

**WIL** Employment  
Connections

**35**  
YEARS

**immploy**  
CONNECTING EMPLOYERS TO IMMIGRANT TALENT

**Access Centre**  
for Regulated Employment

FROM RESUMES TO RETENTION

*LEVERAGING  
NEWCOMER  
TALENT*



# *WHAT DO WE ALREADY KNOW?*



Canada's fertility rate is 1.5 babies per woman, well below the replacement rate of 2.1



By 2030, Canada's 9.2 million baby boomers will all be of retirement age



Immigration currently drives 82% of Canada's population growth

# CONTINUED...



Canada's worker-to-retiree ratio in 2036 will be 2:1



By 2040, 23% of Canada's population will be 65 or older



By 2030, immigration could add 5 million workers to the labour market



Immigrants and temporary foreign workers  
**fill gaps in Canada's**



**labour force**

and help employers respond to  
vacancies in various sectors.<sup>6</sup>

Approximately  
**1 in 4 workers**  
**(26%) in Canada**  
**are immigrants.**<sup>7</sup>


As of 2016, there were  
**600,000**  
**self-employed**  
**immigrants**  
employing over  
**260,000 Canadians.**

In a 2018 survey,  
**9% of small business owners**  
 reported hiring temporary  
foreign workers  
to address job vacancies  
in the prior 12 month period.<sup>8</sup>



In 2019,  
**the labour market**  
**participation** rates of  
very recent immigrants was **71%**  
and recent immigrants was **76%.**<sup>9</sup>

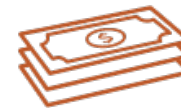


In 2016, **over one third**  
 of nurse aides, orderlies  
and patient service  
associates in Canada  
were immigrants.<sup>10</sup>

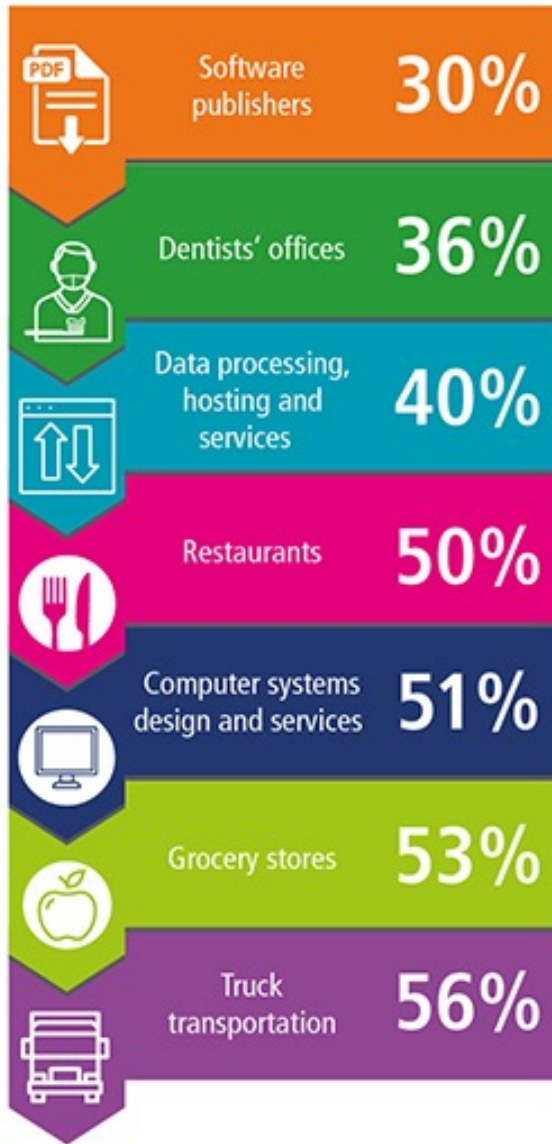
**Immigrant** owners of small and  
medium-sized enterprises  
**are successful** in introducing  
a product, process or  
marketing innovation  
into the marketplace.<sup>11</sup>



**Many of those that**  
**immigrate** as children, or  
the children of immigrants,  
on average, **contribute**  
**to Canada's labour force**



and go on to earn as  
much or more as the  
Canadian-born.<sup>12</sup>

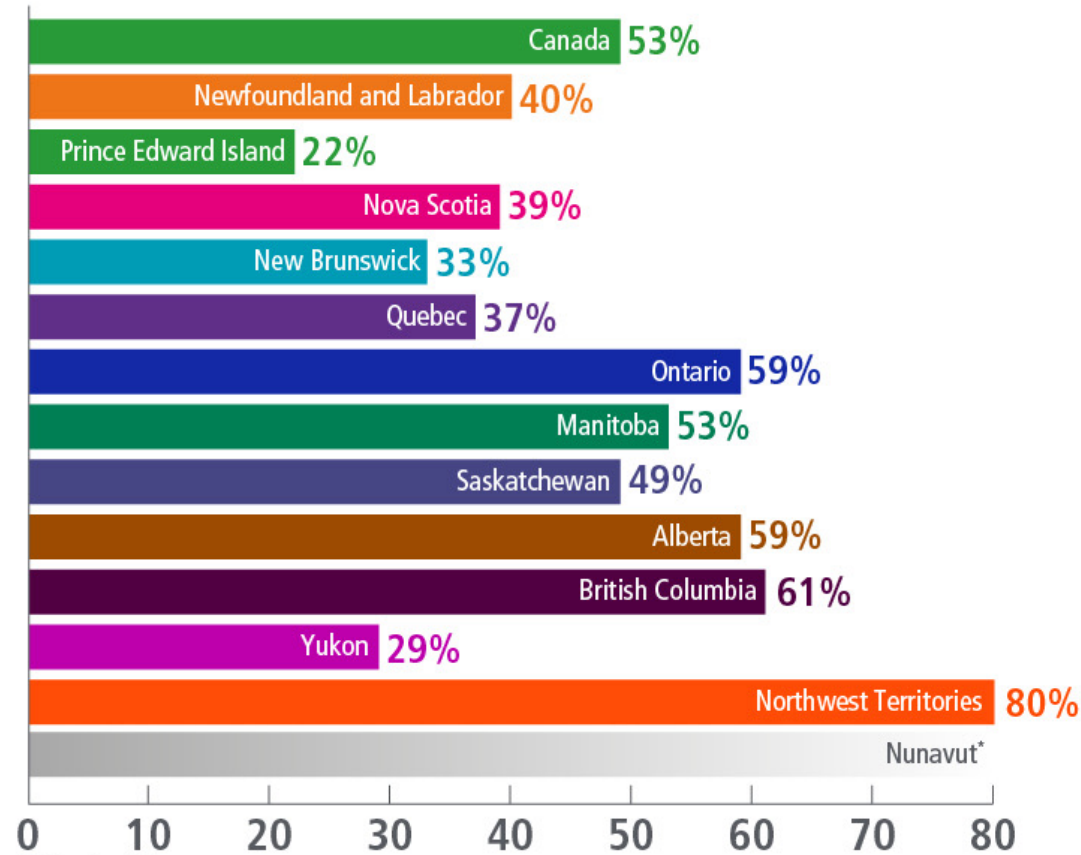


Source: Statistics Canada, 2016 Census.

# *IMMIGRANTS IN BUSINESS*



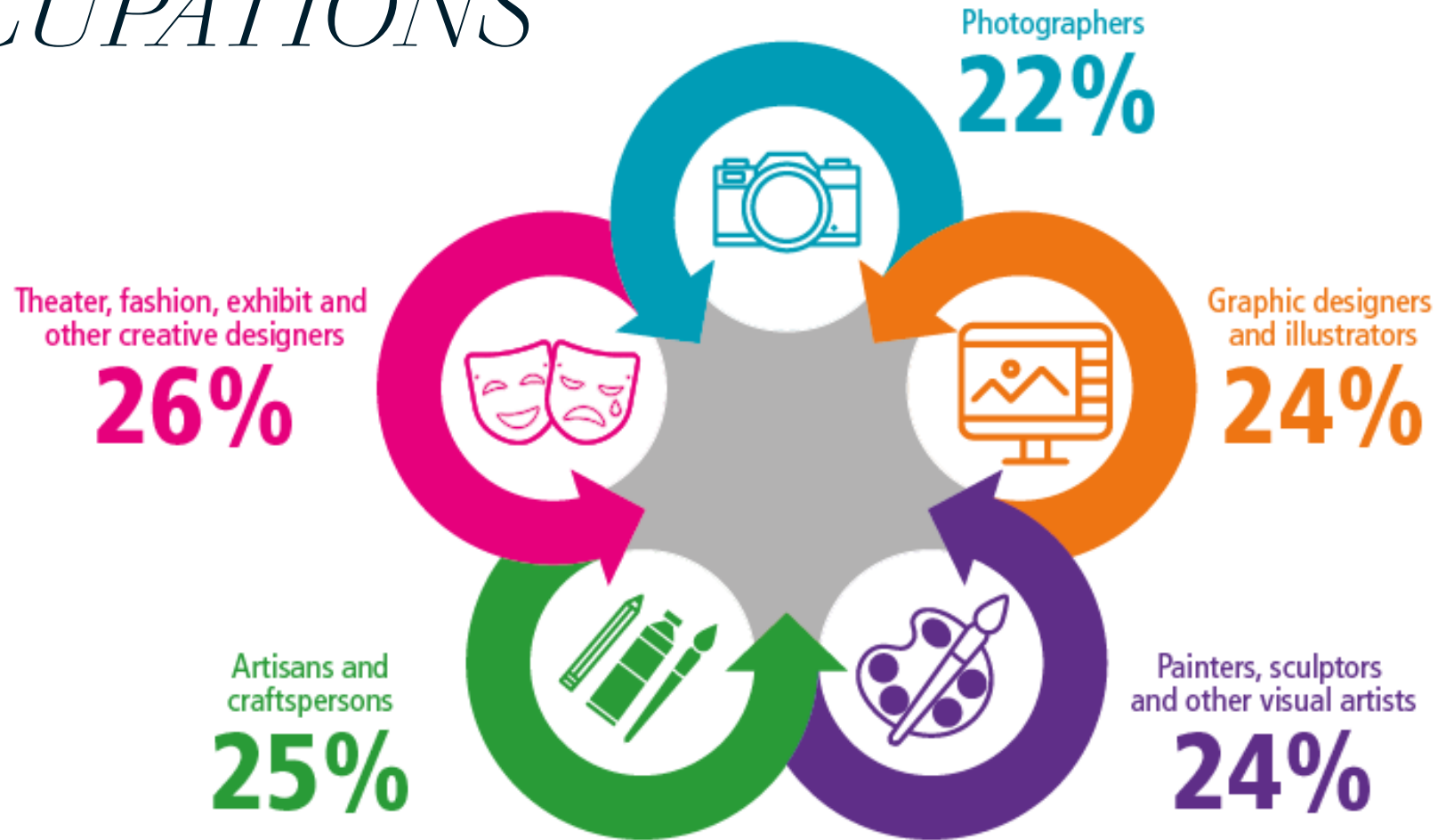
# IMMIGRANTS IN FOOD & BEVERAGE



\* Data not applicable  
Source: Statistics Canada, 2016 Census

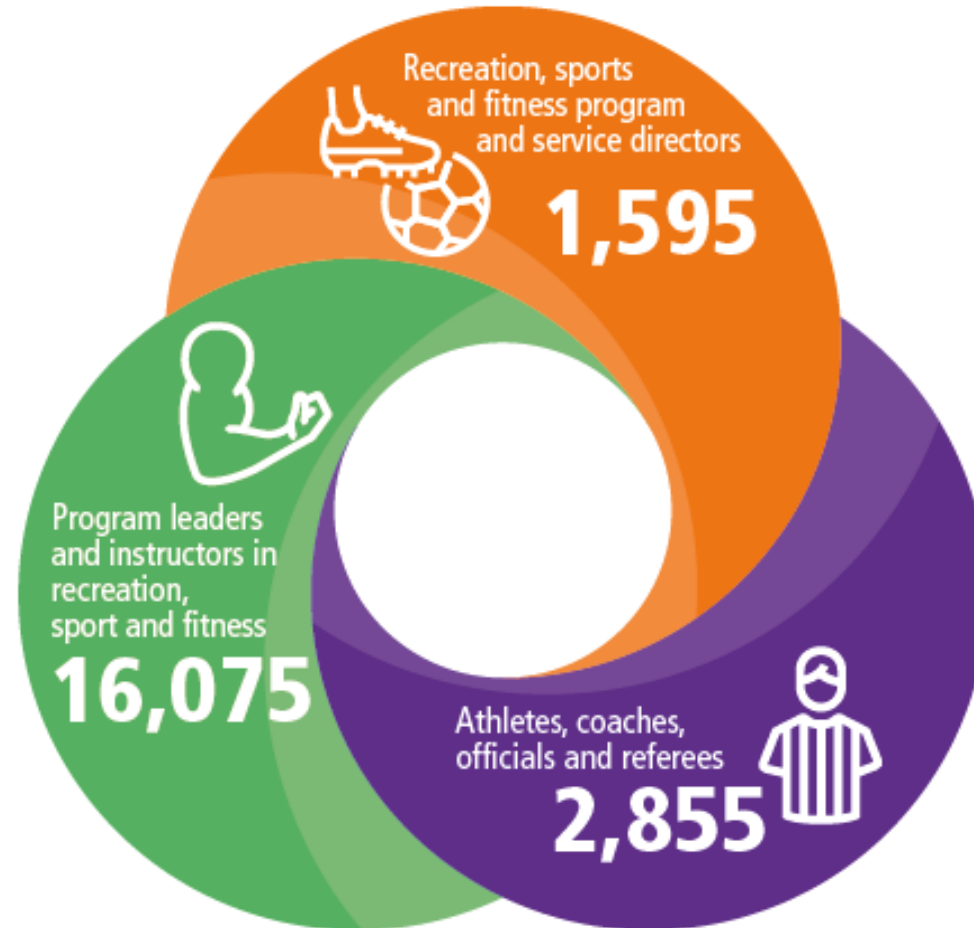
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# IMMIGRANTS IN CREATIVE OCCUPATIONS



Source: Statistics Canada, 2016 Census.

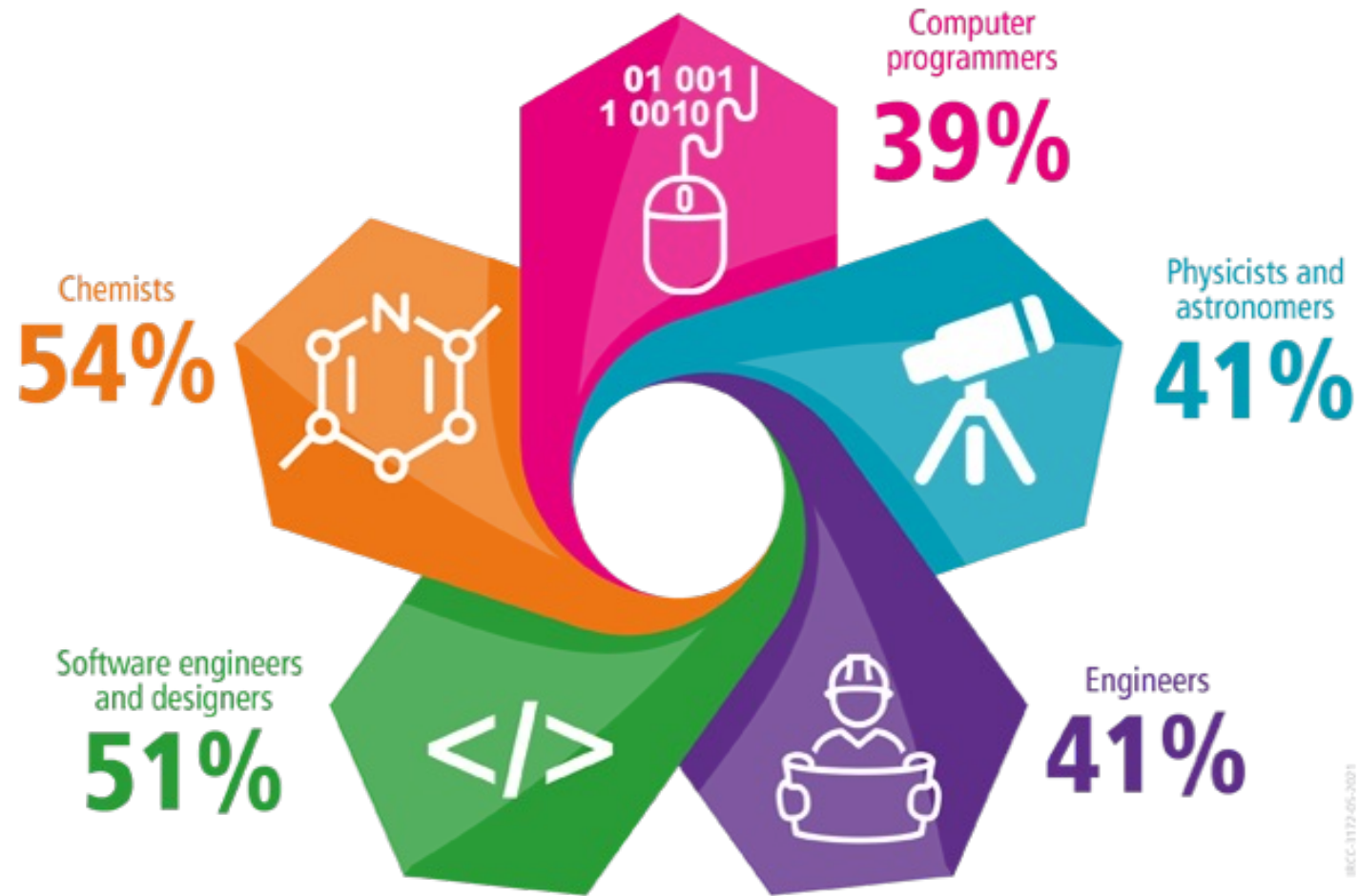
# *IMMIGRANTS IN SPORTS*



Source: Statistics Canada, 2016 Census.



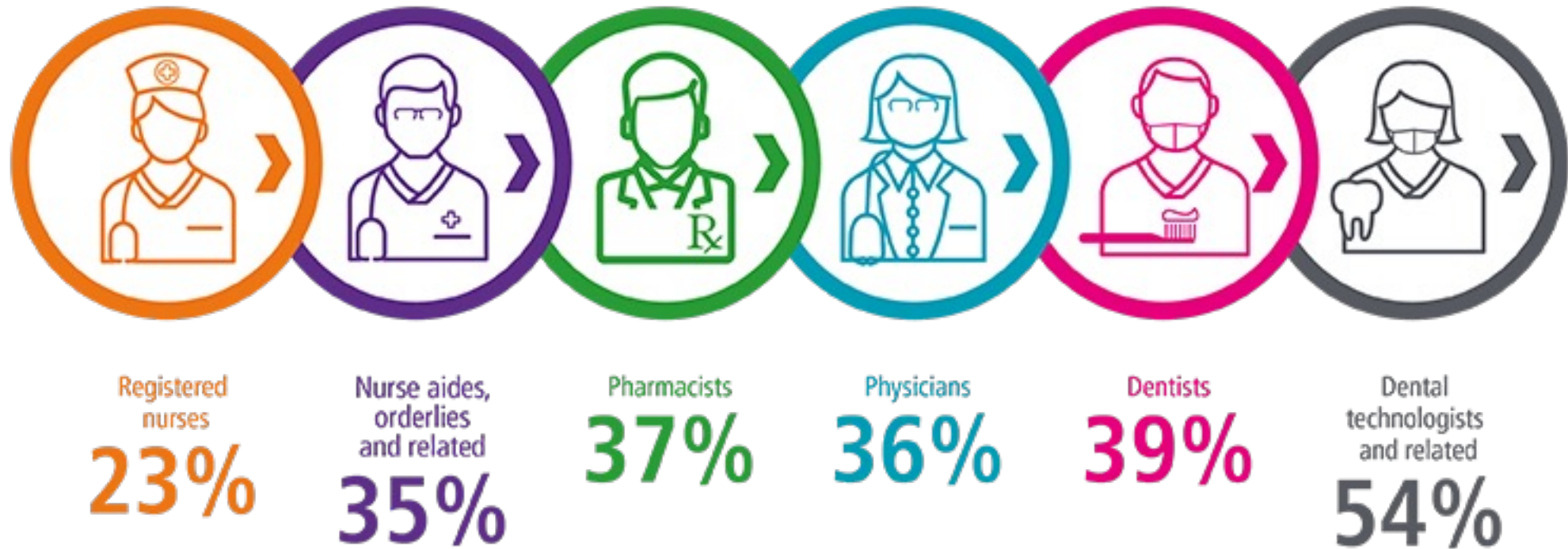
# IMMIGRANTS IN STEM



Source: Statistics Canada, 2016 Census.

IRCC-1173-05-2021

# *IMMIGRANTS IN HEALTHCARE*



Source: Statistics Canada, 2016 Census.

# *THE BIG CONUNDRUM*

- The majority of immigrants to Canada are highly educated, highly skilled
- The majority of immigrants to Canada are of working age
- 44% of immigrants in 2020 settled in Ontario
- Our birthrate is declining while boomers are retiring
- We are experiencing a labour shortage

**And yet...**

- Employers in SWO report challenges recruiting and retaining talent
- In some regions, Immigrants make up the highest percentage of groups un- or underemployed
- Despite having higher levels of education, Immigrants have less access to employment opportunities, adequate wages and pathways of progression

*THE BIG QUESTION?*

Have you been intentional about  
accessing, and attracting  
Newcomer Talent?

# *HOW TO ACCESS NEWCOMER TALENT:*

## WIL Employment Connections

- Immploy
- Access Centre for Regulated Employment

## Immigrant Employment Councils

- Toronto Region Immigrant Employment Council
- Immploy
- Hire Immigrants Ottawa

## Economic Development Centres/Corporations

Employment Ontario agencies, YMCAs, Goodwills, etc.

## Local Immigration Partnerships

*Meet newcomers where they are at*

# *ATTRACTING NEWCOMER TALENT*

Inclusive Job  
Postings

Proactive  
Hiring

Collaboration

Reach out

Set Targets



# *SCREENING RESUMES*

Diverse Hiring  
Committee

Focus on  
Essentials

Assess  
Readability  
Carefully

Allow for  
Cultural  
Difference

Assess  
Experience  
with a DEI  
Lens

## RESUME



# ASSESSING EXPERIENCE

- Focus on transferable skills, rather than job titles
- Use a competency-based approach to evaluate fit for the role
- Recognize the 'Canadian Experience Gap'
  - Ask yourself *Do we need Canadian experience? And if so, why?*
- Don't underestimate international education
  - Don't underestimate international experience either!
- Rely on and trust your committee
- Remove non-essential information
- Use the same matrix for assessing all resumes
- Refer candidates to organizations that offer credential evaluation – such as WES



# *ACCREDITATION, VALIDATION & REGULATION, OH MY!*

## Ontario's Regulated Fields:

- Architect
- Audiologist and Speech-Language Pathologist
- Certified General Accountant
- Certified Management Accountant
- Chartered Accountant
- Chiropodist and Podiatrist
- Chiropractor
- Dental Hygienist
- Dental Technologist
- Dentist
- Dietitian
- Early Childhood Educator
- Engineer
- Engineering Technician and Technologist
- Forester
- Geoscientist
- Land Surveyor
- Lawyer (including Paralegal)
- Massage Therapist
- Medical Laboratory Technologist
- Medical Radiation Technologist
- Midwife
- Naturopath
- Nurse
- Occupational Therapist
- Optician
- Optometrist
- Pharmacist
- Physician
- Physiotherapist
- Psychologist
- Respiratory Therapist
- Social Worker and Social Service Worker
- Teacher
- Veterinarian

# *HIRING IN A REGULATED FIELD?*

- Partner with the right organizations
  - *The Access Centre can assist employers with*
    - Recruiting internationally trained individuals to fill current and anticipated staff positions
    - Understanding international equivalencies to make informed hiring decisions
    - Facilitating document evaluation for candidates, new recruits or existing employees
    - Working with employees interested in achieving full licensure in their field
- Value the process – can you offer opportunities while someone is in the midst of getting licenced?
- Remember that policies in regulated fields are not the *only* barriers that immigrants face - recognize bias and consider the value in giving someone a chance.

# WHAT HAPPENS AFTER YOU HIRE? ONBOARDING!

- Engage the wider team
- Emphasize your diversity, equity & inclusion practices and policies
- Orient staff to the entire organization – where you are now & in the future
- Establish a 'buddy' or mentor system
- Introduce people to your community, culture and language
- Set clear expectations
- Ask for feedback & be flexible

*"Like musical chairs, you can't add a new person to the game without stopping the music and adding a chair"*





*QUESTIONS?*



*THANK YOU!*

Find us at [www.immploy.ca](http://www.immploy.ca)  
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Immigration, Refugees  
and Citizenship Canada

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et Citoyenneté Canada