

2017 Employer Council of Champions Summit



A Highlight Of Accomplishments

Engaging Employers. Building Capacity.

Demonstrating **leadership**: - HIO's 33-member **Employer Council of Champions** lead the charge in promoting the successful integration of skilled immigrants into the workforce.

- HIO has directly **engaged** more than **950** public, private and non-profit organizations and businesses, providing tools, resources and learning opportunities.

Tackling **workplace barriers**: - HIO's five sector-based peer-to-peer **Working Groups** share innovative workplace practices, foster solutions to challenges and network with immigrant job seekers.

- Members have hosted **Networking and Coaching** events involving **280 employer coaches** who have provided guidance and job search strategies to **752 skilled immigrant** job-seekers.

Enhancing capacity: - HIO supports employers with practical solutions and programs to enhance their capacity to effectively hire, integrate and leverage the full potential of skilled immigrants.

- Delivered **cultural competency** sessions to enhance the cross-cultural communication and management skills of **1,622** employer participants.
- Delivered dozens of workshops and learning events to over **700 employer participants**, providing expert advice and insights to important subjects, such as unconscious bias, culturally sensitive interviewing and creating diverse and inclusive workplaces.
- HIO has developed a range of **employer tools and resources** including guides for hiring and integrating immigrants, tip sheets and videos - all available at: hireimmigrantsottawa.ca.

Growing Public Awareness

An ongoing campaign to increase employers' understanding of the economic imperatives and benefits of immigrant's participation in the labour force:

- Expanding outreach into Ottawa's business community through a series of expert blogs, case studies, success stories and public presentations.
- **Over 150** features and articles in print, electronic and broadcast media.
- www.hireimmigrantsottawa.ca attracts an annual average of about **12, 000 visitors**.
- An active presence on social media – Twitter (@HireImmOttawa) and LinkedIn.

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Collaborating with Partners

HIO's work includes on-going collaboration with numerous community organizations and agencies, business and professional associations and educational institutions. Partners include World Skills Employment Centre and the Ottawa Job Match Network (including the National Capital Region YMCA-YWCA and Ottawa Community Immigrant Services Organization) who provide direct services to immigrant job seekers.

IMPACT

- **2000 skilled immigrants have gained skills appropriate positions with participating HIO employers.**
- **Over 300 employers have implemented systemic changes to their HR policies and work place practices.**

The work of HIO has been recognized with the following Awards



**2016 VOscar
Volunteer Ottawa Award
for Leadership in Diversity**



**2010 Arthur Kroeger College
Award for Citizenship and
Community Affairs**