

Human Rights Code: Removing the Canadian Experience Barrier

The Ontario Human Rights Code states that it is public policy in Ontario to recognize the inherent dignity and worth of every person and to provide for equal rights and opportunities

without discrimination.

Employers cannot discriminate against a perspective employee based on their lack of Canadian work experience.

The OHRC policy provides information to “remove the Canadian Experience Barrier” for employers’ fair and equitable hiring practices.

Source: www.ohrc.on.ca

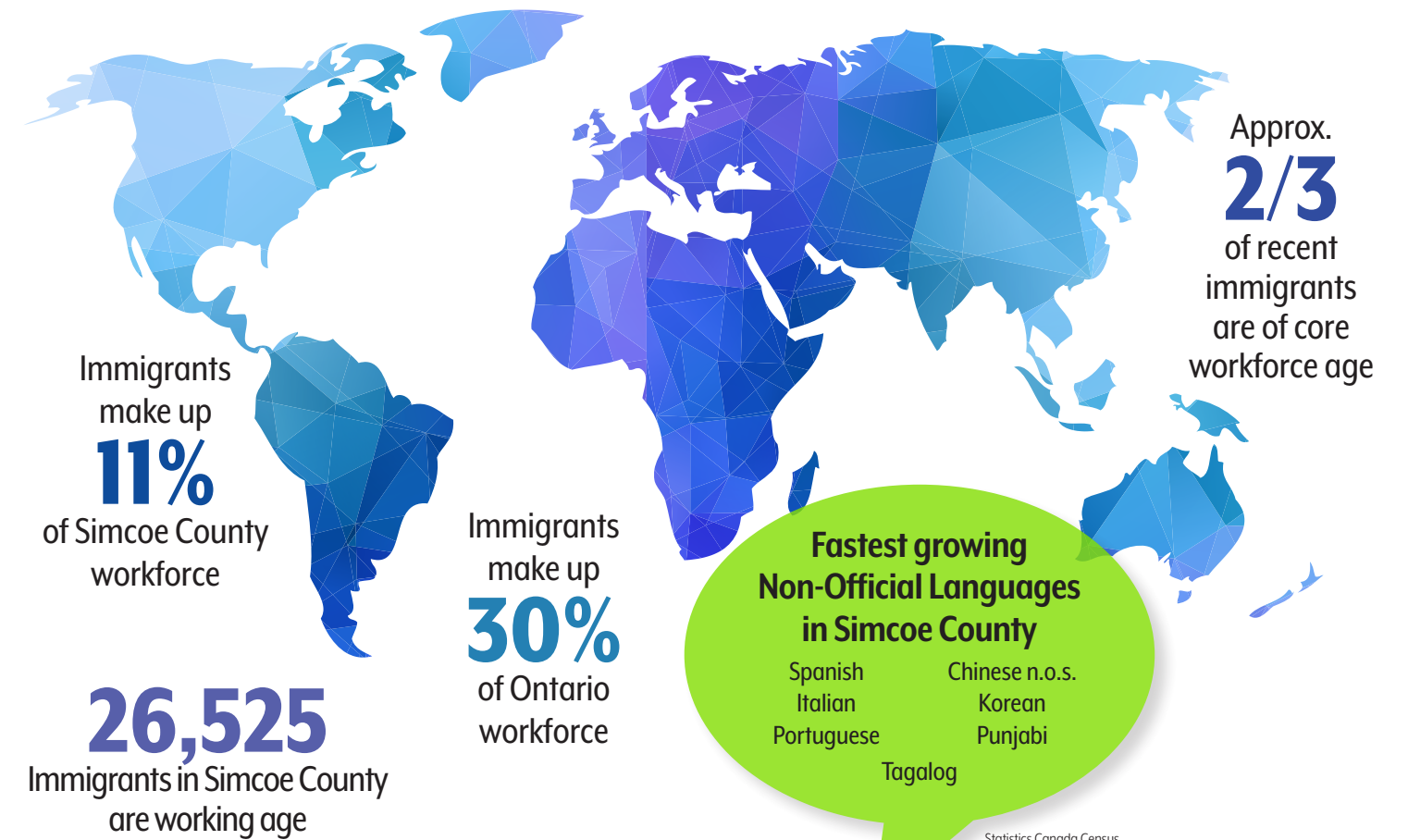
Simcoe County Labour Force Eligibility

Age	Simcoe County		Immigrants		Recent Immigrants	
	#	%	#	%	#	%
15 to 19 years	31,785	11.68%	975	3.68%	260	9.45%
20 to 24 years	27,085	9.96%	1,075	4.05%	190	6.91%
25 to 29 years	23,925	8.80%	1,665	6.28%	460	16.73%
30 to 34 years	24,615	9.05%	1,975	7.45%	455	16.55%
35 to 39 years	27,790	10.22%	2,825	10.65%	430	15.64%
40 to 44 years	31,495	11.58%	3,935	14.84%	330	12.00%
45 to 49 years	38,920	14.31%	4,825	18.19%	200	7.27%
50 to 54 years	36,110	13.27%	4,380	16.51%	255	9.27%
55 to 59 years	30,295	11.14%	4,870	18.36%	170	6.18%
Total	272,020	100%	26,525	100%	2,750	100%



Hiring Immigrants

MAKES GOOD BUSINESS SENSE



Employer checklist:

Ways to create a more inclusive and culturally competent workforce

- Do you have knowledge of and have you built relationships with local organizations and resources for immigrants and newcomers?
- Do you have a mentoring or buddy system for new employees?
- Do you recognize and accept diverse credentials and work experience?
- Do you have workplace policies against discrimination?
- Do you use plain language in job postings and advertisements?
- Do you have a screening process for immigrants’ resumes?
- Do you use the expertise of your diverse employees to understand consumer needs and product requirements?
- Do you evaluate immigrants’ credentials using unbiased hiring decisions?



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The Business Case for Hiring Immigrants

Canada has a shrinking workforce. There are fewer youth entering the labour market, and more baby boomers retiring.

This leaves growing skills and labour shortages and employers are looking to immigrants to fill these gaps.

Employers that hire international talent yield a wider variety of diverse skills sets.

Employers that hire newcomers benefit from immigrants' knowledge, experience, and connections within international markets.

Immigrants' diverse language skills help employers build global networks and business relationships.

Hiring immigrants can assist with new product development and service expansion. By con-

necting with a global client base, this increases sales revenues and cultural fluency for Canadian businesses.

Hiring immigrants means diverse experience, vast skills sets, and new perspectives which leads to increased innovation.

Source: www.hireimmigrants.ca/why-hire/business-case/



Recruitment Channels for Hiring Immigrants

Studies show that employers tend to use sector councils and professional associations to recruit employees. Studies have shown that the best way to connect with potential immigrant employees is to recruit through:

- Job/recruitment fairs
- Employment Ontario agencies
- Networking events and industry forums
- Ethno cultural associations
- Online recruitment sources
- Immigrant serving agencies
- Word of mouth through diverse communities
- Professional Immigrant networks
- Job Central (<http://www.jobcentralsm.ca>)

Source: *Perceptions of Employment Barriers and Solutions* by Peter Paul through Allies (Maytree and government of Ontario) 2015 in partnership with JW McConnell Family Foundation

Education and Training

Highest Level of Educational Attainment	Simcoe County		Immigrants		Recent Immigrants	
	#	%	#	%	#	%
No Certificates	72,495	20%	9,005	18%	370	12%
High School	108,655	30%	12,900	26%	820	27%
Trades	36,550	10%	6,230	13%	200	7%
College	83,940	23%	11,065	22%	590	19%
University	49,955	14%	8,125	16%	875	29%
University Certificate	10,205	3%	2,135	4%	200	7%
Total	446,065	100%	50,915	100%	3,750	100%

Statistics Canada, 2011, National Household Survey (NHS)



Pure Service Water Treatment: Hathairat Druery's Story

Accessing employment opportunities is not an easy task for many immigrants arriving in Canada.

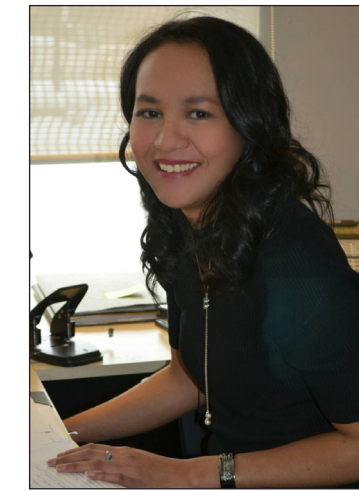
Employers willing to give newcomers an opportunity to showcase their skills and abilities play an important role in opening doors for talented immigrant residents.

Hathairat Druery's journey began in Thailand where she graduated with her BA in Business Economics. Hattie worked in the purchasing, export and import BOI departments for the company TDK in her homeland.

In 2003, Hattie came to Canada and first arrived in Newmarket.

Hattie had a limited understanding of the English language and began watching Canadian television to learn English. She quickly realized she needed more help. Hattie took the initiative to call the Canadian Red Cross to inquire if she could volunteer to practice her English language skills. Hattie describes the Canadian Red Cross as the "first employer" that took a chance on her and soon she was answering the phones and registering participants in training programs.

It wasn't long before Hattie realized she needed paid employ-



Hathairat Druery

ment. She contacted various florists until one hired her for her first paid job in Canada. Following her first year of employment, Hattie realized she missed the career she had in Thailand, and wanted to find a "career job" in Canada.

At the time, Hattie was unaware of options to assess her credentials, and she felt that her degree in Business Economics from Thailand held no merit in Canada. Hattie enrolled in CDI College where she took courses to become an accounting administrator. Hattie's first job as an account-

ing technician followed her course completion. Hattie attributed this opportunity to an employer who was willing to take a chance on her. Hattie maintained this job for seven years until the franchise amalgamated.

Hattie fast-tracked her job search by researching every "accounting firm in Barrie" and emailing prospective employers to inquire about possible employment opportunities. Hattie's pursuit quickly paid off and she was offered a job as an accounting technician. This business closed.

She sought the help of Georgian College Career and Employment Community Services. Within three months of connecting with their services, Hattie received a placement with Pure Service Water Treatment.

In business for more than 15 years, the company provides point-of-use water filtration systems primarily for the food services industry. A few weeks after, the owner and office manager were certain they wanted to retain Hattie. She was a good fit for their small office environment.

Hattie displayed all the charac-

teristics that Pure Service Water Treatment looks for in an ideal employee. The first and most important characteristic that Pure Service Water Treatment considers is "Does the person have the skills and abilities to do the job?"

- The company seeks staff who:
- Are interested in long-term employment
 - Are self-starters
 - Work well with the team but can also work independently
 - Know the importance of maintaining confidentiality and punctuality
 - Can be flexible but also meet the customers' deadlines

Hattie exhibited all these characteristics and more. She attributes her ongoing labour market success, to Pure Service Water Treatment opening its doors to her.

Pure Service Water Treatment strives to look beyond a resume and focus on skills and abilities, not the country where individuals are educated.

Hattie's success story is built on personal perseverance, and employers willing to allow her to demonstrate her exceptional skills and abilities.



www.hireimmigrants.simcoe.ca

Visit www.hireimmigrants.simcoe.ca for support in recruiting, selecting, onboarding, and retaining international talent.

Mentorship

Mentorship programs connect internationally trained individuals with mentors to help them gain a better understanding of the local job market in their field or occupation; help them establish valuable networking contacts; and learn more about sector-specific language and professional practices in Canada.

Source: http://www.ontarioimmigration.ca/en/working/OLEMPLOYERS_MENTORING.html

For local mentoring resources within Simcoe County, contact Henry Bernick Entrepreneurship Centre- Georgian College www.georgiancollege.ca/community-alumi/entrepreneurship-centre/

Resources

Simcoe County's Immigration Portal <http://immigration.simcoe.ca/work>

