

Find the Right Talent and Keep Them.



Retention is just as important as recruitment.

The cost of replacing an employee, including recruiting, hiring, and training the new worker is an average of 33% of the lost worker's annual pay. Tropicana can help you fill the openings at your workplace, help save on the hidden costs of hiring, and support your long-term recruitment success by aiding with retention.

Losing an employee can affect your company in more ways than just the short-term, obvious setbacks of not being able to complete their workload. It can affect remaining staff and your bottom-line. The solution is not just about recruiting more cost effectively and quickly, it's also about retention. Retention saves on recruiting and:

- Reduces training costs
- Improves productivity
- Improves customer relationships
- Improves employee morale
- Improves workplace culture
- Can aid in increasing revenue
- And much more

Tropicana can help you find your new employee quickly and cost effectively, and aid them in succeeding at your company, as well as support retention in several ways:

Workplace Support

Ongoing support is provided in the workplace by monitoring job placements, in partnership with the employee and the employer. This allows us to identify and resolve employee workplace issues that may impact the employer's ability to meet their business goals before they become an issue, removing potential obstacles to your recruitment success, and improving retention.

Job Trials

Job trials for prospective employees, at no cost to employers, let employers assess if an applicant is a good fit for the role and the company before hiring them. It provides candidates with experience and exposure to a work environment. For employers, it adds an extra layer to the recruitment process, at no extra cost, giving them added confidence in their hires, and a greater potential for long-term retention of the employee.

Employee Training

We offer workshops and training courses for new hires and existing employees. Tropicana workshops and training courses are a free and/or economical means to position your staff for success, as many are free or at low cost per person.

Canada-Ontario Job Grant

The Canada-Ontario Job Grant program provides direct financial support for employers who wish to purchase training for their workforce. Eligible training costs may be allowed up to a maximum of \$10,000 per trainee, with additional flexibility for small employers. Moreover, small employers (fewer than 100 employees) who are training and hiring unemployed individuals may be eligible for 100% funding and up to \$15,000 per trainee. If you implement a knowledge-sharing program at your workplace, this training can help not just the new candidate, but existing employees too. Allowing new and existing employees to develop their knowledge and skills assists in:

- Reducing training costs
- Improving productivity
- Improving employee morale
- Creating a positive workplace

To learn more or to register with Tropicana's Employment Center, go to mytropicana.ca/employers

