

Human Resource Management Development Club

The shortage of qualified labour and the high rate of employee turnover have prompted the Beauce UPA Federation to set up a pilot project, the *Club d'encadrement en gestion des ressources humaines* (Human Resource Management Development Club). The purpose of the project is to make farm managers aware of, and educate them as to the importance of keeping qualified help on their farms. Some 15 employers joined the Club in order to obtain the support, assistance and expertise needed to implement efficient human resource management practices on their farm.

"I participated in the project mainly to better understand the people I work with," says Christian Bouffard. "I learned a lot, but what struck me the most was the importance of listening, really listening to others and clearly explaining what you expect of them," added the Beauce employer who says the development club taught him the importance of good communications.

Based on the same principle as the technical development clubs, the *Club d'encadrement en gestion des ressources humaines* held four days of training and professional codevelopment meetings. The training days were highly appreciated by employers. Several brought along others who also play a role in resource management in their enterprises, thus increasing the number of participants up to 40. The codevelopment group meetings, which were also highly appreciated, enabled farm employers to learn from each another by sharing professional concerns. The meetings were led by a human resource management consultant who facilitated the activity, both on a group basis, and on a more individual basis with each participating enterprise.

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Farm labour and machinery

The high cost of machinery and the shortage of qualified labour are two factors that can impede a producer's productivity and ability to adapt. The following two projects, supported financially by the CDAQ, seek to deal with these problems in the Beauce area.

"Producer members are very satisfied and are convinced of the benefits of the Centre," says Nicolas Veilleux, CCTF Coordinator. "In fact, some see the Centre as a sort of insurance against being stuck should a mechanical failure occur at an inopportune time."

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Contract Work Coordination Centre

A number of farm machines are used only occasionally. However, even though these machines are not used often, they are still necessary. Through the *Centre de coordination du travail à forfait* (CCTF), set up by the Beauce UPA Federation, Beauce area producers now have an alternative to bearing the cost of new equipment.

About 100 producers participate in the CCTF each year, and more than 200 contacts have been made. The Centre hopes to have 125 members by 2003. Well-established in Europe, the contract work exchange circle is unique: farmers carry out work for one another or rent out their equipment. A coordinator manages supply and demand and puts those looking for service in contact with those offering services.



We invite you to contact us for any question or comment on this column or the activities of the CDAQ

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To refer to the list of financially supported projects, please visit the Council's website at: www.cdaq.qc.ca
 Since its inception in 1996, the CDAQ administers the producers' share of provincial funds allocated by Agriculture and Agri-Food Canada (AAFC) under the Canadian Adaptation and Rural Development Fund (CARD).