

Newcomer Workforce: An Employer Resource

This quarterly newsletter exists to support Regina's employers in the recruitment, hiring, training and retention of newcomer populations in the workforce, through information and education.

The RRLIP would like to thank its project partners and funder:



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Immigration, Refugees and Citizenship Canada

Immigration, Réfugiés et Citoyenneté Canada

Examples of information you will find in this issue include...

- **Inclusivity in the Workplace**
- **Building Inclusive Workplaces and Practices Online Workshop**
- **Immigrant Advisory Table Insights**
- **Local Programs/Services, etc.**



Each quarterly newsletter is made possible through the collaborative efforts and contributions of the RRLIP-convened **Labour Market Working Group**:



Why an Employer Newsletter? Regina's employer community is vital to the labour and economic integration of newcomers in Regina. We understand the time and investment needed to recruit, hire, and train employees is not insignificant. Since one in four people in this country will be 65 or older in 2040, combined with a low birth rate, this community and others like it across the country will need to rely on immigration for its labour force. Therefore, this newsletter resource is meant to support all of you, the employer community, as you diversify your workforce.

This resource will not only highlight labour market related information, but also focus on the other pieces of the puzzle that support newcomers in their settlement and integration efforts.

Inclusivity in the Workplace: Recognizing Diverse Religious and Cultural Holidays

With the upcoming Christmas holiday, it is important to recognize that not all of your staff may celebrate Christmas in the way many North Americans do. When you start planning for the holidays, consider ways to acknowledge all religious and cultural holidays celebrated by your employees.

One policy (suggested in a socialchorus.com Blogpost) is to offer "designate your holiday" days to your employees. This would allow employees to choose which holiday is most important for them. As a result, your business or organization could have the added benefit of being able to stay open with a rotating holiday schedule. This policy suggestion is in line with the idea of treating the creation of a welcoming workplace as a year-round initiative. For example, by building a workplace diversity and inclusion calendar, you ensure all employee's cultural, religious and secular holidays are acknowledged.

A helpful Canadian resource that will support your efforts to become more diverse and inclusive is the annual **Multifaith Calendar** published by the Multifaith Action Society (MAS) and **distributed locally by the Multicultural Council of Saskatchewan**. As an educational resource, it facilitates understanding of religious observances, occasions and festivals important to many cultural and faith communities. This resource provides an opportunity for the employer community to demonstrate a commitment to diversity. The **Multifaith Calendar** is available to purchase at: <https://mcos.ca/store/#calendar>



Attention Employers

Would you like to receive training for yourself and **staff that will increase awareness of newcomers' needs and contributions?**

If so, contact the Community Connection Worker at Regina Open Door Society Inc. to receive a **FREE Cultural Awareness Workshop** which can be tailored to the private sector, community agencies, public institutions, etc.

communityconnection@rods.sk.ca



Diversity Benefits the Workplace

A survey by SHRM (the Society for Human Resource Management) addressed the business impact of diversity in the workplace. The survey found overwhelming agreement that a diverse workforce:

- Improves corporate culture
- Improves recruitment of new employees
- Improves client relations

A strong correlation can be drawn between the above factors and **reduced costs** and **improved profitability to employers.**

Centre for Race and Culture

“For over 25 years, the Centre for Race and Culture has brought together diverse people with an interest in promoting and supporting individual, collective, and systemic change to address racism and encourage intercultural understanding.”

Building Inclusive Workplaces and Practices Online Workshop:

This interactive workshop will focus on tools to recognize, articulate, understand, examine, challenge, and change workplace practices with the lens of using curiosity, collaboration, and conversation as a response.

In this workshop, participants will:

- Gain a deep understanding of key concepts around diversity, inclusion, and equity
- Learn how to apply the EDI framework to build stronger and more productive teams
- Work in groups on goal setting around creating and maintaining an inclusive and effective organizational culture

The **online public workshop** will be held on **December 16th 2021, 1:00 – 4:00 PM (MST)**

Tickets are \$50 and they can be obtained by clicking this link: <https://www.eventbrite.ca/e/public-workshop-building-inclusive-workplaces-and-practices-tickets-176712550997>

Immigrant Advisory Table Insights



The Regina Region Local Immigration Partnership (RRLIP Project) exists to strengthen and support the community's capacity to welcome, settle and integrate newcomers. One of its collaborative tables is the Immigrant Advisory Table (IAT). The IAT is comprised of individuals with lived experience representing varying ethnicities, countries of origin, languages spoken and stages of settlement and integration. It is this table that informs the work of the RRLIP Project. **In a recent quarterly meeting, IAT members identified a growing concern about employer polices around interviews and hiring practices.**

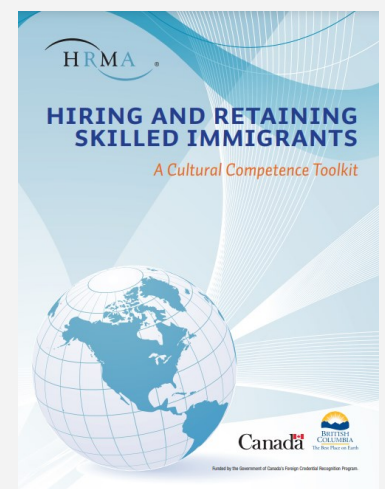
Table members shared their own experiences, as well as those of their cultural communities. The sharing revealed instances whereby individuals were invited to an interview for a specific job opportunity, only to find out at the interview that the job had been filled and/or the interview was for a different role within the organization. As IAT members, they questioned the integrity of local interview/hiring practices and wondered what could be done to ensure all applicants, including newcomers, receive a fair and equitable chance at employment. As the employer community, we'd appreciate your input in response to these concerns. Please email: info@rrlip.ca

Toolkit Resource

This resource offers many relevant and applicable strategies for employers. As stated in the guide, "this toolkit provides recruiters and hiring managers with the information required to go beyond cultural differences, and access the real skills and abilities of their skilled immigrant candidates and employees."

The toolkit includes/provides:

- Suggestions and resources to assist in the process of hiring and retaining skilled immigrants
- References at each step to assist the recruiter
- Encouragement to reflect upon one's own cultural biases
- The groundwork for ensuring skilled immigrants and employers realize their shared professional potential



<https://cphrbc.ca/wp-content/uploads/2012/08/itiguide.pdf>

Learn More About Local Programs and Services

An essential part of being a newcomer employer is developing an awareness of the local programs and services meant to support the settlement and integration process. Settlement sector agencies and other related supports provide programs and services that enhance a job seeker's knowledge, skills and experience, so they can thrive in a Canadian workplace. They also provide programs and services that support all areas of settlement, such as language acquisition, orientation services, life skills, etc. Work placement programs foster connections between newcomers and employer communities, while building Canadian experience skills that can be applied to any workplace. Below is an example of a local bridging program that includes work placements.

Bridging programs run every quarter and help experienced newcomers from different professional backgrounds develop valuable skills related to the Canadian workplace through in-class training and volunteer work placements. These programs also provide an excellent opportunity for local employers to take advantage of the diverse newcomer talent by hosting work placements. **Since Sept 2020, Regina Open Door Society's Bridging Program has arranged 117 work placements for newcomers.** More than 100 clients have gained employment after completing their work terms, and more than 30 employers were able to fulfill their talent needs by hosting these work placements.

Regina Open Door Society assists employers by:

- Finding the qualified candidates
- Providing liability insurance of five million dollars to cover placements
- Liaising throughout the work term to ensure that the client meets performance expectations of the employer

Eligibility Criteria for Participants

- Must be a Permanent Resident, work permit (Open) holder or a new citizen
- Excellent communication skills, experience and /or education in a specific profession

To learn more about the Bridging Program, please visit: <https://rods.sk.ca/pages/career-bridging-program>

To host a placement or if you have questions about the bridging programs, please contact employment@rods.sk.ca or call (306) 352 – 3521

Successful Employment Networking Lounge

On October 21st, 2021, Employment Services at Regina Open Door Society hosted a virtual networking event in partnership with RBC. It was offered through an online tool called Remo. The event was planned for soon-to-arrive and newcomer clients whose professional backgrounds are in finance, sales, and customer service. It served as an excellent opportunity for the clients to meet Canadian professionals and better understand workplace culture in Canada, the importance of networking, and what it takes to enter these fields. The event began with a guest speaker from RBC, who spoke about that company's standards, practices, and what they look for when hiring. Following the presentation, there was a short Q & A where the clients asked the experts about career planning and what to expect from working in Canada. In addition to RBC, Scotia Bank, Sunlife Financial, Edward Jones, and the CPA participated in the event and provided their expert advice and suggestions to clients on how to navigate the job finding process. This event was a great success, as many clients spent time with each employer to learn more about their field, prepare to enter the banking industry, the process of getting certified as an accountant, and more! In addition, many employers recruited for open positions through this networking event.