

COMPETITION

Top employers of immigrants named

20 firms honoured for removing barriers to employment

IRIS WINSTON
FOR CANWEST NEWS SERVICE

The changing face of Canada was the catalyst for a new national competition that recognizes the top 20 employers of new Canadians across the country.

Founded by **Mediacorp Canada Inc.**, the contest is an outgrowth of the eight-year-old Canada's Top 100 Employers competition, which was the first spinoff from the company's popular Career Directory, now in its 16th edition.

Directory publisher Tony Meehan says most of the growth in the labour force is now coming from new Canadians, which makes this a good time to see how employers are reacting to changes in their workforce.

"Almost 100 per cent of the growth of the labour force in Toronto is from another country," he says. "That's reflected in the workforce in several other cities across Canada. Demographic replacement rates are much lower for the existing Canadian population. Employers are going to have to pay attention to this issue because it is one of the few growing sources of qualified people in Canada. And it's a resource that is being spectacularly under-utilized right now. We wanted to see how employers were responding, who were doing specific programs to attract and help their new labour force."

The primary aim of the competition is to spread the word about best practices in hiring immigrant workers to encourage other companies to follow suit, he says.

The competition, which attracted more than 200 entries, charges no entry fee and offers no financial awards.

To apply for consideration, applicants for the Top 100 Employers competition simply fill out an additional section on their entry form. Responses to detailed questions about such topics as recognition of work experience and educational qualifications from other countries, language programs and follow-up verification provide a picture of the accommodation and support companies offered their employees.

"We look at the kind of environment the employers create for new Canadians," says Meehan.

The Toronto Region Immigrant



Hugh Wesley, Canwest News Service

Mediacorp Canada's Career Directory publisher Tony Meehan and the lead editor for the top 20 project, Rachel Caballero, spread the word about best practices in hiring immigrant workers.

Employer Council, a sponsor of the contest, partnered with Mediacorp to determine the competition's criteria.

There were a number of similarities between the companies on the final list, says Mediacorp's Rachel Caballero, the lead editor for the top 20 project.

"All the companies on the list (of winners) had some kind of concrete way of dealing with non-Canadian experience. They also had special training programs in terms of language training and skills upgrades. In terms of hiring practices, internships and mentoring were very popular," she says. "So was a program called Career Bridge, a paid internship specially for new Canadians. It

gives employers a chance to 'test drive' immigrant employees who have passed the Career Bridge process and are considered job-ready."

Between 2001 and 2006, an average of more than 220,000 immigrants and refugees came to Canada each year; 251,649 came in 2006 alone. Some 60 per cent were skilled workers or business immigrants. Others came to Canada as part of family reunification and temporary worker programs.

The mother tongue of more than 70 per cent of the foreign-born population of Canada is neither English nor French and 20 per cent have no knowledge of either official language.



- The Associated Engineering Group Ltd., Edmonton.
- The Business Development Bank of Canada, Montreal, Que.
- CAE Inc., Saint-Laurent, Que.
- The Canadian Imperial Bank of Commerce, Toronto, Ont.
- Christie Digital Systems Canada Inc., Kitchener, Ont.
- Enbridge Inc., Calgary.
- Ernst & Young LLP, Toronto, Ont.
- i3DVR International Inc., Toronto, Ont.
- Island Hearing Services, Victoria, B.C.
- Keane Canada, Inc., Halifax, N.S.
- KMPG LLP, Toronto, Ontario
- Manulife Financial Corp., Toronto, Ont.
- MDS Nordion Inc., Ottawa, Ont.
- Providence Health Care, Vancouver, B.C.
- Replicon Inc., Calgary.
- St. Michael's Hospital, Toronto, Ont.
- The TD Bank Financial Group, Toronto, Ont.
- The Toronto Transit Commission, Toronto, Ont.
- The University of Saskatchewan, Saskatoon, Sask.
- Wardrop Engineering Inc., Winnipeg, Man.

Foreigners put firm on cutting edge

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FOR CANWEST NEWS SERVICE

Supporting foreign-born employees is a natural aspect of being "on the cutting edge," according to Pascale Alpha, global communications director for **CAE Inc.**

Montreal-based CAE provides simulation and modelling technologies along with training for defence and civil aviation industry and depends on employees from 60 countries who speak more than 90 languages to stay ahead of the game.

"(CAE) is like the United Nations . . . We are not only physically all over the world, but our staff is also very diverse," says Alpha. "We look for the best people from around the world because we always want to be on the cutting edge."

Founded 60 years ago, CAE has operations and training centres in 20 countries and serves customers in 100 countries. It was named one of the top 20 employers of new Canadians in a new competition created by **Mediacorp Canada**.

CAE uses a host of programs to help its foreign-born workforce adjust. In addition to recognizing foreign qualifications and offering relocation packages, the company provides free language classes in French and English at its in-house training centre. It also offers cultural training, financial support for additional education and help with tax preparation and the paperwork associated with obtaining work permits.

Associated Engineering Group Ltd., which, like all the companies named here, cracked the top 20 list, helps overseas recruits obtain work permits and become permanent residents. The Edmonton-based company, which has 14 offices between the West Coast and Ontario, provides language training in co-operation with Vancouver Community College.

"We and some other companies worked with the college to develop a language program specifically designed for technologists and engineers," says Lianna Mah, the company's manager of business development.

The engineering firm also supports new Canadian employees by linking them with professional associations and providing help settling into their new communities, she says.

Career Bridge

Career Bridge is operated by the non-profit organization Career Edge, which has offices in Toronto and Vancouver.

It aims to break the cycle of "no Canadian experience, no job — no job, no Canadian experience" for new Canadians.

Internships through Career Bridge are intended to eliminate employment barriers that qualified professionals encounter and give them the opportunity to bridge the gap between international and Canadian work. www.careerbridge.ca



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~ Dawn Xiaohua Peng, (China)
Petroleum Engineer, Encana



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AA69735

Contracts Administrator



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We have an exciting opportunity for a Contracts Administrator in our Calgary studio.

Qualifications: The successful candidate should have:

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- In depth knowledge of contract law and Builders' Lien Act,
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- Excellent communication, interpersonal, organizational and problem solving skills.

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- Prepare and issue all contract documents including proposed change orders, change directives, construction communications and site instructions,
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BURNCO Quality Assurance Field Technician

Competition #BU08-0028

The Ready Mix Division for the Calgary District is currently looking for a Quality Assurance Field Technician to test and monitor the company's concrete products to quality and industry standards.

Ideally we are looking for an experienced quality control technician who will possess a good basic knowledge of concrete and associated technology; however preference will be given to a candidate with post secondary education in an environmental or civil engineering program or studying towards. The candidate needs to be well organized; possess good written, verbal and computer skills; ability to multi-task and be able to handle a fast paced and sometimes stressful environment.

A competitive wage and comprehensive benefits package plus a vehicle are offered to the successful applicant.

Start a challenging new career now.

Please submit your resume or application by fax on or before **March 14, 2008 to:**

BURNCO Ready Mix Division
Fax: (403) 299-8787
Attention: Mike Franklin
OR
E-mail: careers@burnco.com

We would like to thank all applicants for their interest
Only those candidates selected for an interview will be contacted.

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DIRECTOR, FORENSIC AUDIT

Would you like to be the leader of a dynamic team of professionals? The Forensic Audit Branch of the Alberta Gaming and Liquor Commission (AGLC) is seeking a leader for our team.

The Forensic Audit Branch provides direction on the delivery and administration of gaming and liquor audits and due diligence/background investigations to ensure integrity in the gaming and liquor industries. Forensic Audit also provides support to other branches within the AGLC on forensic accounting and related financial analysis.

We are looking for an individual to manage and deliver the regulatory audit and background/ due diligence investigation programs. This position is accountable to the Executive Director, Regulatory Division, CEO, and the Board of the AGLC to ensure that the Branch meets the overall organizational goals and objectives as stated in the Branch's annual operational plan. This position ensures the proper deployment of resources to maximize productivity, efficiency and effectiveness of human resources within the Enforcement of regulations for infractions under Policy, Gaming and Liquor Act.

Your experience working in a regulatory environment relating to regulatory audits, financial investigations, due diligence investigations in addition to a demonstrated ability to manage and complete projects, manage both internal and external resources, build relationships and work collaboratively with others is critical. The gaming and liquor environments in Alberta are dynamic and multi-faceted creating a challenging and progressive working climate.

A degree in a related field, supplemented by a professional accounting designation (CA, CGA or CMA) plus extensive audit experience that includes managing staff is required. A Certified Fraud Examiners designation or equivalent would be an asset. A successful record of leading, planning, directing, managing and implementing comprehensive audits in a regulatory environment is desirable. Solid information technology knowledge would be an asset.

Competition Number: 08-45

Closing Date: Monday, March 10, 2008

We offer competitive salaries and a comprehensive range of benefits. As a condition of employment you will be required to obtain a security clearance prior to employment.

To learn more about this and other exciting career opportunities at the Alberta Gaming and Liquor Commission please visit our website: www.aglc.gov.ab.ca

Email: hr@aglc.gov.ab.ca / Fax: 780-447-8918



AA69962