

HUMAN RESOURCE SOLUTIONS

MEET YOUR LABOUR NEEDS

IMMIGRANT STAFF

Eliminate labour shortages
Utilize international talent
Explore the global market

Hire Good People

Create Links

- Target your ads to include immigrant workers.
- Build relationships with immigrant serving agencies and ethnic groups.

Provide Support

- Encourage immigrant workers to contribute their international skills and knowledge.
- Create individualized training plans focusing on long-term career growth.

Open Communication

- Provide clear, user-friendly job descriptions.
- Be aware of communication styles and speeds.
- Consider languages other than English and French as an asset.

Rethink Qualifications

- Recognize overseas credentials and experience.
- Accept English appropriate for the job.
- Be open to providing applicants with their initial Canadian work experience through training, volunteer, or work experience.

(For more tips about hiring and retaining immigrant workers, please log on to www.vircs.bc.ca

To hire an immigrant worker, call 250-361-9433 X.211)

Canada

The Government of Canada has contributed funding to this initiative

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Promote cultural diversity
Enhance market share
Increase staff loyalty

Retain Productive People

Support Cultural Harmony

- Educate all staff about cultural sensitivity.
- Provide orientation on Canadian work culture, while recognizing different cultural norms.
- Introduce new workers personally to existing staff.
- Offer some flexibility in working hours for the observance of cultural traditions.

Facilitate Open Communication

- Find common ground, but accommodate differences.
- Invite and provide frequent feedback to and from employees.
- Use plain language for communication, orientation as well as clarifying expectations.

Provide a Supportive Environment

- Create a buddy/mentor system for orientation and exchange of knowledge.
- Carry out team-building activities that instill a sense of belonging for all employees.
- Support professional development opportunities for newcomers' long-term integration and growth.

(For more information about the Human Resource Solutions Project, please contact 250-361-9433 X.244 or X.245)