

## Ten Promising practices to hire and integrate global talent in Ottawa

### Employer Challenge

The competition for top talent to drive innovation and productivity continues to be top of mind for Ottawa businesses. For three straight years the Ottawa Chamber of Commerce Business Growth Survey has highlighted accessing qualified talent as the overall top issue facing Ottawa businesses.

Each year, Ottawa receives about 6,000 permanent resident immigrants of all ages, and roughly 50% are working age adults with post-secondary credentials. Immigrants make up 27% of Ottawa's labour force with post-secondary education. How can employers effectively tap into this important source of qualified talent?

### Employer Tips

These 10 best practices are being used by employers to effectively tap into the local pool of immigrant talent and to fully leverage their skills.

#### *Demonstrate Leadership*

- 1- Make Diversity a strategic business priority. Embed the organization's commitment to diversity in the Corporate Plan and as part of the Talent Management Strategy.
- 2- Champions matter – engage Senior executives and Middle level managers to lead and promote Diversity and Inclusion activities throughout the organization.

#### *Overcome bias, enhance workplace cultural competencies*

- 3- Raise awareness of Unconscious Bias in the workplace and how it can impact hiring, promotions, career development, employee engagement and productivity.
- 4- Provide [Cross-Cultural Competency Training](#) to enhance effective communication and interaction of people across cultures: be it colleagues, customers, clients, or suppliers. Cross-cultural competency is key to managing diverse and inclusive workplaces.

#### *Connect with Immigrant Job seekers*

- 5- Develop strategies to reach qualified and diverse candidates who might otherwise be overlooked by traditional recruitment methods. Post job openings with Ottawa's network of immigrant serving agencies, advertise through multicultural community newspapers, and participate in community job fairs
- 6- Meet immigrant clients through local mentoring, internship, coaching and networking programs and events.

# HIO - Employer TIP SHEET

## *Assessing and Interviewing candidates*

- 7- Recognize international qualifications and work experience at face value, and use competency-based testing to assess applicants' abilities for the job.
- 8- Use diverse panels for interviewing to minimize unconscious biases and cultural misunderstandings during interviews.

## *On-board for Success*

- 9- Enhance new employee transition with a buddy system as they go through a structured orientation program, to ensure successful integration into the workplace culture. A buddy can show them around and answer questions that immigrant hires might be embarrassed to ask their immediate supervisor.

## *Provide Training supports*

- 10- Provide opportunities for all employees, including skilled immigrants, to upgrade skills that enhance their opportunities for growth within the. For example, offer flexible work hours to allow staff the opportunity for professional development.

## **Useful Resources:**

[Programs and Services Directory](#): a matrix of programs and services available in Ottawa to support employers and businesses in effectively recruiting and integrating immigrants into the workplace

[Employer's Guide to Integrating Immigrants into the Workplace](#): a reference guide that offers practical tips and suggestions on how to address the most common challenges faced by employers in recruiting and integrating immigrants into the workplace.

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**Hire Immigrants Ottawa**  
*is an initiative that works with employers to enhance their capacity to effectively hire and integrate skilled immigrants into the workplace.*

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