



Best Employers
for New Canadians

2008

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Island Hearing

<http://www.islandhearing.com/>

Employer Description

Island Hearing is an independent network of certified audiologists and hearing instrument specialists working in over 80 clinics across Canada, the majority of which are located in British Columbia. Clinics perform hearing assessments and testing, host community and workplace safety presentations, and provide hearing aid repair and maintenance services to customers in six provinces. The organization also distributes protective hearing equipment, therapeutic devices and other assistive listening products.

Established: 1978 **Major hiring locations:** Vancouver, Halifax, Ottawa **Full-Time Employees:** 324
New jobs created last year: 145 **Canadian Locations:** Clinics located throughout British Columbia, Alberta, Manitoba, Ontario, Nova Scotia and PEI **Revenues:** \$33 million **Percentage of employees who are women:** 79% **Of managers:** 61% **Employees who are visible minorities:** 12% **Of managers:** 14%

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

- ▶ Helping immigrant employees complete the professional licensing process
- ▶ Subsidizing the educational costs of new Canadian employees who are pursuing further training
- ▶ Recruiting internationally-trained professionals through the web

Our Reasons for Selection:

Obtain Professional Licences

Island Hearing helps new Canadian employees complete the documentation required to obtain a professional Canadian or provincial licence. The organization ensures that new Canadian employees submit all necessary paperwork and, most importantly, that all clinical work experience is documented in the proper manner. Island Hearing works closely with each candidate to ensure that all required documentation is accurate, complete and conforms to the standards and expectations of the regulatory examiners, thus increasing the likelihood that internationally-educated professionals obtain a professional licence to practice. Island Hearing also pays all fees associated with the licensing process.

Pursue Further Education

If a regulatory body decides that an internationally-trained applicant requires supplementary training, Island Hearing will provide it as part of their employee training program. New Canadian candidates can also enrol in English language courses at an external facility, with the costs subsidized by the company. In addition, Island Hearing also provides paid, supervised work arrangements to candidates until such time as he or she achieves Canadian equivalency.

Moving to Canada from the U.S. has presented unexpected challenges and opportunities. Fortunately, Island Hearing has been quite helpful to me in making the transition.
- Michael Stevenson, Island Hearing employee

Recruiting Immigrants Online

Faced with a shortage of qualified candidates in Canada, Island Hearing recruits internationally-trained audiologists through internal recommendations and online. Job advertisements are posted on the websites of professional regulatory bodies, such as the Canadian Academy of Audiologists and the Canadian Association of Speech Language Pathologists & Audiologists. Internationally-trained professionals interested in emigrating to Canada often search for job opportunities by way of these associations.