



Best Employers
for New Canadians

2008

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i3DVR International Inc.

<http://www.i3dvr.com>

Employer Description

i3DVR International Inc. is a leading designer, manufacturer and supplier of digital video technologies for the security industry. The company's products are used by businesses as varied as supermarket and restaurant chains, casinos, banks and military services. In addition to its Canadian head office, i3DVR has employees in the USA, Vietnam and Korea.

Established: 1990 **Canadian Locations:** Toronto **Full-Time Employees:** 78 **Worldwide:** 120
International Locations: USA, Vietnam, Korea **Workforce engaged on contract basis:** .2 %
Percentage of employees who are women: 25% **Of managers:** 18% **Employees who are visible minorities:** 63% **Of managers:** .64%

i3DVR International Inc. was selected as one of the Best Employers for New Canadians (2008) for:

- ▶ Eliminating cultural barriers with technical skills testing and international credential recognition
- ▶ Encouraging employees to develop their English language skills on-the-job

Our Reasons for Selection:

Testing for Job-Specific Skills

i3DVR has a straightforward hiring policy: to hire the most qualified applicant available, no matter what school they graduated from, what country they came from, or how long they have been in Canada. Applicants are interviewed and evaluated based on relevant industry experience and skills specific to the job available, thus eliminating many of the language and cultural barriers associated with standardized testing.

After an initial phone interview, applicants are given a language and technical skills test (e.g. write a line of code) to ensure their level of expertise matches the requirements of the job itself. For jobs in R&D, the ability to write and develop computer code is weighted more strongly than language skills.

Improve Your English On-the-Job

i3DVR encourages new Canadian employees to develop their English language proficiency on the job. Research and development team members meet face-to-face to facilitate verbal communication. Meeting outcomes are then confirmed in writing, to ensure employees are practicing their English skills. i3DVR also provides on-site ESL classes to new Canadian employees once a week, with the cost subsidized by the company.