

# 2011 Employer Excellence Awards

HRPA (Ottawa) was a proud sponsor of the 2011 Employer Excellence Awards that recognize local employers for their innovative recruitment and retention policies, and promising practices around the integration of skilled immigrants into their organizations. The awards categories include small, medium and large private- and public-sector organizations and businesses in the National Capital Region.

## Large-Size Employer, Recruitment Category

In recognition of the Federal Internship for Newcomers (FIN) program, Citizenship and Immigration Canada received an award for the large-size employer, recruitment category. The FIN program provides qualified skilled immigrants with valuable paid work experience to help them integrate effectively into the Canadian workforce.

## Large-Size Employer, Retention Category

MBNA Canada Bank (MBNA) has made diversity one of its key business drivers, including hiring strategies to attract and retain skilled and professional immigrants. MBNA offers candidates unique employment opportunities in an environment that encourages them to gain experience and develop a career in the financial services industry. MBNA has established five Associate Affinity Groups to eliminate barriers to inclusion.

## Small-Size Employer, Retention Category

Vanier Community Service Centre (VCSC) believes that its skilled immigrant staff is an



From left: François Baril, Vanier Community Service Centre; Donna Rennie, MBNA Canada; and Corinne Prince-St-Amand, Citizenship and Immigration Canada.

asset to the organization as the centre serves an increasingly diverse client base. All of its job postings are made available to its entire network of immigrant serving agencies. The centre's flexible recruitment process recognizes and values the qualifications and international experience of new Canadian candidates, giving equal opportunity for all candidates to be evaluated equitably.

## Alternative Dispute Resolution Workshop

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- Sylvie Chouinard,  
HR Generalist,  
National Research  
Council Canada, Ottawa

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