



## Best Employers for New Canadians

2008

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TRIEC

## Ernst & Young LLP

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### Employer Description

Ernst & Young LLP is one of Canada's leading professional services firms, providing audit, advisory, tax, corporate finance and other services to the nation's leading corporations. The firm is a member of Ernst & Young Global Limited, which employs 130,000 people in over 140 countries.

**Established:** 1989 **Canadian Locations:** St. John's, Halifax, Saint John, Quebec, Montreal, Ottawa, Toronto, Kitchener, London, Winnipeg, Calgary, Edmonton and Vancouver **New jobs created last year:** 164 **Full-Time Employees:** 3,989 **Worldwide:** 130,000 **Employees who are visible minorities:** 26% **Of managers:** 18%

### Ernst & Young LLP was selected as one of the Best Employers for New Canadians (2008) for:

- ▶ Eliminating cultural barriers during the hiring process with technical skills testing
- ▶ Helping internationally-trained accountants obtain a Canadian designation
- ▶ Mentoring new Canadians so they can develop their careers
- ▶ Creating inclusive workplaces for immigrant employees adjusting to the Canadian business environment

### Our Reasons for Selection:

#### Providing Technical Skills Testing

Many new Canadian jobseekers experience the most difficulties at the very start of the hiring process. Ernst & Young reduces cultural barriers at this stage by screening potential candidates on technical skills alone before their first interview. This ensures that all candidates are assessed on a common ground, giving new Canadian applicants the opportunity to demonstrate their technical expertise in a neutral setting. Ernst & Young's recruiters also receive inclusiveness training, to further reduce cultural barriers during the hiring process.

## Obtain Your Canadian CA Designation

For new Canadian employees with international accounting designations, Ernst & Young provides an in-house Chartered Accountant Reciprocity Exam / CARE program that provides training and support to employees preparing to take the exam.

This firm is a really good place for new immigrants to work because of all the support it provides. I know I've grown in my professional life since coming to Toronto and I'm aware of all the opportunities that are available to me by working here.  
- Elmarie Bekker, employee

## Mentoring for Career Development

Ernst & Young also operates a formal in-house mentorship program for visible minority employees. Called the Learning Partnership, the 12-month program fosters ongoing career development. Approximately half of the program's mentees are skilled immigrant employees. New Canadian employees also work closely with personal coaches, who help them refine presentation and improve client interaction skills.

The organization is also a host employer in TRIEC's [Mentoring Partnership](#) program, which helps new Canadians acquire the skills and make the contacts needed to find work in their fields of expertise.

## Creating Inclusive Workplaces

Committed to creating a welcoming environment for new Canadian hirees, inclusiveness workshops teach participants how to promote a workplace culture that accommodates the needs of employees from different cultures. Every year, Ernst & Young holds inclusiveness workshops across Canada for senior-level and management employees. An additional half-day workshop is devoted to recognizing and accommodating cross-cultural differences in the workplace.

Ernst & Young has helped me along the way. I've worked hard, for sure, and paid my dues, but I've always been supported by the firm and I've never felt like I was being held back for any reason.  
- Rishi Tibriwal, employee

The company recently created an "Inclusiveness Champion" role for senior employees in each department. Partners and managers assigned to this role ensure that performance reviews and career development processes are equitable and fair for all employees. As part of this initiative, an online calendar helps managers and other employees plan meetings and events around religious or other cultural observances.