

# Onboarding Employer Engagement

Trish McCourt

**ONBOARDING EMPLOYER ENGAGER**

# Immigrant Services Association of Nova Scotia

## Vision

A community where all can belong and grow

## Mission

Helping immigrants build a future in Nova Scotia



# Who We Are

7,563 clients served last year

2,967 new clients

728 active volunteers

259 qualified staff

100+ countries of client origin

100+ NS communities served

64 countries of staff origin

73 languages spoken by staff

- Staff who are dedicated, diverse, highly professional, qualified and experienced in their field
- Serving immigrants for over 37 years
- Connecting immigrants with employers
- Connecting immigrants with the community

# Strategic Priorities

- ✓ Empower immigrants
- ✓ Value and support our Staff
- ✓ Engage partners and community
- ✓ Champion a more inclusive and welcoming province

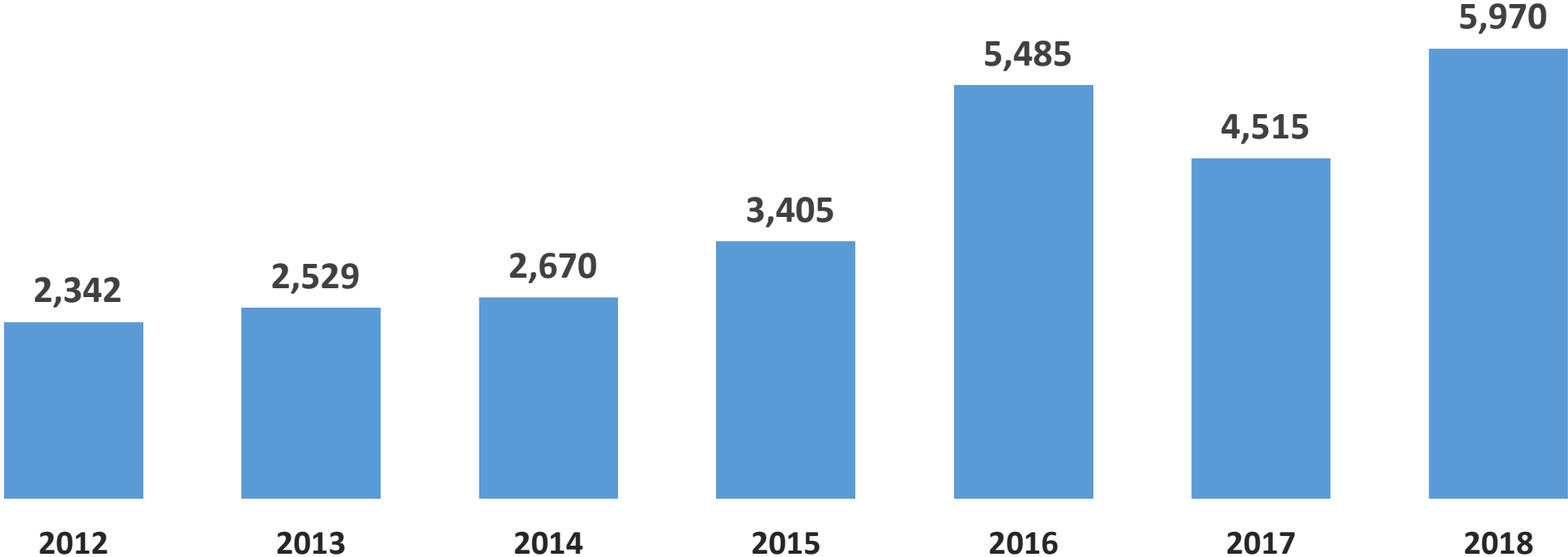


# Employer Engagers

- Act as the liaison between employers and ISANS Employer Support programs and services
- Promote the benefits of hiring immigrants (including refugees and AIP participants) to strengthen and diversify their workforce



# Nova Scotia Permanent Residents (2012- 2018)



# Why hire an immigrant?

## Immigration enables:

- Economic and population growth
- Education and healthcare improvements
- Innovation
- Community diversity
- Labour needs



\*<https://novascotiainmigration.com/help-for-employers/>

# Benefits of hiring an Immigrant

- Bring international expertise
- Often speak several languages
- Willing to Listen, Learn and Share
- Serious and committed
- Maintain professional conduct
- Flexible and Innovative
- Readily adapt to changing environments and circumstances



# Employer Engagement & Support – Best Practices

**ISANS helps employers build strong and diverse workplaces through:**

- Qualified candidate referrals
- Skills Match online recruitment tool
- Professional Practice program
- On-site recruitment
- Workplace Culture program
- Information Sessions on Atlantic Immigration Pilot Project (AIPP)
- English in the Workplace



# Atlantic Immigration Pilot Project (AIPP)

AIPP is an opportunity for employers to hire talented immigrants within a realistic timeframe and access services from immigrant settlement service providers:

- Addresses the labour gaps of employers in the Atlantic provinces
- Provides a pathway for skilled workers and international graduates who want to live permanently in Atlantic Canada
- Gives employees access to immigrant settlement support
- Gives employers information and supports

# Monthly AIPP Webinar

Webinars take place 10-11 am on the following dates:

- Monday October 21
- Monday November 18
- Monday December 16
- Monday January 20, 2020
- Monday February 24, 2020
- Monday March 23, 2020

# Skills Match e-Recruitment Tool

- Time-efficient
- Confidential
- Free of cost to the employer
- Access to qualified, pre-screened job-ready candidates
- Opportunity to post jobs and search database for possible matches
- Employers will have an opportunity to learn about other Employer Support Programs

SkillsMatch

LOGIN

The screenshot displays the SkillsMatch website interface. It features three main content areas arranged horizontally. The first area, titled 'eRecruitment', has a dark teal header and contains the text: 'Tap Into the international talent of immigrants in Nova Scotia. ISANS clients have worked with an employment specialist and are ready to work in Canada.' Below this text is a 'Register Now' button with a person icon. The second area, titled 'eMentorship', also has a dark teal header and contains the text: 'Share your knowledge and help immigrants to better understand their business here in Nova Scotia. ISANS connects you with your future mentee.' Below this text is a 'Register Now' button with a person icon. The third area, titled 'Already Have an account?', has a white background and a dark teal footer containing a 'Log In' button with a right-pointing arrow icon.

**DIVERSIFY YOUR WORKFORCE**

# Workplace Culture Program

The Workplace Culture Program helps employers:

- better understand the benefits of hiring international talent
- improve intercultural competence and retain immigrant employees



**DIVERSIFY YOUR WORKFORCE**

# English in the Workplace

- A free 12 week training program for immigrant employees, to help with on-the-job language skills
- Training can be done in person in the workplace or by distance
- Skills taught: customer service, writing emails, workplace communication, vocabulary



Thank you

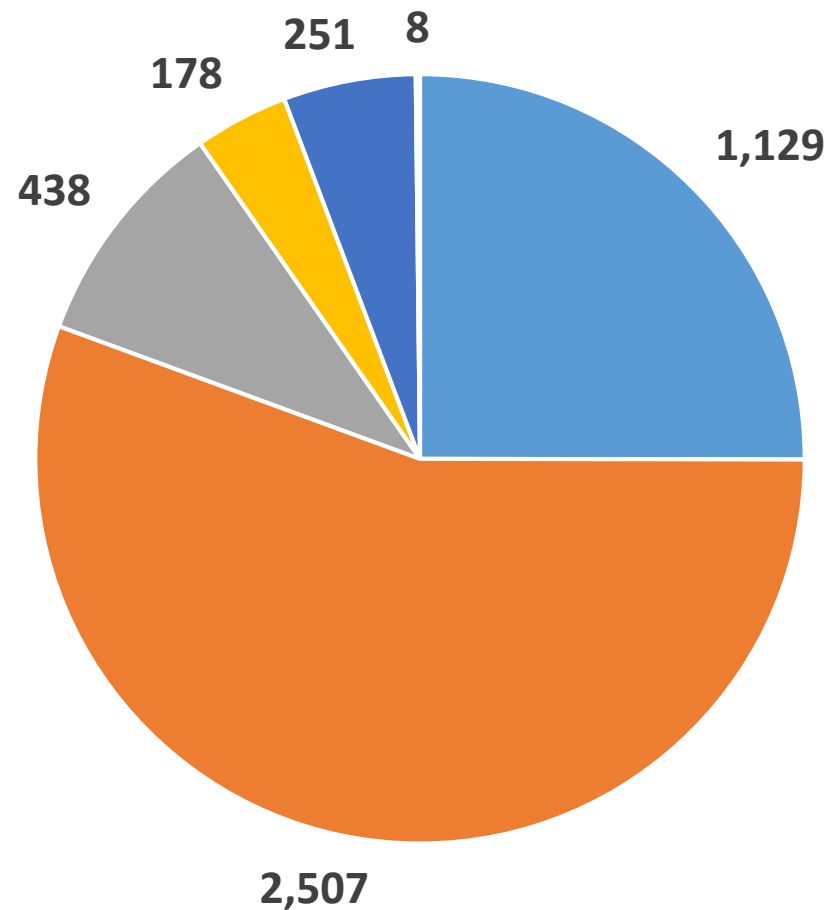
**Questions?**

# Residents of Canada

<b>Permanent Residents</b> (also referred to as immigrants/landed)	<b>Temporary Residents</b>
<b>Categories</b> <ul style="list-style-type: none"><li>• Economic</li><li>• Family</li><li>• Refugee</li></ul>	<b>Categories</b> <ul style="list-style-type: none"><li>• Temporary worker</li><li>• International student and graduate</li><li>• Visitor</li><li>• Refugee claimant</li></ul>
<b>Intend to stay</b> <ul style="list-style-type: none"><li>• Eligible for all settlement services</li><li>• Have almost all the rights of citizens</li></ul>	<b>May apply to stay</b> <ul style="list-style-type: none"><li>• Eligible for some settlement services (funded by provincial government)</li></ul>



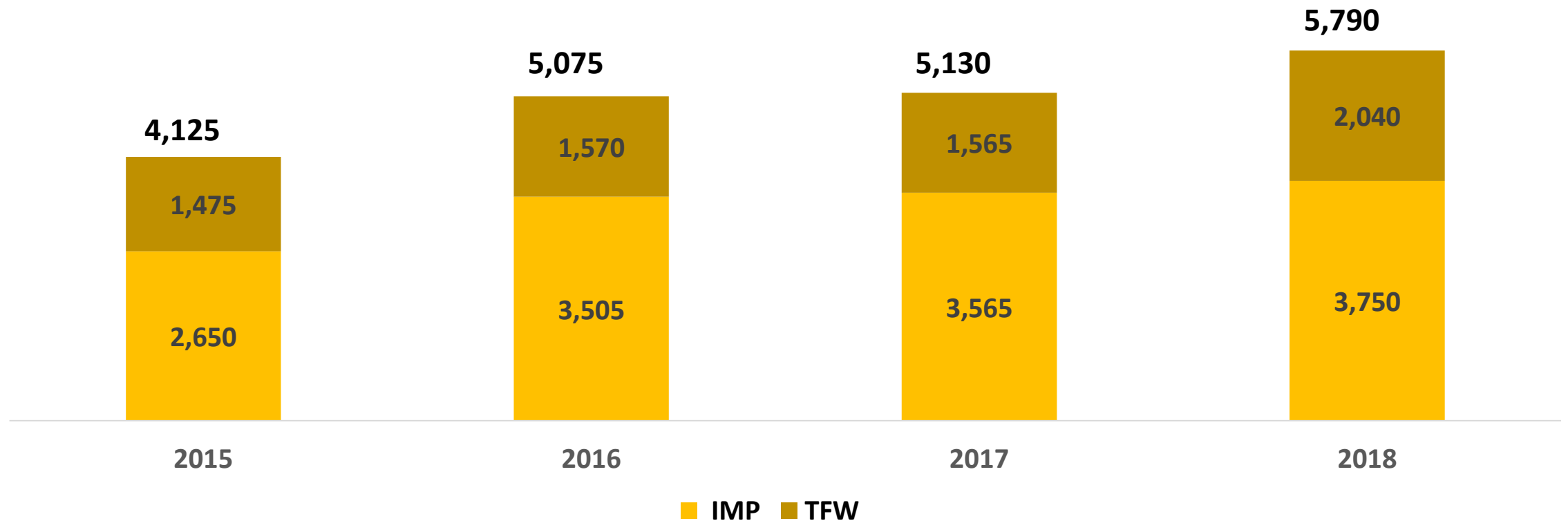
# Permanent Residents to Nova Scotia by Source Areas 2017



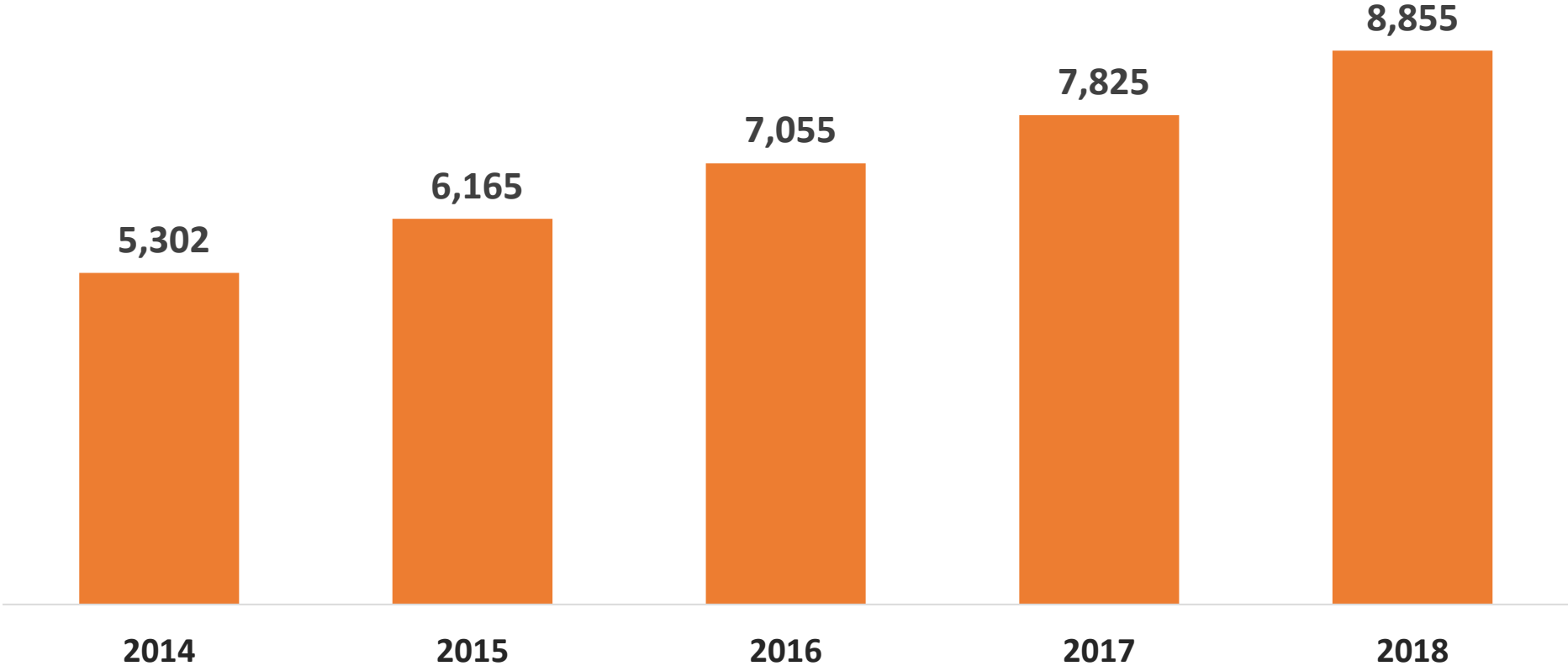
- Africa/Middle East
- Asia/Pacific
- Europe/UK
- USA
- South/Central America
- Stateless

# Temporary Workers (2015-2018)

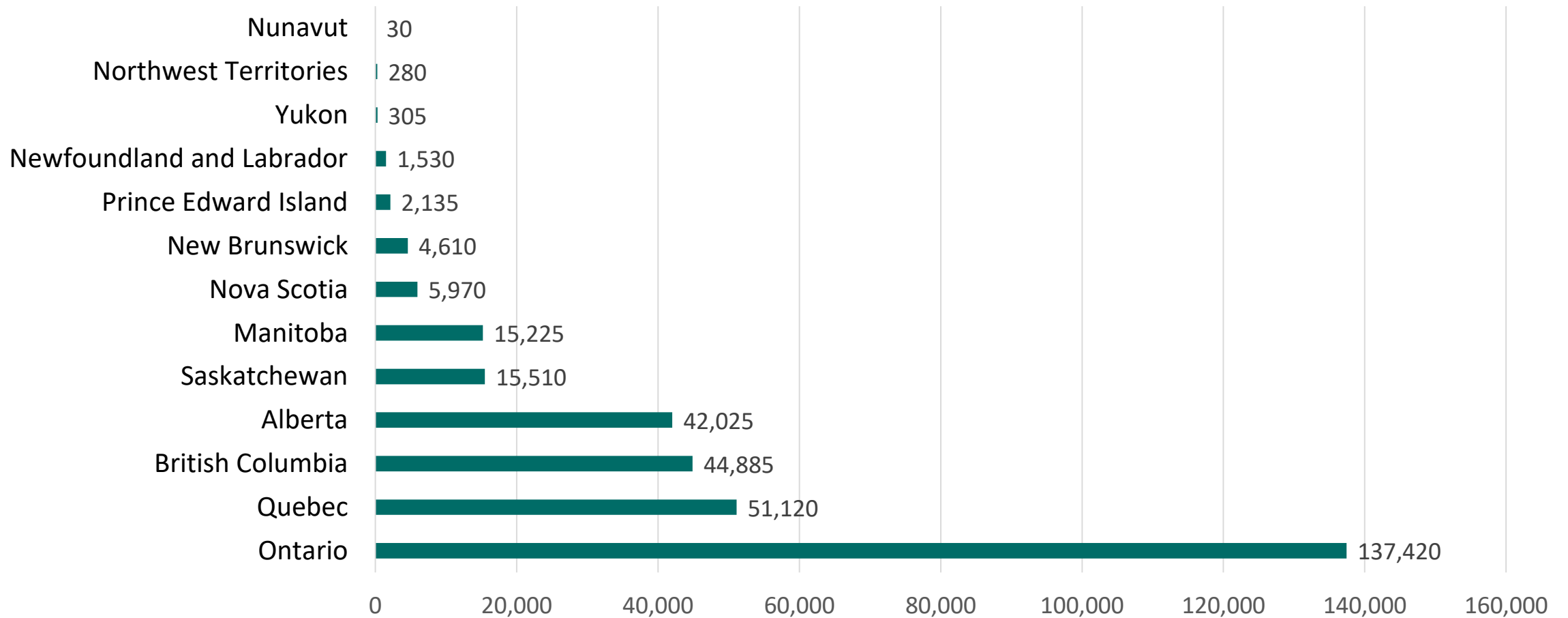
International Mobility Program (IMP) and Temporary Foreign Worker (TFW)



# Nova Scotia International Students (2014-2018)



# In 2018, Nova Scotia received 1.85% of all Immigrants to Canada



# Who is it for?

AIPP is for employers who:

- Have a labour gap and whose job posting has not been filled in four weeks
- Can provide information on their labour needs to the Nova Scotia Office of Immigration (NSOI)
- Have a business operating in good standing
- Can commit to working with an immigrant settlement service provider organization (such as ISANS) on settlement and retention

## Diversify Your Workforce

## Workplace Culture Program

### Employer Support



On-site Recruitment & Career Info Sessions

Skills Match Online Recruitment

English in the Workplace

Professional Practice Program

Trades Practical Assessments

Internationally Educated Engineers Bridging Program

### Workplace Culture Program

The **Workplace Culture Program** helps Nova Scotian employers:

- better understand the benefits of hiring international talent
- understand the importance of immigrant experience in the workplace
- learn methods to improve intercultural competence and retain immigrant employees.



*For information about Workplace Culture Programs including workshops and presentations please contact:*

**Paul Pickering** | 902-406-8693 | [ppickering@isans.ca](mailto:ppickering@isans.ca)

# Bridging Programs

- **Professional Practice program** - internationally trained and experienced professional for up to 6 weeks
- **Internationally Educated Engineers** - internationally trained and experienced immigrant engineer for 12 weeks
- **Trades Practical** - internationally trained and experienced trades person for 12 weeks

# Professional Practice Program

Connects employers across Nova Scotia with skilled immigrant professionals; through mutually beneficial, insured, volunteer placements

**Flexible:** Up to six weeks part or full time depending on need

**Low Risk:** All participants insured against injury at workplace

**Targeted:** Individual skills matched with employer needs

**Career Focused:** Participants are professionals with related education and skills

**No Strings Attached:** No obligation to hire or pay – can be terminated by either party at any time



# Volunteer Opportunities

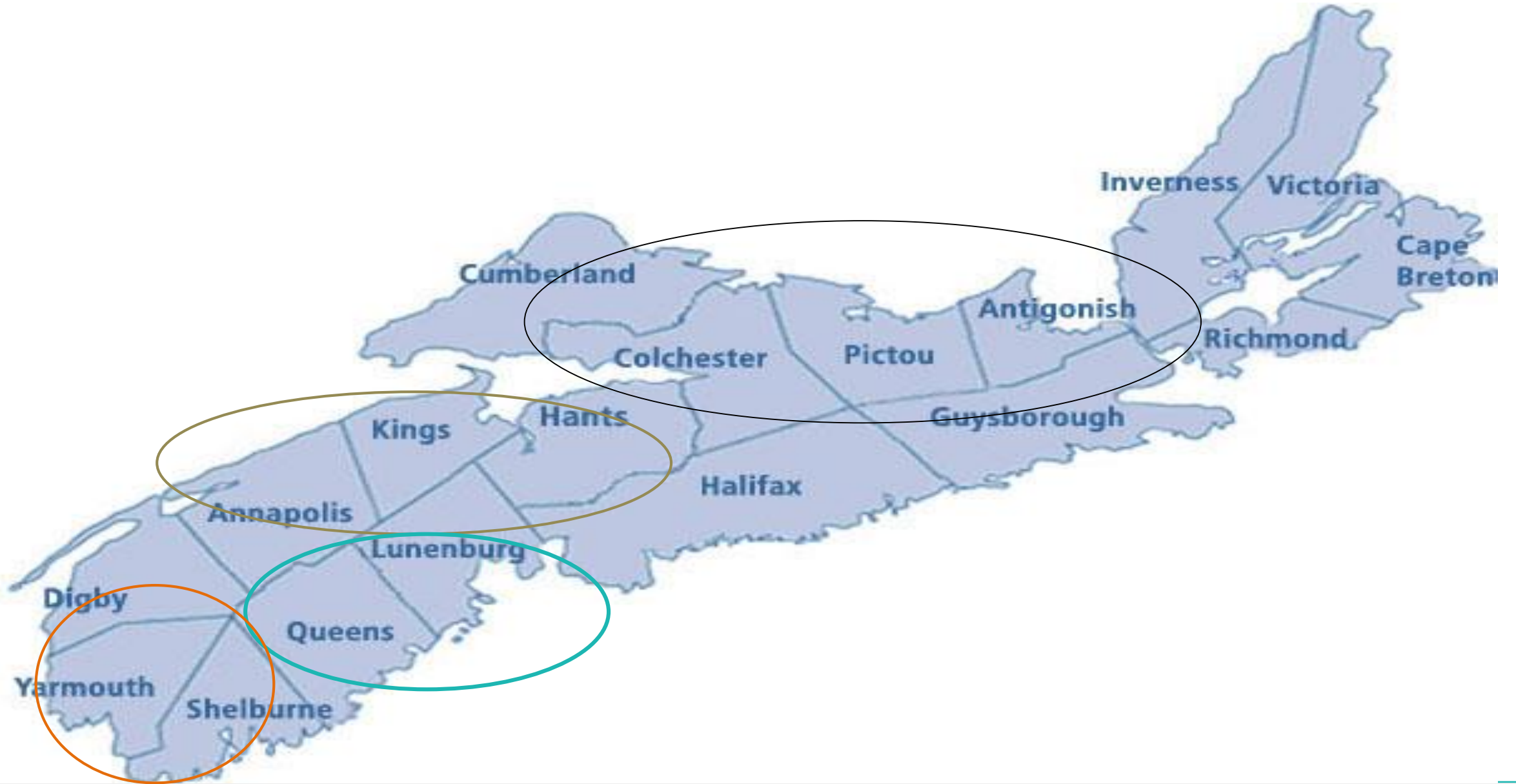
improve leadership and coaching skills

- **Professional Mentorship Program**  
matches skilled immigrant with mentor in same or similar profession
- **Practice Interview Program**



# Mobile Onboarding Employer Engagement Team

- **South Shore Region** (Queens, Lunenburg, HRM to Hubbards)  
Fay Patey Email: [fpatey@isans.ca](mailto:fpatey@isans.ca)
- **Western Region** (Shelburne, Yarmouth, Digby)  
Trish McCourt Email: [tmccourt@isans.ca](mailto:tmccourt@isans.ca)
- **Central Region** (Annapolis, Kings, Hants)  
James Rumble Email: [jrumble@isans.ca](mailto:jrumble@isans.ca)
- **Northern/Eastern Region** (Cumberland, Colchester, Pictou, Antigonish, Guysborough)  
Cliff MacDonald Email: [cbmacdonald@isans.ca](mailto:cbmacdonald@isans.ca)



**DIVERSIFY YOUR WORKFORCE**

# What you need to know to strengthen and diversify your workforce

- ISANS helps you as an employer, tap into the rich pool of immigrant talent in Nova Scotia.
- We can help you meet your human resource needs by connecting you to potential employees in a number of ways



[Video](#)