

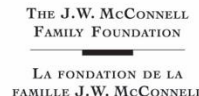
Hire Immigrants

A Gateway to Tools, Resources and Global Talent

Partners:



Funded by:



Exclusive Corporate Sponsor



Industry Leads:

Employer Engagement on Immigrant Employment

An Ontario Bridge Training Program for Internationally Trained Individuals

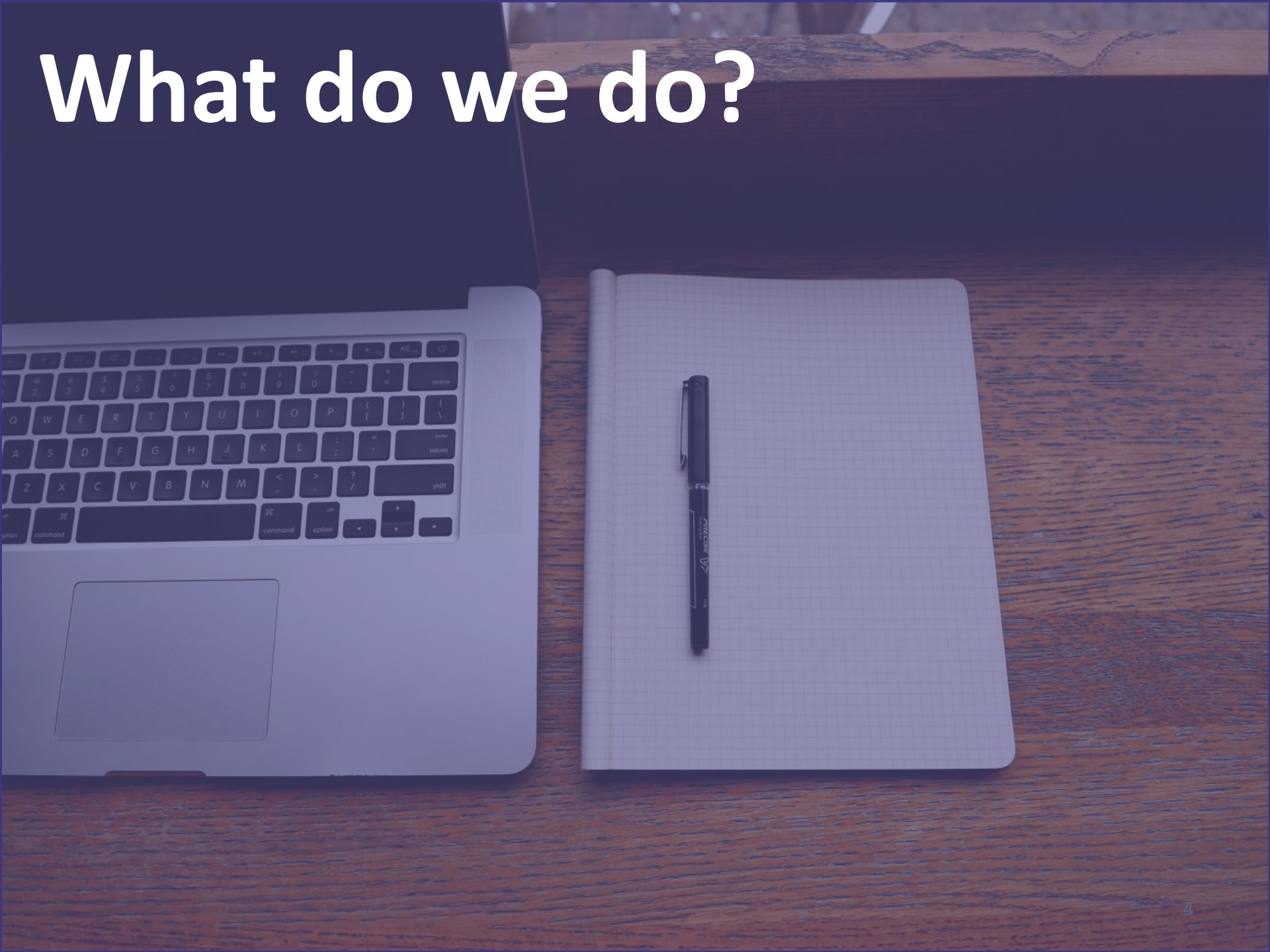
Funded by:



AGENDA

- Introduction
- Program Overview
- Employer Roadmap
- Learn More

What do we do?



What do we do?



Global hub



**Profile “what works” in
immigrant employment**



Increase awareness



Introducing Hire Immigrants

Useful tips,
resources
and tools

Connect
Industry to
Organizations

Convene

Diversity Projection



~30% of pop.
Visible Minority

28% of pop.
Foreign Born

Statistics Canada, 2016

Embracing Diversity



Making the business case



Providing the resources



Connecting employers to job-seekers

Business Case



The Business Case

Projected change in population

● 65-plus: 236.04 ● 0 to 14: 136.63 ● Working age: 122.37

260 Index = 100, medium-growth scenario (M1)

240

220

200

180

160

140

120

100

80

2016

2024

2032

2040

2048

2056

THE GLOBE AND MAIL » SOURCE: STATSCAN

Retirement
Boom

Skills Gap

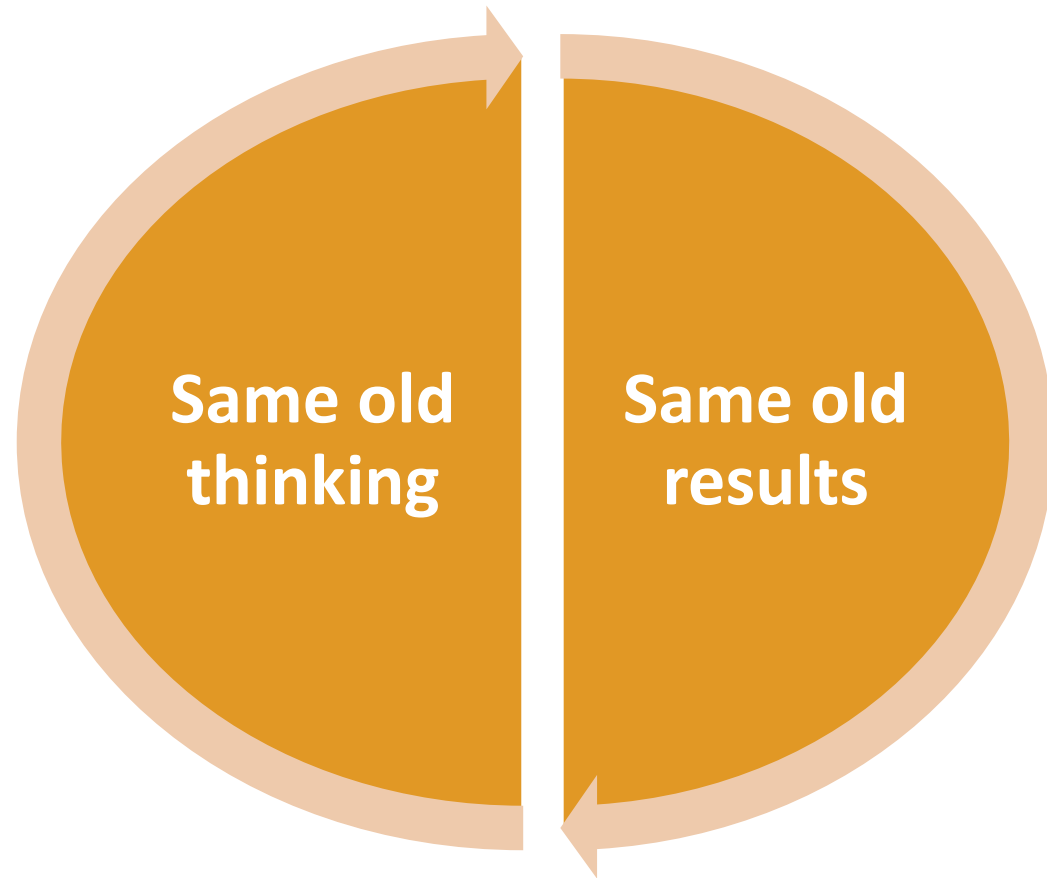


Labour
Needs

The Business Case



Innovation



The Business Case



**Global
Markets**



مرحبا

Halo

Olá

你好

The Business Case



Bottom Line



Greater diversity = Greater revenue

Employer Engagement

A person in a blue suit and red striped tie is pointing at a tablet on a wooden desk. The desk is cluttered with various items including a rolled-up document, a wooden block, a pair of glasses, and a laptop. The background is blurred, suggesting an office environment. The overall image has a blue tint.

Employer-focused resources



Success stories: employer best practices



Webinar series: peer-to-peer exchange



Employer tool: resources for employers



Employer Roadmap

- Starting point
- Step-by-step reference
- Embed on your site

Employer Roadmap

GET STARTED:

- Introduction
- Recruit
- Assess & Select
- Onboard
- Talent Management
- Conditions for Success



The hireimmigrants.ca Roadmap helps you to find, recruit, hire and retain the skilled immigrant talent that can maximize the potential of your organization. Use this step-by-step interactive guide to enhance your human resources planning and practice. Learn from other employers, and access multimedia resources, tools, and links to better capitalize on the talent available to you.

CLICK ON A FOLDER TO GET STARTED

Employer Roadmap: Introduction

- Starting point
- Enhance current practices
- Step-by-step guide



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Employer Roadmap:

Recruit

“If I had an hour to **solve a problem...** I would use the first 55 minutes determining the proper **questions** to ask”

-Albert Einstein

Employer Roadmap:

Recruit

Goal: *Recruit skilled immigrants more effectively*

1. Understand recruitment objectives
2. Inclusive job descriptions
3. Barrier-free language
4. Establish networks

Employer Roadmap:

Recruit

Get Started:

- Workforce analysis (online tool)
- Align new hire with organizational objectives

Employer Roadmap:

Recruit

Get Started:

- Know your community
- Need help: demographic resources (online)



“To win in your market,
you need to hire the market.”

-Zabeen Hirji

Chief Human Resources Officer,
RBC Royal Bank of Canada

Employer Roadmap:

Recruit

Get Started:

- Inclusive recruitment strategy
- Reaching full potential

Employer Roadmap:

Recruit

Explore this section more for:



Defining a role



Designing a job advertisement



Marketing the job

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Employer Roadmap:

Assess & Select

- Avoid screening out the *right* candidate
- Local employment agencies



TRIEC

Toronto Region Immigrant
Employment Council

A C C E S 
E M P L O Y M E N T
Making Connections

COSTI 
Immigrant Services

EMBRACING DIVERSITY

Employer Roadmap:

Assess & Select

- Value of international experience
- Language proficiency
- Cultural differences



Employer Roadmap: **Assess & Select**

- International credentials – services for assessment
- Overcoming barriers to regulated professions

Employer Roadmap:

Assess & Select

Explore this section more for:



Preparing for the interview



Making the hiring decision



Providing an equitable offer

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Employer Roadmap: Onboard

- Integration: two-way street
- Onboarding includes:
 - Orienting
 - Training
 - Accommodating
 - Integrating



Employer Roadmap:


Onboard

- Orientation checklists (online)
- Cross-cultural training
- Peer-mentors or ambassadors

Employer Roadmap:

Onboard

- Setting expectations → success
- Accommodation: an obligation & opportunity
- Resources are available to help (online)

A top-down view of several people's arms and hands reaching towards the center and overlapping in a circular stack. The hands are of various skin tones, representing diversity. The background is a soft, out-of-focus blue-grey color.

**Create an
inclusive environment
so everyone has an
opportunity to
succeed**

Employer Roadmap:

Onboard

- Inclusive environment: starts at the top
- Cross-cultural competence training

Employer Roadmap

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Employer Roadmap: Talent Management

Opportunities for growth & development

=

Greater job satisfaction,
increased productivity & retention

Employer Roadmap: Talent Management

Explore this section more for:



Managing performance tips



Understanding the role of career goals & learning needs of employees



Advice for promoting & retaining

Employer Roadmap

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Employer Roadmap: Conditions for Success

- Understand & evaluate
- Build awareness & leadership
- Communicate success

Hire Immigrants: Learn More

Visit our website:

www.hireimmigrants.org

Contact Us:

hireimmigrants@ryerson.ca



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Resources**