



Best Employers
for New Canadians

2008

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Wardrop Engineering Inc.

<http://www.wardrop.com>

Employer Description

Founded in 1955, Wardrop started as a consulting engineering firm specializing in public works projects and housing subdivisions in Winnipeg. Today, the company has completed a vast array of projects around the world, from bridges to aerospace robotics. The award-winning firm has worked on such high-profile projects as the Canadarm, Winnipeg's landmark Provencher Bridge, the partial decommissioning of the Chernobyl nuclear reactor in the Ukraine and the rebuilding of New York's subway line under the former World Trade Center.

Wardrop focuses on seven key business sectors: infrastructure; manufacturing and supply chain; mining and mineral processing; nuclear; oil and gas; power; and pulp and paper. Currently, the company has projects underway in Canada, the United States, Chile, Nigeria, Uganda, Ghana, Russia and Uzbekistan, maintaining international offices in most of the locations where it has projects.

Established: 1955 **Canadian Locations:** Winnipeg, Toronto, Sudbury, Thunder Bay, Pickering, Mississauga, Markham, Brockville, Calgary, Edmonton, Regina, Saskatoon, Vancouver **Full-Time**

Employees: 649 **Worldwide:** 749 **Employees who are visible minorities:** 24% **Of managers:** 22%

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

- ▶ Helping internationally-educated engineers obtain a Canadian engineering licence
- ▶ Recruiting new Canadian jobseekers from agencies that provide employment services to immigrants
- ▶ Providing onsite English language instruction and cross-cultural training

Our Reasons for Selection:

Obtain Your Canadian Designation

Wardrop does its utmost to make sure its internationally-educated engineers obtain a Canadian PEng designation by providing formal technical mentoring and development programs to new Canadian hires.

The company also provides one-on-one coaching for new Canadian engineers, providing individualized help during the licencing application process.

Wardrop also provides paid work placements to participants in the University of Manitoba's Internationally Educated Engineers Qualification Program, a 1-year program designed to help new Canadian engineers meet the academic requirements of Manitoba's engineering association. The program also provides university-level engineering courses, classes on cultural aspects of Canadian engineering and business practices and paid Canadian work experience at an engineering firm. Wardrop has hired internationally-educated engineers who have completed the program.

Reaching Out to Immigrant Jobseekers

Wardrop has had a longstanding relationship with the Dufferin-Peel Adult Learning Centre's job search and co-op program for new Canadians starting their careers in the Toronto area. The firm has hired many full-time employees from this program.

Wardrop also screens the resumes of participants in the Toronto District School Board's Newcomer Opportunities for Work Experience program, a job search program designed to help new Canadians find work in their fields.

In addition, the firm is working with the Waterloo-based New Canadian Program to assist in the recruitment of recent immigrants living in southwestern Ontario.

The work environment at Wardrop I would say is one of the best work cultures. People are very helpful. If you have any problems...everybody is ready to help you.
- Shailesh Dalwadi, Wardrop employee

Learn a New Language

Wardrop takes great pride in its reputation for recognizing the skills of internationally-trained professionals. The firm's willingness to recruit skilled immigrants translates into a truly international workforce – their Canadian-based employees come from 57 different countries and speak over 30 different languages.

In support of its multilingual workforce, English as a Second Language courses are available for employees who want to improve their language skills. For those employees who want to learn a new language, Wardrop currently offers courses in Spanish and currently considering whether to provide language courses in Hindi. Because many of their projects are undertaken abroad, cross-cultural training courses are offered that introduce participants to the business environments in India, China or South America.