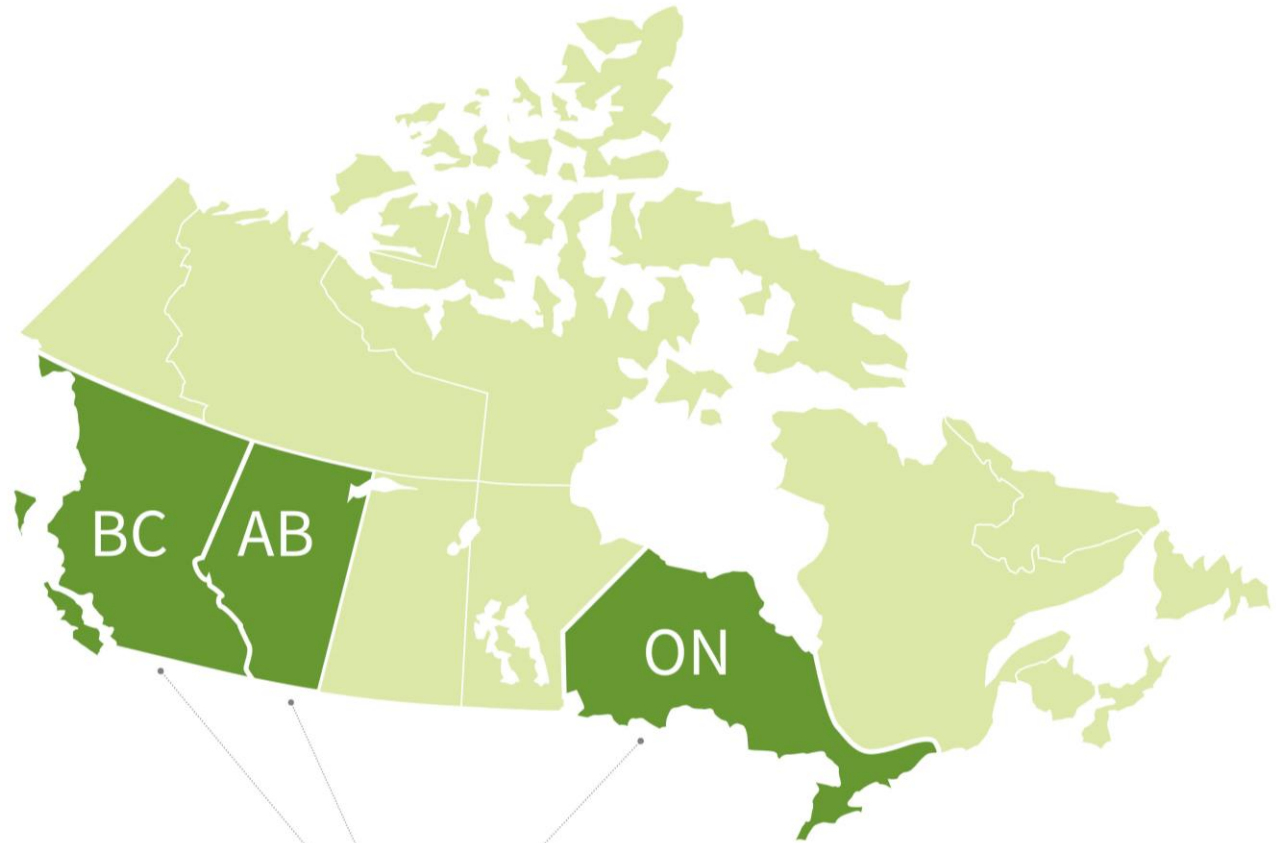

A Success Story

Remedy'sRx Specialty Pharmacies

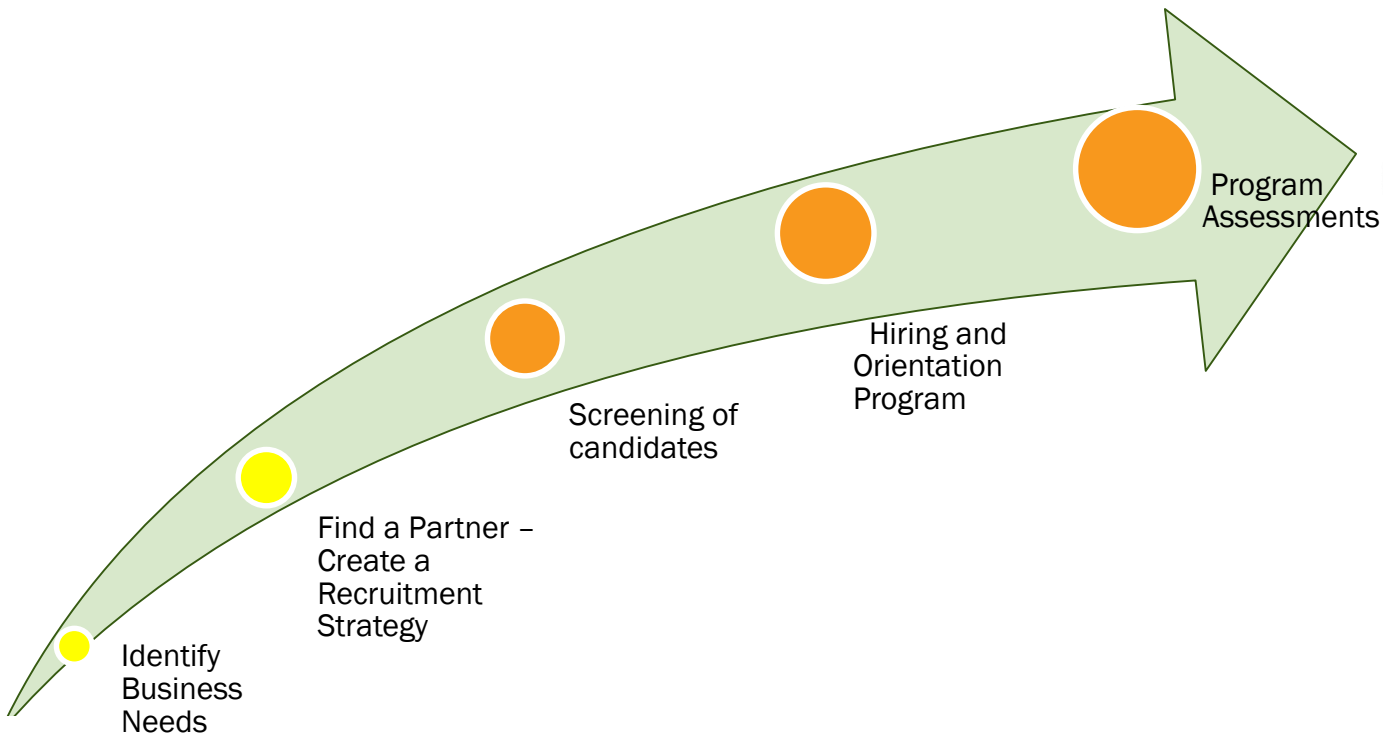
Omar Saad

Overview

- ✓ Private Canadian-owned medium-sized company.
- ✓ One of the top 5 specialty pharmacies operating in BC, AB & ON.
- ✓ Caring for over 19,000 individuals in over 400 homes



Program Roadmap



Identify Needs

Challenge

Vacancies in key positions within the pharmacies – shortage of applicants

Analysis

Hospital

Talent vs Experience

Retention Plans

Community Pharmacies

Task specific skill sets

Competitive Benefits

Shortage

Diversity

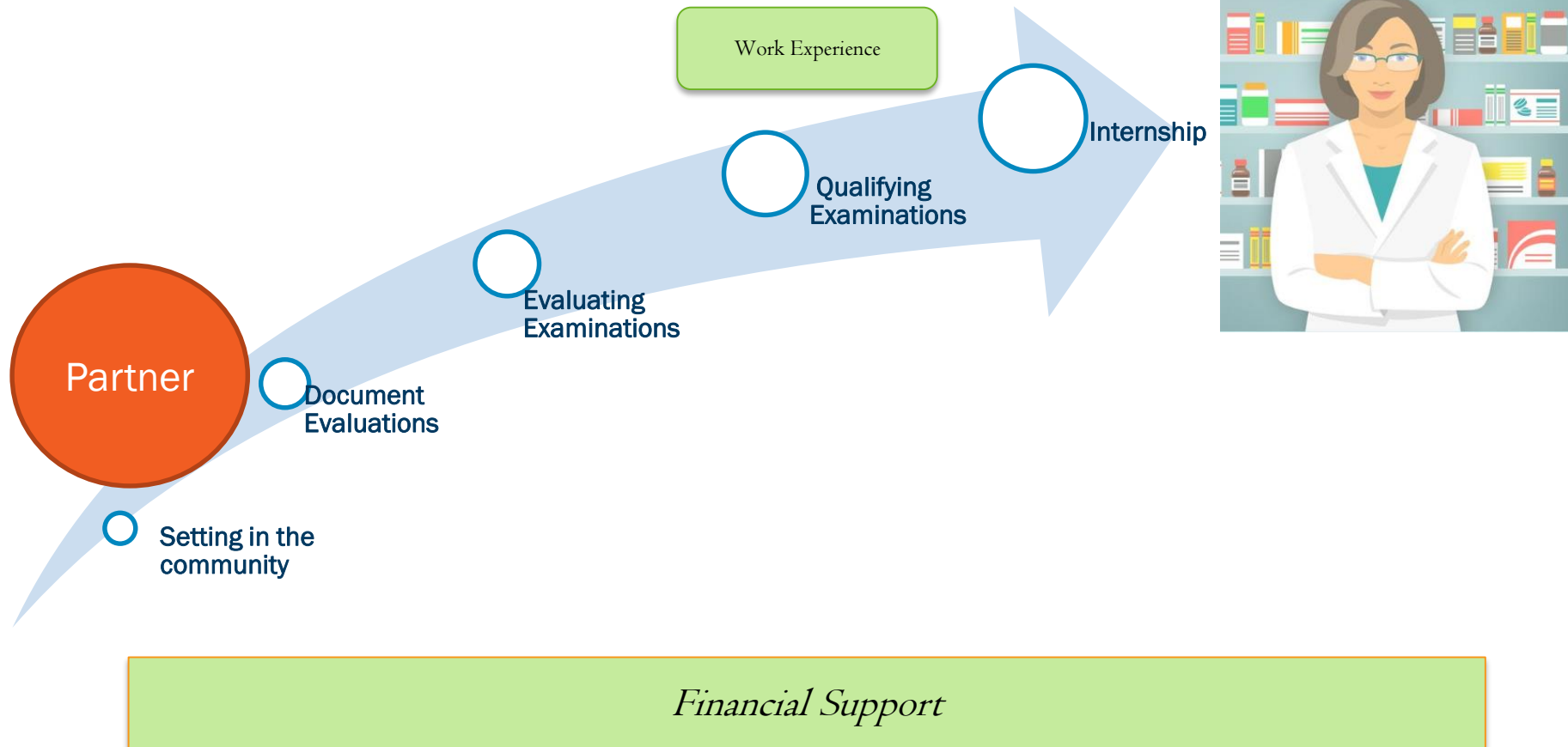
Workplace Culture

Recruiters – Fax blasts –
Ads - Incentives

Professional Development

Cant keep doing what we are doing and expect a different outcome!

Internationally Trained Talent – example: Pharmacists



MOSAIC partnership

Challenges

Outreach and Connection

International Experience
Assessments

Unique Orientation Program

Communication Barriers

MOSAIC

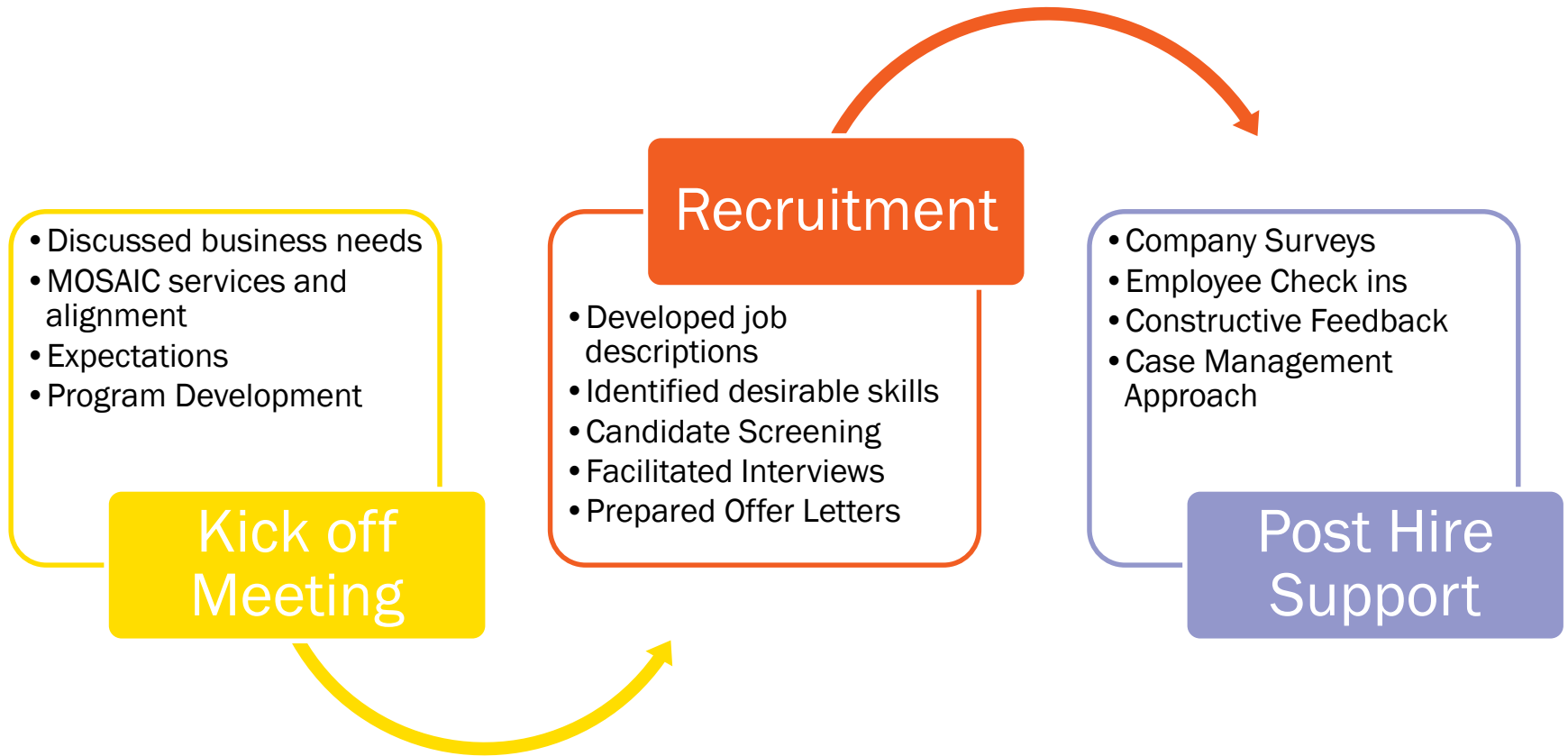
✓ Client Connections

✓ Screening Process

✓ Orientation – Settlement
Programs

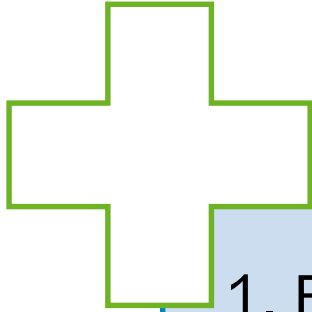
✓ Case Management Approach

MOSAIC partnership

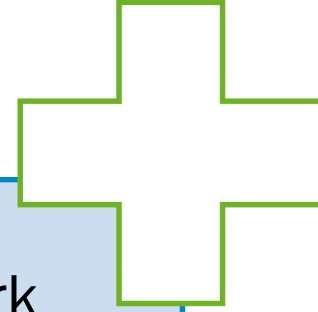


Business win

New Comers win



1. Fill our vacancies with talent
2. Employee Retention Program
3. Diversify our business
4. Employee Engagement



1. First Canadian work experience
2. Professional Development
3. Connect and Network
4. Financial stability

Building a Success Story - Summary

- Identify Business Needs
- Identify Barriers / Challenges in Recruitment Program
- Eliminating Barriers through strategic partnerships
- Adjustments to hiring strategy
- Regular Check ins
- Embrace Diversity