competencies	Reading	Writing	Speaking
Competency Outcomes and Standards	What the person can do	Listening	Examples of tasks and texts
			Performance Indicators

For more information on Employability Skills
<http://www.conferenceboard.ca/education/learning/employability-skills.htm>

Tourism Careers for Youth Ready to Work

- TCY Projects 1994 – 1999
- Provincial Partnerships
1999 - 2011
- Project Successes
- Project Beyond 2011



Tourism Learning System

- | | |
|--|--|
| <ul style="list-style-type: none">• Secondary Schools <p>Tourism Hospitality Entrepreneurship
(THE 30 A&B)
Canadian Academy of Travel and Tourism
(CATT)
Saskatchewan Youth Apprenticeship
Saskatoon Industry Education Council –
FuturePaths</p> | <ul style="list-style-type: none">• Post Secondary <p>Recreation & Tourism Management
(SIAST)
Hotel & Restaurant Administration
(SIAST)
Tourism Management in Gaming
(FNUC)</p> |
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Retain Qualification Frameworks



Retain Apprenticeship



Retain Employer of Choice



- STEC's *Employer of Choice* program is designed to assist tourism businesses across the province in attracting and retaining staff by providing employers with the tools and resources to engage in best practices, increase staff training, improve organizational human resources practices, and be recognized as a leader in the tourism sector.



Claudia Baptiste

Employer of Choice 2010