



5.

Staying motivated and asking for help

It can be discouraging sometimes

Please be patient. Things may not happen as quickly as you hoped and you may be experiencing “culture shock”.

You have taken some courageous steps to come to a new country – that shows how strong you are! It is not unusual for newcomers to have feelings of frustration, lack of confidence, and disappointment. It can happen when a person moves to someplace where everything is new and different.

Over time, you will begin to feel more at home. As you become more comfortable speaking to others, as you understand Canadian customs and ways of doing things, and begin to make some friends, you will begin to feel like you belong here.

*Paula Kaye, Chief Financial Officer
and Lingling Qiu, a Quality
Assurance Tester at EK3*

Here are some tips for adjusting to change and becoming a part of your new community:

- Know that it is not unusual to have feelings of frustration or loneliness when you come to a new country. It is normal.
- You have come a long way to be in a new country. Try to keep your mind open to new ideas and ways of doing things.
- Don't allow sad feelings or frustration to keep you from pursuing your goals. Take the steps you need to find work and settle your family here.
- Remember, one difficult person or situation is just one. There are many people who want to help you to feel at home and help you reach your goals.
- If you continue to struggle with feelings of despair, please take the time to speak to an employment counsellor who may be able to refer you to services such as the London Interfaith Counselling Service for some personal counselling and support.

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Maintaining a positive attitude

A positive attitude will help you find a job, and will help you stay strong while you are looking for work. Here are some tips that might help you maintain a positive attitude:

- Get help with your job search process. Access the support of an employment counsellor and join an employment preparation workshop to learn more about this process in Canada.
- When you talk to others, speak positively about yourself and tell others that you know you will soon find work.
- Try not to worry about things that have not yet happened. They say that worrying is like a rocking chair – it gives you something to do but it doesn't get you anywhere!
- Realize that the person who will have the greatest influence on whether you find a job is you.
- Create a schedule for yourself. Make it your job to find a job.
- If you do get discouraged, don't give up. Job hunting takes time, and so does settling into a new culture. Find something new to learn and enjoy each day.
- Talk to friends and attend a workshop to improve your chances of finding employment.

Name:

Milorad Bjelica

Country of Origin:

Montenegro

Past Employment:

Teacher, writer

London Region Employer and Position:

McCormick, Receiving

The smile on the face of Milorad Bjelica does not show the sadness he experienced when he first came to Canada. Not allowed to work, because he arrived on a visitor's visa, he said he thought he would go crazy.

"I walked miles and miles, did push-ups and tried to grow accustomed to a Canadian winter. It was very, very bad."

Milorad eventually applied for permanent resident status and for a while did some work at a trust company. His wife Anica, a molecular biologist, is studying at The University of Western Ontario.

Milorad found the job he now has at McCormick Canada – an international company that produces spices and seasonings with a manufacturing plant in London, Ontario – through a recruitment organization and he began as a temporary worker on line services. In mid-2006, he became a full-time employee and moved to the receiving department.

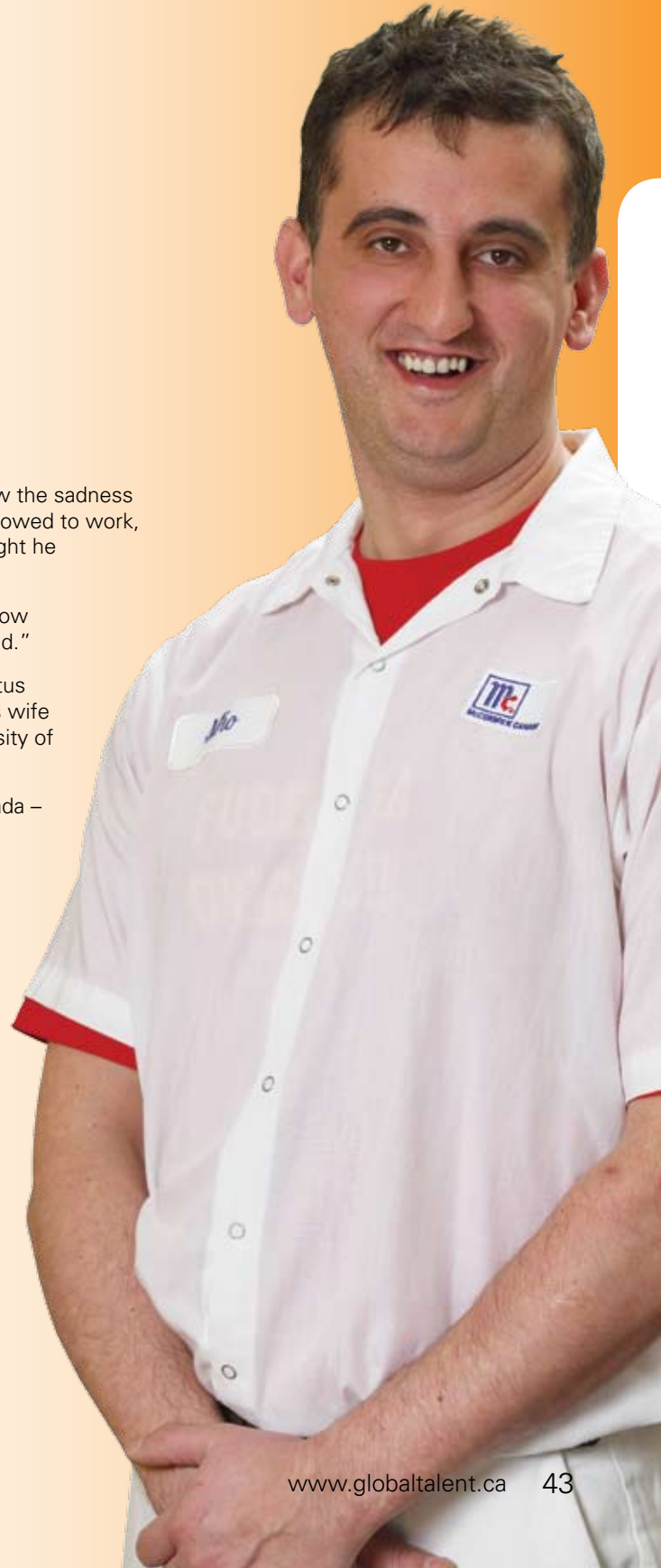
Before coming to Canada, Milorad had learned a bit of English, but had never had the chance to actually speak it. It's getting better all the time.

"I am improving my knowledge every day, and enjoy the opportunities I am given."

Milorad's advice to other newcomers is to try to be social and outgoing.

"Be pleasant and be open. Be self confident and not too shy. Be noticeable, in a good way."

Milorad says he understands that employers may be hesitant to hire newcomers if they don't know their background, but says a one-month trial period, no obligation, would suit most newcomers looking for a start in Canada.





Name:

Rosario Ortega

Country of Origin:

Colombia

Past Employment:

Business Administration and Accounting for Utilities Company

London Region Employer:

Gamma-Dynacare

Rosario and her husband love living in Canada, despite the difficulties they faced in finding employment.

Rosario and her husband sent out hundreds of resumes and had dozens of interviews over two years before finding jobs. Rosario is delighted with the administration job she has today at London's Gamma-Dynacare while her husband's Spanish language skills are being put to use as he travels on behalf of another regional company.

Rosario offers, "My advice would be to take your time to get your English and language skills as strong as you can. I was lucky to find a job where my employer has given me a chance to try new things. My coworkers help too. If I don't understand or don't use the right word, they help."

"If someone closes a door to you, someone else will open another for you," says Rosario. "You only need one door to get you started. If you are given that opportunity, you have a future here."

What advice do employers have for newcomers?

"It is important for newcomers to get some advice from an employment counsellor. They can recommend employment preparation programs, help with resumes and more. That means when a newcomer applies here for a job, they are prepared."

"Try to get some Canadian job experience as quickly as you can - even if it is not in your field. It will show employers your abilities and the kind of person you are."

"Language skills are very important. Our workers need to be able to be understood by our customers."

"In our plant, we do not worry too much about language skills. We look for people who get along well with others, are able to focus and produce good work, and who are reliable."

"One man who was a newcomer offered to work for free for a month. That kind of attitude is rare, but it shows he really wanted the job. We hired him with pay for a trial period and he does great work, so he is staying!"

"Attitude is everything. We look for employees who come ready to work, show enthusiasm and aren't afraid to ask questions if there is something they don't know."

"It can be hard when you are new on the job, but showing initiative is very important. If you see something that needs doing, just do it!"

"Help make our company a better place to work."

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How do workers climb the career ladder?

If you have found yourself a job, congratulations! You are on your way to achieving your goals! Now is your chance to prove yourself. When you have a job, whatever it may be, you can show your employer that you are a valuable employee – someone who can make their organization stronger.

Here are ten suggestions for those who want to continue to climb the career ladder that will take them higher in the organization and closer to their goals.

1. **Have a great attitude.** Everyone respects those who can remain cheerful, friendly and willing no matter what job they are given to do.
2. **Continue to improve your communication skills.** Leaders and top employees are often those who are able to express their ideas clearly and with confidence when speaking or writing. They are also people who know that listening is an important communication skill!
3. **Deliver.** If you are given a job, do it quickly and perform to a high degree of quality. If it is appropriate, take on some extra work that is not expected of you.
4. **Work well with others.** Be a “team player”. Help others to be successful and don’t be afraid to ask for assistance when you need it. Treat people at all levels with equal respect. If you have a disagreement with someone, work in a positive way to find a solution.
5. **Be on time.** Being at work ready to start the day and not rushing out the door the minute the day is finished tells your employer you are an enthusiastic worker.
6. **Be ready to learn.** If you are interested in taking on more important jobs, learn all you can about them and ask permission to perform some tasks associated with that position. Show you are interested in learning about the company, and about your community. Also be prepared to continue your education throughout your career.
7. **Dress for success.** There is no need to dress in a business suit unless your job calls for it, but show that you care about your appearance. Be neat and clean, no matter what your job.
8. **Be yourself.** Be genuine and open. Let people see who you are and try to accept people for who they are.
9. **Take responsibility.** Never blame others for your difficulties. You are the person who has the most control over whether or not you will be successful.
10. **Have a goal.** Know what you want to accomplish and make a plan to achieve your goal.

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Where can newcomers go for more help?

Employment Services for Newcomers

WIL Employment Connections

141 Dundas Street, 4th Floor, London
(The Skill Centre – Enter off Market Lane only)
519-663-0774
www.wil.ca

WIL is the only London area organization that focuses only on employment services for immigrants. WIL has helped newcomers find employment for over 20 years. They offer employment counselling, job placements, assessment services, employment preparation workshops and training. WIL also provides job search workshops and other employment support services at the London Cross Cultural Learner Centre.

Settlement Agencies

Settlement agencies are designed to help newcomers adjust to their new life and learn about services to help them. The following two settlement organizations also provide important employment services.

London Cross Cultural Learner Centre (CCLC)
505 Dundas Street, London
519-432-1133
www.lcclc.org

Provides assistance to newcomers and minority groups in the London area including one-on-one settlement support, temporary accommodation, LINC (Language Instruction for Newcomers to Canada) English language assessment and referral, a host program that matches newcomers with Canadian friends, and translation services.

LUSO Community Services

1193 Oxford Street East, Unit 2
519-452-1466
www.lusocentre.org

Provides settlement services, document translation and employment programs for newcomers including career exploration and mapping, an introduction to the Canadian workplace culture and job search skills.

www.links2work.on.ca

Links2Work is a London region website where you can find information about job searches, workplace issues, local resources and services. The site is a project of the Employment Sector Council London-Middlesex (ESCLM).

*Domenico Santoro,
a Specialist in
Computational
Fluid Dynamics at
Trojan Technologies*



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Other London and region employment services

The following organizations offer employment services to a broad range of clients that includes newcomers.

In addition to those listed below, there are many other organizations in the region that provide employment services. For a full list, visit the website www.links2work.on.ca.

London

Goodwill's Career Centre

390 King Street, London
519-850-9675

www.goodwillindustries.ca

Offers employment programs and services including a staffing service that can offer temporary, contract and ongoing employment.

London Unemployment Help Centre (LUHC)

114 Dundas Street, 2nd floor, London
519-439-0501

www.luhc.org

Offers programs and services to help prepare for and find employment.

Pathways Skill Development & Placement Centre

210 Dundas Street, London
519-667-7795

www.pathways.on.ca

Pathways assists individuals to overcome challenges to meaningful employment.

Youth Opportunities Unlimited

2nd Floor, 141 Dundas Street, London
519-432-1112

www.you.ca

Offers employment preparation and job search skills for young people.

Middlesex County – Strathroy

GAIN (Government Access Information Network) Centre

Kenwick Mall
51 Front Street East, Strathroy
519-245-3900

www.gaincentre.on.ca

Elgin County – St. Thomas

Employment Services Elgin

400 Talbot Street, St. Thomas
519-631-5470

www.jobselgin.ca

Oxford County – Woodstock

Fanshawe College Woodstock Campus

369 Finkle Street, Woodstock
519-421-0144

www.fanshawec.ca

Advice from a Settlement Expert

“What most newcomers need most is informed counselling – advice from someone who knows what programs are available and who knows what steps are important and what steps are not important. A good employment counsellor can help newcomers find the quickest, smoothest path to employment.

Sadly, sometimes newcomers don't get that good advice until they have wasted a lot of time and money.”