



Best Employers
for New Canadians

2008

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Business Development Bank of Canada / BDC

<http://www.bdc.ca/>

Employer Description

Established in 1944, Business Development Bank of Canada / BDC primarily focuses on the technology and export sectors of the economy, providing entrepreneurs with long-term, project-based and venture capital financing. The bank serves its clients (in both official languages) through a network of 92 branches across the country.

In addition to financing, BDC provides a range of business consulting services, from business plan development to equipment and land acquisition assistance. The bank also supports women entrepreneurs through a dedicated \$25 million equity fund and assists Aboriginal-owned businesses through specialized consulting services and financing.

Established: 1944 **Canadian Locations:** 92 branches across Canada **Full-Time Employees:** 1685

New jobs created last year: 150 **Employees who are visible minorities:** 13% **Of managers:** 7%

Business Development Bank was selected as one of the Best Employers for New Canadians (2008) for:

- ▶ Recognizing international credentials during the hiring process
- ▶ Broadening their pool of hiring sources to recruit employees based on qualifications and experience, even if these were obtained outside of Canada
- ▶ Creating workplaces that accommodate employees from different cultures

Our Reasons for Selection:

Recognizing International Credentials

Business Development Bank of Canada recognizes international education and experience when screening job applications. The bank receives many resumes from new Canadians on a regular basis, and have hired several employees who have obtained their qualifications outside of Canada.

Broadening their Hiring Sources

Job candidates are assessed in terms of how their qualifications and experience benefit the team, whether their expertise was acquired outside of Canada or not. Recruiters are encouraged to broaden their pool of hiring sources, instead of relying on the same ones every time. Many of their new Canadian hires are recruited through employee referrals and through online recruiting methods.

Creating Inclusive Workplaces

In recent years, the bank has conducted diversity awareness sessions across Canada for all managers. Management employees receive training on the benefits of hiring a diverse workforce, and learn how to create workplaces that welcome all employees by accommodating differences in lifestyle, religion or cultural background.

We believe that diversity brings about a wealth of different people, perspectives and ideas which is fundamental to an organization's success. In practical terms, this means ensuring that our workforce reflects society and that our outreach to clients is broad and inclusive.

- Mary Karamanos, Senior Vice-President, Human Resources