



Prosperity Through Diversity

DID YOU KNOW..?

HIWIN is a dynamic collaboration of community leaders from immigrant service provider organizations, the public and private sector, government and educational institutions, who are committed to the effective integration of immigrants into Hamilton's workforce.

Contact Us

HIWIN is co-located with the Hamilton Training Advisory Board.

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Welcome to Diversity Works, a newsletter informing local employers about the advantages of hiring immigrants and about local resources that can assist them with the strategies and tools to hire.

"As we continue to expand our employee base in Hamilton, it simply makes good business sense to hire well educated and experienced new Canadians who represent the changing face of our client base and the diversity of our growing community."

Dave May - Vice President, Greater Hamilton District, TD Canada Trust

What is an Immigrant?

Immigrants are newcomers to Canada bringing new ideas, energy, talent and experience.

- About 8,000 professionals and trades people immigrated to Hamilton between 1996 and 2005.
- 36% of recent immigrants to Hamilton (1996-2001) have university degrees, certificates or diplomas compared to 18% for non immigrants

Why Hire Immigrants?

A diverse workforce gives your business a competitive advantage.

• Increase Your Access to Needed Skills

Immigrants bring a multitude of skills, talents and experience. You can win the talent advantage by attracting and retaining educated and experienced immigrants to your workforce.

"Critical skills shortages are looming and currently exist in this community in health care, education, manufacturing and in some parts of the industrial sector."

Hamilton Training Advisory Board - 2005

• **Improve Your Employee Retention**

Most immigrants are eager to make their mark in the Canadian labour market. Many employers comment that immigrants bring a high sense of commitment and motivation to the workplace. They tend to retain their positions longer and have excellent attendance.

• **Improve your Productivity**

Many immigrants require very little training to become productive employees. Hiring immigrants who may need minimal or no training allows you to maintain productivity, avoid costly additional training and decrease the rate of turnover.

• **Increase Innovation in Your Company**

New people = new ideas and new solutions.

Immigrants bring innovative thinking to the workplace. They draw on a wide range of knowledge, experience and perspectives to achieve creative solutions and improvements.

• **Increase Your Connections to New Markets**

The face of our local marketplace is changing. Immigrants are part of your local customer base and bring links to multicultural markets in Hamilton, as well as new world markets abroad.

"New immigrants can contribute international skills, experiences and languages to enhance the performance of an organization and aid in its international initiatives. They can also assist companies to make inroads to new diverse local markets and increase the customer base."

Maytree Foundation - 2006

• **Enhance Your Corporate Image**

Be seen as a leader in the community. Potential investors view work on diversity as an indicator of being progressive in other aspects of your business.

"Those companies that are not recognizing the skills of internationally trained workers will not succeed in the 21st century."

Sheldon Caplan, Vice President & Corporate Counsel Vitafoam Products Canada Ltd

Some Tips on Recruitment

- Advertise vacancies through ethnic newspapers and local cultural newsletters
- Contact local immigrant service providers e.g. SISO (905-667-7476), St. Joseph Immigrant Women's Centre (905-529-5209)
- Special employment programs supporting the hiring or placement of immigrants may be available through Employment Ontario or Ontario Works
- Credentials can be verified through World Education Services (WES), toll free 1-866-343-0070 and International Credential Assessment Service (ICAS), toll free 1-800-321-6021

In our next issue: Does accent really matter?



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For more information about this initiative or for resources about hiring immigrants please go to our website: www.htab.ca/hiwin or email info@htab.ca. If you no longer wish to receive this newsletter, please email us at info@htab.ca