



Best Employers
for New Canadians

2008

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TRIEC

Keane Canada, Inc.

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

Employer Description

Keane Canada, Inc. provides software development and information technology consulting services to commercial clients across the country and around the world. The company serves clients in a range of industries, including retail, distribution, automotive, financial services and insurance.

Established: 1965 **Canadian locations:** Halifax, Toronto **Full-Time Employees:** 628 **Worldwide:** 14,000 **Revenues:** \$948 million **International locations:** Australia, China, France, India, New Zealand, Singapore, Switzerland, United Arab Emirates, United Kingdom, USA **Employees who are visible minorities:** 26% **Of managers:** 18%

Keane Canada, Inc. was selected as one of the Best Employers for New Canadians (2008) for:

- ▶ Offering specialized courses in business communication designed for new Canadian employees
- ▶ Pairing immigrant employees with a workplace 'buddy' who helps them adjust to Canadian culture
- ▶ Recognizing the international credentials and work experience of immigrant jobseekers

Our Reasons for Selection:

Improve Business Communication Skills

Keane Canada provides an on-site English in the Workplace program for new Canadian employees, in conjunction with Work in Nova Scotia and the Metropolitan Immigrant Settlement Association / Halifax Immigrant Learning Centre. Between 10 and 20 new Canadian employees at Keane Canada complete the English in the Workplace program every year. English teachers help new Canadian hires develop their workplace language and communication skills. Employers also have the option of hosting small group classes or having teachers work with individuals as required.

Keane Canada has a close relationship with the Metropolitan Immigrant Settlement Association / Halifax Immigrant Learning Centre and attends their on-site recruitment and information sessions whenever possible. Representatives from Keane provide introductory presentations to new Canadians interested in working for the organization, and conduct short interviews onsite. Any community or cultural events hosted by MISA-HILC are posted on Keane Canada's internal website, so all employees are informed of the programs that the organization provides.

Adjust to Canadian Culture

For employees beginning a new life in Halifax, Keane Canada operates a unique employee buddy program in which new hirees are matched with an employee from a similar cultural background. These employee volunteers help their new Canadian colleagues as they adapt to living and working in Halifax.

Use Your International Credentials

Keane Canada recognizes international educational credentials and professional experience at every stage of the hiring process, ensuring that it does not exclude candidates whose qualifications were established outside of Canada.

This company gave me my first job in Canada...I arrived in Canada on April 2007, and I was trying to find a job in Toronto during the first two months. Then I had a call from Keane inviting me to work for them in Halifax. Keane helped me to move from Toronto to Halifax. The company gave me assistance to relocate and advice on where to live. A workmate took me to show the city in the first weekend. The work atmosphere is the best I ever had in my career... I have received invitations to work for other companies, but I am loyal to Keane because I recognize the importance of the credit that this company gave me.
- Joao (Rod) Oliveira, Keane Technical Lead (Java/J2EE)