



10 Opportunities to Leverage Immigrant Talent

1. Promote the business case for hiring immigrant talent

Today's shortage of skilled workers will only get worse. The good news is untapped talent is already here. Employing international talent today will build stronger businesses and stronger communities for tomorrow. That's why hiring immigrants is the right thing to do – it makes for good business. Immemploy connects employers with immigrant talent to foster economic prosperity. Let us show you how Immemploy can connect you to a hidden talent pool. Contact info@immemploy.ca or call 226-884-9167 for more information. Learn more at immemploy.ca.

2. Recruit top immigrant talent

With over 30 years of experience and specialization in connecting employers with immigrant talent, WIL Employment Connections can support your company with its hiring needs. Qualified candidates can be accessed for permanent, temporary or contractual hire. WIL can also support your company with a candidate for an 8-week volunteer work experience placement. Employers may also receive financial incentives to provide on-the-job training or to train their workforce. To arrange a hire, placement or access training supports, contact a representative of WIL's Sales & Marketing Team at 519-663-0774 or recruitment@WIL.ca. Learn more at www.wil.ca.

3. Widen your search for top immigrant talent

Does your company have specialized skill requirements? Need to widen your search for top talent? In collaboration with our community partners, Immemploy Job Match provides employers across Southwestern Ontario coordinated access to qualified Canadian newcomer talent. You share the posting and we match the candidates. Just leave the sourcing, screening and short-listing to us. Build your company's and your community's competitive advantage by integrating Immemploy Job Match into a successful recruitment strategy. Contact jobmatch@immemploy.ca or call 226-884-9167 for more information. Learn more at immemploy.ca.

4. Mentor immigrant talent

Immemploy Mentorship programs bring together immigrant talent with volunteer mentors in their field at regional companies to gain a better understanding of the regional job market; establish valuable networking contacts; and learn more about sector-specific language and professional practice in Canada. This volunteer commitment of no more than a couple hours a month over a 4-6 month period is a valuable opportunity to increase intercultural awareness, learn about your field from an international perspective and support a newcomer's efforts to become professionally established in our region. Immemploy also offers small group sessions for mentees & mentors throughout the year, and facilitates peer-mentoring opportunities. To become a mentor, contact mentorship@immemploy.ca or call 226-884-9167 for more information. Online registration is available at immemploy.ca.

5. Become a Champion of mentorship programs

Companies and professional associations are invited to become Champions of Immemploy Mentorship programs. Champions demonstrate a commitment towards enhancing cultural awareness, recruiting program mentors and promoting the program to the broader business community. A pipeline for emerging talent, participating as a Champion is also an excellent opportunity to enhance leadership, management and coaching skills across a broad range of your existing employee base and expand the membership base of your professional association. Join the growing list of Corporate and Association Champions by contacting mentorship@immemploy.ca or calling 226-884-9167.

6. Recognize international credentials

The Access Centre for Regulated Employment provides information and application assistance to internationally trained individuals throughout Southwestern Ontario seeking licensure or related employment in Ontario's regulated professions. The only centre of its kind outside of the GTA, the Access Centre for Regulated Employment can assist your business by facilitating document evaluation for your employment candidates, new recruits or existing employees; helping your business understand international equivalencies to make informed hiring decisions; and working with existing employees interested in achieving full licensure in their field. Contact info@accesscentre.ca or 519-858-2348. Learn more at www.accesscentre.ca.

7. Conduct mock interviews for internationally trained professionals

WIL's Employment Preparation Program for internationally trained individuals helps clients prepare for their Canadian job search by offering them the experience of a video-taped mock interview. WIL is often seeking experienced volunteers to conduct mock interviews with clients. Conducting these mock interviews serves as an opportunity to enhance your cross-cultural interviewing techniques and develop greater awareness of the qualifications of this hidden talent pool. If you have experience in conducting employment interviews and are interested in participating, please visit www.WIL.ca for more information or contact Nancy Griffiths at NancyG@wil.ca or 519-663-0774 x. 258.

8. Connect existing staff with enhanced, specialized and occupation-specific language training

Did you know that many internationally trained applicants already have the English language skills to excel on the job? A multilingual workforce can also boost your competitive advantage by helping your business strengthen relationships with suppliers and customers in global markets, and expand into domestic ethno-cultural markets. However, if you have an employee or prospective hire that does need language upgrading, several area organizations are now delivering specialized, enhanced or occupation-specific language training. In particular, the Thames Valley District School Board can partner with your company in offering customized business language training at the worksite. Contact Terry Webb for more information at t.webb@tvdsb.on.ca or 519-452-2660 x. 69725.

9. Enhance intercultural awareness and understanding at your workplace

Become agents of diversity and inclusive workplace practices at your company or organization through intercultural competency training. Based on research from Western University and feedback from regional businesses, the London Cross Cultural Learner Centre offers a fee-based training program that focuses on the value of cultural diversity in the workplace and provides participants with the tools to identify and respect difference, withhold judgment and search for common ground with colleagues and clients. For more information, contact Michele Manocchi at mmanocchi@lcccl.org or 519-697-3707.

10. Engage immigrant talent at leadership tables

While Ontario is increasingly diverse, Ontario's leadership tables do not reflect this demographic shift. Pillar Nonprofit Network has a program in place to help connect qualified visible minorities and under-represented immigrants to agencies, boards and commissions in the public and nonprofit sectors. Tap into qualified newcomers for the positions required on your organization's Board or support newcomers in your workplace to get involved in positions of decision-making and influence in London. Contact the DiverseCity onBoard initiative at diversity@pillarnonprofit.ca or 519-433-7876 for more information.