

3.

Building an international workforce

What qualifications are necessary for this job?

Sometimes employers have processes in place that exclude many qualified workers. For instance, if Canadian experience and education are a requirement, many immigrants are automatically excluded from consideration.

It may be worth your while to take some time to ensure you are:

- Sourcing from a wide pool of applicants;
- Assessing job criteria to make sure some groups are not excluded;
- Providing interviewers with the skills they need to be culturally aware during interviews;
- Clearly identifying the competencies required for a job;
- Using recruitment practices that can focus on assessing those competencies.

Transferable Skills


According to the Conference Board of Canada, employers are looking for people who:

1. Communicate well, think critically, solve problems, and learn for life;
2. Exhibit personal management skills such as a positive attitude and responsibility;
3. Work effectively as part of a team.

Most of these transferable skills transcend cultural background, with the exception perhaps of communication or more specifically, language skills.

While an applicant may not have specific experience in your industry, they may have the skills you are looking for. Specialized job skills can be learned on the job.

It is helpful to be very clear in your own mind, and to outline in your job descriptions, the separation between the skills that are really necessary for a job, and what are merely preferences.



“Business leaders realize the workforce is getting tighter and are taking steps to prepare. For many companies, hiring more immigrants will be a key component of workforce planning.”

— Gerry McCartney, General Manager
London Chamber of Commerce

“Many newcomers remain unemployed, but part of our reality is that immigrants are getting jobs – many of them. It is not all anguish and rejection.”

— Kate Kennedy
WIL Employment Connections

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