

SPECIAL ADVERTISING FEATURE

# 2008 Best Employers for New Canadians

Be recognized with the country's best employers for recent immigrants.

## Firms in top 20 lead way in meeting the needs of new Canadians

Newcomers the biggest source of growth in labour force

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 Mediagroup 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 immigrants 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.

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#### Best Employers for New Canadians 2008

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- ▶ The Toronto Transit Commission, Toronto
- ▶ The University of Saskatchewan, Saskatoon, Sask.
- ▶ Wardrop Engineering Inc., Winnipeg, Man.

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

There were a number of similarities between the companies on the final list, says Mediagroup'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 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 came to Canada each year; 251,649 came in 2006 alone. Some 60 per cent were skilled workers or business immigrants. Others were 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.



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Tony Meehan, president & CEO of Mediagroup Canada Inc., with Rachel Caballero of Mediagroup Canada Inc., who is the lead editor for the top 20 project. The winning companies "had some kind of concrete way of dealing with non-Canadian experience," Caballero says. "They also had special training programs in terms of language training and skills upgrades."



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Walton Development and Management is a land planning and development management company overseeing planning, entitlement and development in specific markets within North America. Our company currently manages assets in excess of 40,000 acres and has completed or is currently managing residential and industrial development projects totalling over 2,000 acres.

Our team members have a diversity of professional experience including land planning, land development engineering, transportation planning, project management, construction management and project finance backgrounds.

With the continuing growth of our operations, Walton Development and Management is currently seeking qualified candidates for the following positions in our Edmonton office:

#### COMMUNITY PLANNING MANAGER / LAND DEVELOPMENT MANAGER

##### PRIMARY RESPONSIBILITIES

- Coordination and management of stakeholders involved in the planning, design, approval and construction process including but not limited to consulting planners, engineers, architects, accountants, attorneys, builders, contractors and marketing professionals
- Ability to communicate with stakeholder groups, public agencies and elected officials in a tactful, courteous and professional manner
- Assisting the internal land acquisition team with the review and evaluation of properties and related due diligence materials

##### MINIMUM REQUIREMENTS

- Minimum of 5 years experience in managing land entitlement and development projects, preferably with a development company or consulting company
- Bachelor degree or higher level of education from an accredited university in a closely related field such as planning, civil engineering, landscape architecture, urban design or urban economics/real estate
- Appropriate professional designation
- Active participation in professional and industry related associations and groups

#### DEVELOPMENT CONSTRUCTION MANAGER

##### PRIMARY RESPONSIBILITIES

- Coordination and management of stakeholders involved in the design and construction process including consultants, contractors, municipal authorities, etc.
- Communication of project requirements and expectations to stakeholders in a tactful and professional manner
- Ability to analyze and address project delivery opportunities and issues in an effective and timely way
- Preparation, review, management and reporting on project schedules in relation to overall delivery objectives and budgets
- Review and verification of progress payments to contractors and consultants
- Negotiate and administer consultant and construction contracts
- Manage the parcel/lot turnover process with builders or other end users
- Manage project closeout process

##### MINIMUM REQUIREMENTS

- Minimum of 7 - 10 years progressive experience in managing land development projects
- Bachelor degree or higher level of education from an accredited university in a closely related field such as planning, civil engineering or project management
- Appropriate professional designation
- Active participation in professional and industry related associations and groups

Qualified applicants should submit their resumes to [careers@waltondm.com](mailto:careers@waltondm.com). Only candidates selected for an interview will be contacted.

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