



Best Employers
for New Canadians

2008

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Canadian Imperial Bank of Commerce / CIBC

<http://www.cibc.com>

Employer Description

Canadian Imperial Bank of Commerce / CIBC offers financial products and services to over 11 million customers worldwide through its electronic banking network, and branches and offices across Canada and around the globe. One of the country's oldest financial institutions, CIBC is also one of Canada's largest employers.

Established: 1867 **Major hiring locations:** Toronto, Montreal, Vancouver, Calgary, Edmonton, Halifax, Regina, Fredericton **Full-Time Employees:** 33,773 **New jobs created in Canada last year:** 630
International Locations: USA, Caribbean, Asia, United Kingdom **Revenues:** \$11 billion **Workforce engaged on contract basis:** 6.1% **Employees who are visible minorities:** 22% **Of managers:** 15%

CIBC was selected as one of the Best Employers for New Canadians (2008) for:

- ▶ Developing new online recruitment tools to attract new Canadians to their organization
- ▶ Providing career-track Canadian work experience to immigrants through paid internships
- ▶ Participating in a unique "speed mentoring" program that allows new Canadian jobseekers to meet recruiters in-person
- ▶ Training recruiters to hire and advise immigrant jobseekers

Our Reasons for Selection:

Attracting New Canadians Online

CIBC has recently developed new web-based methods for recruiting internationally-trained candidates. Research indicates that many new Canadians use the Internet as one of their primary job search tools and CIBC taps into that talent pool with several noteworthy endeavours.

CIBC is the first bank in Canada to integrate the resume database [Skills International](#) into its regular web-based recruitment management system. Skills International is an online database of internationally-

educated professionals who have been pre-screened and deemed job-ready by employment advisors and community agencies. Employers can perform searches based on criteria such as skills, education or experience to find which candidates best match available job openings.

Skills International and CIBC streamlined the recruitment process even further by making it easier for CIBC recruiters to post CIBC jobs on the Skills International website. New Canadians with skills and experience that match the position are notified by email and instructed to apply for the position directly through CIBC's online application form.

In addition, CIBC recently launched *Newcomers to Canada*, a specialized web portal specifically for immigrant jobseekers. It provides information on credential assessment, language training and assessments, local community agencies, and mentorships and internships specifically for new Canadians. The site also includes a diversity recruitment calendar that includes a list of workshops and recruiting events specifically for new Canadian jobseekers.

Providing Career-Track Internships

CIBC provides new Canadians with valuable Canadian work experience through the Career Bridge internship program. CIBC managers who hire interns receive cultural sensitivity training to anticipate the needs of Career Bridge candidates.

The bank also provides specialized training to Career Bridge interns, including workshops on Canadian workplace culture, networking and career development. Impressively, CIBC has hired more than half of their Career Bridge interns to permanent jobs within the bank and many have been promoted to senior financial analyst roles.

The Career Bridge internship at CIBC was the break I needed to gain the Canadian experience necessary to take my career one step further. It also gave me the opportunity to find the right job that matched by education and experience...CIBC has created a very conducive and supportive environment to facilitate my personal and professional growth. My mentor, Human Resources team, colleagues and the top executive were all supportive...Now, I am proud to be a full time employee of CIBC and was pleased to be recognized as part of CIBC's quarterly achievers award team.
- Sunday Asha, Quality Assurance and Testing Control Division, CIBC

Meet Recruiters In-Person

CIBC is an enthusiastic participant in ACCES' Speed Mentoring program, which is designed to help new Canadian jobseekers develop their networking skills. Newcomer professionals meet with human resources personnel from CIBC for 10-minute rotating sessions. New Canadians receive one-on-one interview coaching, resume advice and other constructive feedback from CIBC recruitment professionals, who then collect resumes for later review.

Training Recruiters to Hire Immigrants

CIBC trains their hiring and recruitment staff to recognize the advantages of employing candidates with international credentials and experience, and teaches them how to source potential employees from online databases such as Skills International and [Career Bridge](#).

CIBC also posts jobs with ACCES' Financial Connections program, a 3-week training program for new Canadians with international banking credentials and experience. CIBC hired 2 graduates from the program in 2007 and attends open house interview sessions hosted by the program.

CIBC also takes advantage of career fairs such as the *New Canadians, Aboriginals and Minorities Job Fair* and the *Just Jobs Hiring Fair* in Toronto to advise and collect resumes from new Canadians looking for jobs.