

Connecting with Immigrant Talent on the North Shore

A Resource for Employers

In a recent employer survey conducted by the North Shore Immigrant Inclusion Partnership (NSIIP), a project of Impact North Shore, North Shore employers were asked about the biggest barriers to recruiting and/or hiring recent immigrant talent. **54%** of employers responded that they lacked information on how to access the recent immigrant talent pool.

The resources, organizations and programs listed on this factsheet are intended to support employers to build connections with immigrant talent across a broad range of sectors on the North Shore. Building a diversity of skill sets and innovative thinking on your team can be challenging. You don't need to do this work alone. Reach out to find out more about job boards, wage subsidies, and new recruitment pathways!

Promising Practices for Employers

The actions detailed below are promising practices that employers can take in order to increase their knowledge and capacity for hiring recent immigrant talent:

Informational Resources

- Learn more about immigration trends [here](#)¹ or follow [NSIIP](#)² to participate in webinars about local North Shore immigration patterns
- Learn more about work permits and how to hire skilled immigrant talent [here](#)³
- Develop tools & strategies for building more inclusive hiring practices and workplaces! Check out resources [here](#)⁴ and [here](#)⁵

1 https://www.statcan.gc.ca/en/subjects-start/immigration_and_ethnocultural_diversity

2 <https://nsiip.ca>

3 <https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/permit.html>

4 <https://iecbc.ca/how-to-create-a-culturally-inclusive-work-environment>

5 <https://www.cspc-efpc.gc.ca/tools/jobaids/promoting-inclusive-workplaces-eng.aspx>

6 <https://iecbc.ca/our-work/programs/mentorconnect>

Connect with Organizations Supporting Immigrant Talent

- Send active job postings to immigrant serving settlement organizations to connect with immigrant talent (examples listed below)
- Request to meet with a job developer at an immigrant serving settlement organization and find new ways to tap newcomer talent in your local community
- Partner with settlement organizations to develop on-site employment related English language programs for your company
- Refer immigrant employees to Impact North Shore for additional services or support with workplace integration

Participate in Immigrant Employment Programs

- Sign up [here](#)⁶ to volunteer as a mentor in the Mentor Connect program
- Join a local committee or working group to build greater connections with newcomer immigrant talent in your local community
- Join job fairs hosted by Impact North Shore or the local WorkBC Centre

Local Organizations Supporting Immigrant Talent

The following organizations have comprehensive programs and staff who can support in connecting employers to newcomer immigrant talent. Reach out and connect with them if you want to grow your talent base!

Impact North Shore⁷

Impact North Shore's Employment Services provide newcomer immigrants with opportunities to navigate a pathway to successful employment in Canada.

Programs offered include:

- 1-to-1 support for newcomer immigrants
- Thematic Workshops (ie. Interview skills, resume and cover letter writing, career fair job search strategies)
- Opportunities for skills training and development
- Job development opportunities
- Mentoring programs for professional immigrants
- Specialized employment programs for women

Contact information: Phone: 604-988-2931
Email: employment@impactnorthshore.ca

WorkBC Centre North Vancouver⁸

WorkBC supports businesses and organizations to grow their work force by providing suitable candidates, increasing workplace diversity and reducing the costs of hiring new employees. The WorkBC Centre in North Vancouver is administered by the YWCA.

Supports for employers include:

- Employer Resources (ie. promotion through recruitment events across Metro Vancouver, pre-screening qualified candidates for job openings, space at our WorkBC Centres to conduct interviews, and free WorkBC job board)
- Wage subsidy program & job matching opportunities

WorkBC offers a Wage Subsidy program for employers. Employers can connect with WorkBC's Job Development team to get support finding suitable candidates for their job opportunities. WorkBC also offers Job Start

7 <http://impactnorthshore.ca/our-services/%E2%80%8Bemployment>

8 <https://workbccentre-northvancouver.ca>

9 <http://workbccentre-northvancouver.ca/services-for-employers>

Services which provides Financial Supports to **eligible** clients beginning a new job when they do not have the financial means to cover incremental costs before receiving a paycheque from the new job. For more information, contact WorkBC's Job Developers team.

Contact information: Phone: 604-988-3766
Email: info-northvancouver@workbc.ca

Immigrant Employment Council of BC (IEC-BC)⁹

The Immigrant Employment Council of BC (IEC-BC) is a not-for-profit organization that provides BC employers with solutions, tools and resources they need to attract, hire and retain qualified immigrant talent.

IEC-BC believes that the successful integration of skilled newcomers into the BC labour force is critical to both their success as well as to the province's long-term economic performance. Services and programs include:

- Help employers tap into immigrant talent through a variety of programs
- Provide employer tools and resources to address the barriers employers face in recruiting and retaining qualified new Canadians
- Support the BC labour market by regularly convening business, labour, government, community leaders, immigrant-related organizations and other stakeholders to discuss important trends and policies

Contact information Phone: 604.629.5364
Email: info@iecbc.ca

ABOUT NSIIP

North Shore Immigrant Inclusion Partnership is a coalition of community agencies and institutions focused on improving the settlement outcomes of new immigrants to the North Shore. NSIIP's mission is to work collaboratively with organizations and residents across North and West Vancouver to foster inclusive, equitable communities and ensure all immigrants have opportunities to fully participate in economic, social, and civic aspects of community life.



FORMERLY NORTH SHORE
MULTICULTURAL SOCIETY

Funded by / Financé par:



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada