

Using Paid Internships to Recruit Skilled Immigrant Talent

April 24, 2014 | 12:00 p.m. – 1:00 p.m.

- Listen to the webinar through your computer's speaker or headphones.
- If you are having technical problems, please contact us using the **chat box** on the right side of your screen.

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Agenda

Host

- Peter Paul, Project Leader, ALLIES

Panelists

- Mark Appleton, Director, Business Credit Process Transformation, RBC
- Naguib Gouda, President, Career Edge Organization
- Maryam Rezaie, Technical Director, C&T Steel Reinforcing Co.

Testimonial

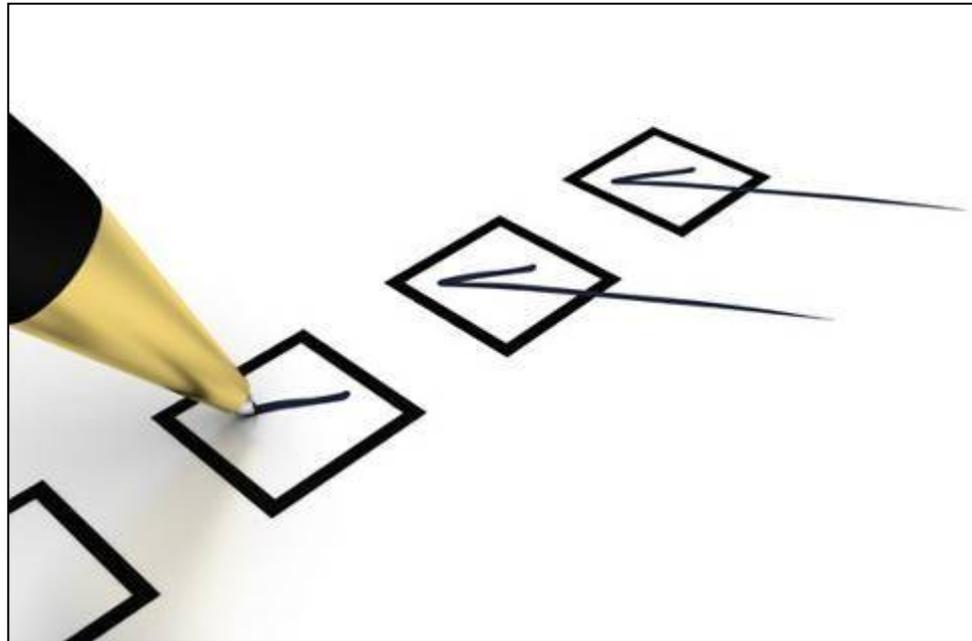
- Nadia Samji, Intern, WWF Canada

Question & Answer Period

- You will be given the opportunity to type in a question
- Evaluation of the webinar

Poll

- Have you used internships as a way to meet your staffing needs?



Career Edge's Paid Internship Programs

- Self-sustaining social enterprise.
- Cost-effective and virtually risk free workforce solutions.
- Rely on business-related successes and strategies to fulfill social mandates.
- Level playing field for internship registrants.

Paid Internships

- The Catch 22
- Low risk, cost-effective employment solution
- Paid vs. Unpaid Internships
- Socio-economic sustainability

Career Edge's Paid Internship Programs

- Organizations Career Edge have joined forces with to help launch careers in Canada include:



St. Michael's
Inspired Care.
Inspiring Science.



Career Edge/RBC Associate Host Program Overview

- Established in 2012.
- Subsidized internship program provided to select RBC commercial clients in GTA:
 - Access to low risk, cost-effective talent source
- Connects Internationally Qualified Professionals (IQPs) with RBC commercial clients.
- Paid internships funded by RBC:
 - Six-month internship period provides meaningful work experience for IQPs
- Career Edge manages engagement process with prospective interns and administers payroll for employers.

Career Edge/RBC Associate Host Program Pricing

- RBC supports initiative by funding initial four months, including intern stipend and program-related costs
- Employer covers interns' stipend for two months

Program Pricing		
Overall six-month internship cost (approx.)		\$21,800
RBC's contribution	Four-month intern stipend plus all program-related costs	\$16,300
Employer contribution	Two-month intern stipend	\$5,500

Associate Host Participation Guidelines

- Associate host organizations required to meet the following guidelines:
 - Professional-level hiring requirement
 - Commitment to diversity and inclusion
 - Coach/mentor
 - Designated HR representative
 - Funding
 - Meaningful work experience
 - Feedback

Career Edge Candidate Selection & Screening Process

- All internship candidates complete application online
- Additional level of screening for IQPs:
 - English language skills
 - Business communication skills
 - Be legally entitled to work in Canada (must show proof);
 - Have been in Canada no longer than three years;
 - Possess at least bachelor's degree or equivalent;
 - Have minimum of three years of international work experience in field;
 - Lack Canadian work experience.

Opportunities/Challenges

- Balancing supply and demand:
 - Must balance sufficient number of internship opportunities made available by employers, and match requirements with suitable talent
 - Building on and/or replicating internship model with other partners
- Increasing awareness of Career Edge internship programs.
- Leveraging benefits of employer/Career Edge Associate Host Program:
 - Demonstrating leadership
 - Growing business opportunities
 - Establishing long-term customer relationships
 - Gaining competitive advantage



Career Edge

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Facebook: facebook.com/careeredgeorg

twitter: <http://twitter.com/CareerEdgeOrg>

Question 1

- How did the Associate Host Program with Career Edge evolve?
- What have been the benefits to RBC?



Question 2

- What challenges have you faced in finding or hiring talent to meet your business needs?
- How has the internship program helped you meet those needs?



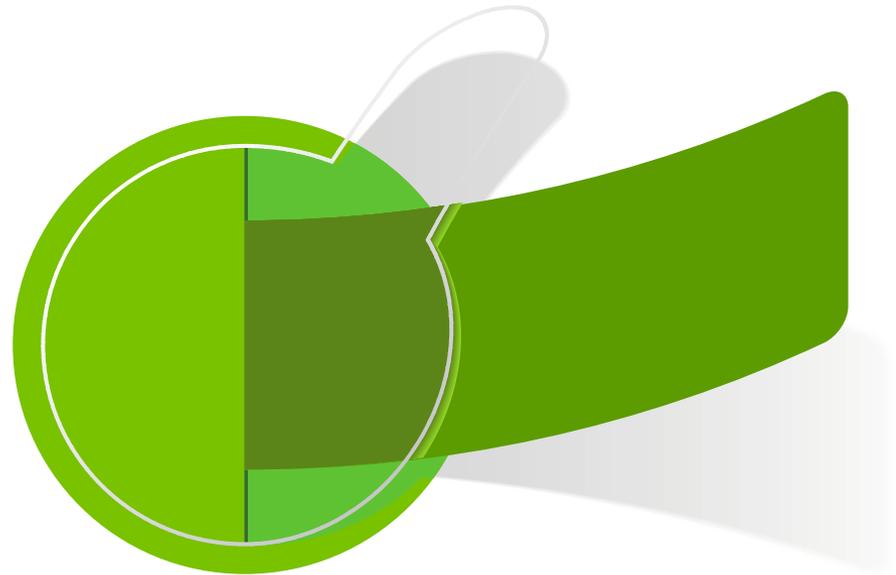
Question 3

- Is the program a cost-effective option for businesses to access experienced and educated individuals?
- Would you recommend similar programs to other businesses?



Question 4

- Would you give us a sense of how successful the program has been?



Question 5

- What are your experiences in working with internationally-trained professionals?



Question 6

- What advice would you give to other employers who are ready to participate in a similar internship program?



Local Resources to Find Immigrant Talent



St. John's
AXIS Career Services

Peterborough
New Canadians Centre Peterborough

Niagara
Niagara Immigrant Employment Council

Sarnia
Sarnia Lambton Workforce Development Board

Kingston
Keys Job Centre

Hamilton
Workforce Planning Hamilton

Guelph
Lutherwood

Fort McMurray
YMCA of Wood Buffalo

Intern Testimonial



Nadia Samji, Intern, WWF Canada

<http://www.linkedin.com/in/nadiasamji>

Question & Answer Period

- Please type your questions in the question box in the centre of your screen.



Wrap-up



- Recording will be available shortly
- Visit www.hireimmigrants.ca to access success stories, sign up for etips and watch past webinars
- Feedback survey