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SECTION

E

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A COMPANY 'LIKE THE UNITED NATIONS' | E2

NEWMAN AND GRIGG | E3

SATURDAY, MARCH 1, 2008

Survey cites firms that hire new Canadians

IMMIGRANTS | Most of the labour force growth in Canada is from other countries, publisher says

BY IRIS WINSTON

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

See COMPANIES HAD E6



HUGH WESLEY/CANWEST NEWS SERVICE

Mediaworld Career Directory publisher Tony Meehan [with Rachel Caballero, lead editor of Mediaworld's Top 20 project] says immigrants are 'spectacularly under-utilized' as a resource in Canada.

HOT CAREERS

46

Working ads inside Section E

256

Employment ads starting Section E

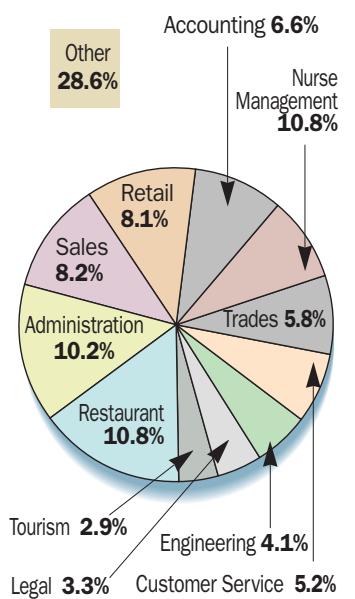
WHAT'S HOT AT WORKING.COM

363,381

page-views from Vancouver readers this week

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Jobs Posted This Week: **5,263**



HERE ARE the top industries in which workers are searching for jobs in Vancouver at working.com.

Administration	19,479
Hospitality	15,219
Retail	13,553
Technology	13,069
Accountants	9,505
Automotive	9,063
Trades	7,578
Engineering	6,260
Construction	6,072

(numbers represent job searches done on working.com to date this month)

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Production Supervisor

Your superior leadership, problem solving and organizational abilities will enable you to deal with the planning and control of production activities, people and processes, effectively utilize resources to achieve production and customer service levels, and adhere to quality, safety and legislative guidelines/requirements. A confident communicator who is able to manage multiple tasks, you will document and enforce GMP and SOP programs within HACCP and supervise, develop, train, evaluate and maintain employees. Analytical and exhibiting demonstrated initiative, you have 2 years' supervisory experience and a post-secondary diploma and/or degree (i.e. Management Studies, Business, Engineering, Food Sciences or Operations Management). Computer literate and willing to work flexible shifts, you are CPR/First Aid certified and knowledgeable of HACCP provincial safety regulations and best practices.

HACCP Coordinator

Exceptionally organized and detail-oriented, you will coordinate the fundamentals of GMP, HACCP and audit programs. As well, you will provide leadership, training and support. Through the observation of standard operating procedures (SOP's), you will develop and work with production staff to implement improvements to production techniques that maximize food safety and quality. Computer proficient and a capable communicator, you will work closely with CFIA and the QA Manager. A degree in Food Sciences is required along with 2 years' food-related experience in areas of GMP and HACCP principles and programs.



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Please visit our website for further information, required qualifications and how to apply.

NORTH ISLAND COLLEGE

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Sherritt International Corporation is a leading diversified resource company involved in the production of thermal coal, nickel, cobalt, oil, gas and electricity. The company is also a global leader in developing and commercializing hydrometallurgical processes for the treatment of metal-bearing materials. Sherritt's success is built on utilizing innovative technologies and the breadth of its financial and operational expertise to increase productivity and profitability. Sherritt continues to explore opportunities to grow its \$3.8 billion asset base through expansion of its existing businesses, capital projects and strategic acquisitions.

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E-mail: careers@sherrittmetals.com

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For more information and to view these opportunities, please visit us online at: www.sherritt.com

We thank all candidates for their interest, but only those selected for an interview will be contacted.
No phone calls, please.