



Best Employers for New Canadians

2008

SPONSORED BY:



TRIEC

KPMG LLP

<http://www.kpmg.ca>

Employer Description

With roots in Canada dating back to 1840, KPMG is one of the nation's oldest accounting firms and the country's leading auditor in terms of market share, posting revenues of \$984 million last year. KPMG is the Canadian member of Switzerland-based KPMG International, which has over 113,000 employees at offices in over 140 countries. In Canada, KPMG has over 5,100 employees at offices across the country.

Established: 1987 **Canadian Locations:** Alberta, British Columbia, Manitoba, New Brunswick, Nova Scotia, Ontario, Quebec, Saskatchewan countries **Full-Time Employees:** 5165 **Worldwide:** 113,000
International Locations: Offices in 140 countries **Revenues:** \$984 million **Workforce engaged on a contract basis:** 1.67% **Employees who are visible minorities:** 26% **Of managers:** 19%

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

- ▶ Mentoring immigrant professionals to help them access professional networks
- ▶ Supporting new Canadian accountants pursuing their Canadian designation
- ▶ Providing cultural training to internationally-trained employees and managers

Our Reasons for Selection:

Access Networks Through Mentoring

KPMG is an enthusiastic supporter of TRIEC's the Mentoring Partnership program, which helps new Canadians access professional networks in their field of expertise. Employee mentors coach recent immigrants through the hiring process, familiarize them with Canadian business culture, provide occupation-specific resume help and conduct mock interview sessions.

KPMG also provides a number of supports for employee mentors to ensure that each mentoring experience is successful in helping internationally-trained jobseekers reach their employment goals. Employee mentors can attend quarterly luncheon discussions, subscribe to relevant email lists, participate in a web discussion board for Mentoring Partnership volunteers and read guides on how internationally-trained professionals can obtain a CA, CGA or CMA designation.

KPMG's efforts in promoting the program internally to all employees has achieved impressive results – in the past year alone, the number of employees volunteering to become mentors has more than doubled. The program has been so successful among senior and managerial employees, that KPMG plans to promote the Mentoring Partnership to all partners, senior partners and back office employees interested in mentoring a new Canadian jobseeker.

New Canadian job seekers are matched with a KPMG employee mentor with similar experience and occupational expertise. Mentors at KPMG help internationally-trained professionals decide what professional Canadian designation they should pursue and advise on the best way to achieve this goal. Mentors can also introduce new Canadians to their professional colleagues, to help them access networks in their field of expertise.

Pursue Your Canadian Designation

New Canadians who obtain a formal CA assessment of their accounting qualifications can have all associated costs reimbursed by KPMG. Based on assessment results, new Canadian employees who require further training can receive financial assistance through KPMG's employee training and development program.

While trying to earn my CA designation here in Canada, KPMG stood beside me every step of the way. Whenever I had to go plead my case to the Applications Committee I was always accompanied by very senior partners to support my case...Today, with the firm's help and support, I have earned my designation as a CA™
- Steven Watts

Providing Cultural Training

KPMG provides training sessions to new Canadian hires to help them integrate into Canadian culture. The company also manages a diversity in the workplace web-based training tool for all employees, with components customized for managers, partners and other employee levels. Managerial employees may also attend monthly training sessions on how people communicate differently from a cultural standpoint. The courses are very popular among employees.