

Delta Hotels and Resorts Delta Barrington & Halifax

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Qualification Framework– Employer Benefit

General understanding.....

All employers are looking for opportunity to be the “employer of choice” and enjoy the benefits of ‘high retention’ amongst staff.

Two ways:

- a) To provide recognition of learning to existing employees
- b) To provide development opportunities to all employees.

Recognition of a path....

New Employees

Where do I get on?

What steps do I take?

Established /Existing Employees

Where am I now?

What do I need to do to keep moving?



Development of staff....

New Employees

- ▶ There are real opportunities laid out for staff.
- ▶ I can grow and attain my goals with this organization.
- ▶ Credentialing is important to me...I want my skills to be transferable regardless of where I end up.

Established/Existing Employees

- ▶ I can grow and attain my goals with this organization.
- ▶ Credentialing is important to me...I want my skills to be transferable regardless of where I end up.
- ▶ They appreciate me.

Engagement....

▶ Benefits to Employee

- Gain experience to further my career.
- Understand the route and what the milestones are to get to my goal.
- Employer is engaged with my employment.
- Ability to increase my financial circumstance.
- Ability to excel and provide mentorship to others.
- More harmonious work environment.

▶ Benefits to Employer

- Employee attraction.
- Employee retention.
- Understanding of the route and milestones, to assist employee to meet their individual goal.
- Employee is engaged with employer.
- Employer has developed a workplace of eager and committed employees willing to learn and teach others.
- Stronger valued output by each staff for a better product offering.

WIN.....WIN

Best Practice

That I would support their education (ie Apprenticeship)

- ▶ by enrolling them in the classes (blocks) held at our community college
- ▶ by paying for tuition, books and the writing of all exams throughout the entire process.
- ▶ by employing them during their block training if they wished extra work (while not over taxing them during their schooling).
- ▶ by holding their positions in the kitchen brigade while they attended their training blocks (both in the union and non-union environment).
- ▶ by providing them with the necessary time in the kitchen and expertise for them to fulfill in their apprenticeship training with the Sous Chef and Executive Chef.

In Exchange....

- ▶ Each employee would provide a minimum of 1 year after attaining their Red Seal designation, of employment with our hotels (or pay 1 / 12 of the full employer expenditure in registration; books and exams as well as top up pay on EI premiums).