

# Saugeen Connects Labour Force Diversification 101

## GUEST SPEAKERS

### **Tom Lusic: Immigrant Attraction and Retention Wellington County**



Tom is a registered immigration consultant with an extensive background in the settlement field. Tom's role with Economic Development concentrates on talent attraction and retention. Tom oversees the "Live and Work" initiatives, advises employers about economic immigration programs and practices that enhance global talent retention, and is building employment-focused partnerships with local post-secondary institutions, the settlement sector and ethno-cultural groups to connect high-skilled job seekers with employment opportunities in Wellington County.

[toml@wellington.ca](mailto:toml@wellington.ca) | <https://bit.ly/2UxLHbj>

### **May Ip: Making Grey Bruce Home Project**



May Ip co-founded the Grey Bruce Chinese Heritage and Cultural Association, and a variety of other cultural associations and committees throughout Bruce and Grey. As project coordinator of "Making Grey Bruce Home", she helped to develop, test and implement a pilot program to increase the capacity of rural regions; supporting the social and economic integration of refugees and vulnerable newcomers. The project has published a rural community toolkit, Making Rural Communities Home, to share the rural service delivery model which the Project created. The project was led by United Way Bruce Grey, in partnership with Grey Bruce Welcoming Communities.

<https://bit.ly/2VBWddK> | [newcomer@unitedwaybg.com](mailto:newcomer@unitedwaybg.com)

### **Dr. Gezahgn Wordofa – International Trade Consultant & Refugee Resettlement Specialist**



Founded in 2011 by Dr. Gezahgn Wordofa, the Multicultural Association of Perth-Huron (MAPH), located in Stratford, assists newcomers in Perth and Huron Counties to adjust to life in their new communities by providing settlement services to newcomers and immigrants throughout the two counties. Dr. Wordofa was born in Ethiopia, and travelled to Russia with a scholarship to pursue post-secondary studies. Educated in law, world history, human rights, international relations, and diplomacy, he secured employment with a charitable organization partnered with the United Nations (UN) Refugee Agency, which managed the care and support of asylum seekers in Russia. He is a multilingualist, and a recipient of the RBC Top 25 Immigrants award in 2015. [www.maph.ca](http://www.maph.ca) | [multicultural.perthhuron@gmail.com](mailto:multicultural.perthhuron@gmail.com)

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## PANELISTS: SHARING STORIES AND EXPERTISE

### **Lindsay Hayter, Human Resources Manager at Hayter Farms**



Lindsay Hayter was raised in rural Ontario and after completing her business degree, and spent 5 years working in recruitment in British Columbia across multiple industries. In 2016 she returned to the family business, Hayter's Farm, where she faced her biggest recruitment challenges trying to staff an agricultural and manufacturing business in Southwestern Ontario. Hayter's employs 110 team members that are a mixture of family, tenured staff, millennials, new Canadians and most recently, Temporary Foreign Workers from around the globe.

[www.haytersfarm.com](http://www.haytersfarm.com) | [info@haytersfarm.com](mailto:info@haytersfarm.com)

### **Ed Bosman, Owner of Crimson Lane Farms, Pork Producer**



Ed Bosman is President of Crimson Lane Farms Inc., a sow farrowing operation located outside of Palmerston. He is a strong advocate for hiring newcomers, and currently has 6 Filipino nationals on staff. He has gone through the trenches to complete the paperwork, as well as the process of direct hiring from the Philippines. As a result of his experiences, Ed is asked to speak frequently on this topic, and has a wealth of knowledge that he is always willing to share with other local employers.

<https://crimsonlanefarms.ca/>

### **Shannon South, HR Manager Golden Valley Farms Inc.**



Shannon has been the human resources manager for the past 13 years at Golden Valley Farms, a food processing facility located in Arthur that currently employs 140 fulltime employees across 3 shifts. Prior to that, she was a human resources assistant at Dana Holdings Corporation in Mount Forest for seven years. Born and raised in Wellington County, she currently resides in Southgate Township with her husband and two children. She studied at Conestoga College and the University of Guelph to become a human resources professional. After spending 8 years within the automotive sector, she made the transition to the Food and Beverage industry in 2006. Today's recruiting efforts have required reaching as far as the GTA; working with multiple agencies, utilizing foreign and domestic workers, in order to meet current labour demands and the aging workforce.

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