

November 2009

# E-Transitions



Integration Resources Canada Inc

*Whoever determined that happiness is the single most important criteria for sustainable career development was a genius!*

## Dear Friends and Colleagues.....

### Special points of interest:

- \* Jobs are found through social networking
- \* Perception of Risk
- \* Social Capital is the heart of future workplace sustainability
- \* No Canadian experience! What is it?
- \* Confidence wins the day

### Learning the Ropes

**Mentoring** If you are motivated to learn more about diversity within the workplace and your community, volunteer as a mentor with a local organization that helps, internationally educated immigrants find work.

The key to success is to accept that failure is not an option. This particular guideline will ensure a steep learning curve and one of the most rewarding experiences of your life.

The purpose of this newsletter is to provide individuals and organizations with strategies that will assist them with present labour force trends and transitions.

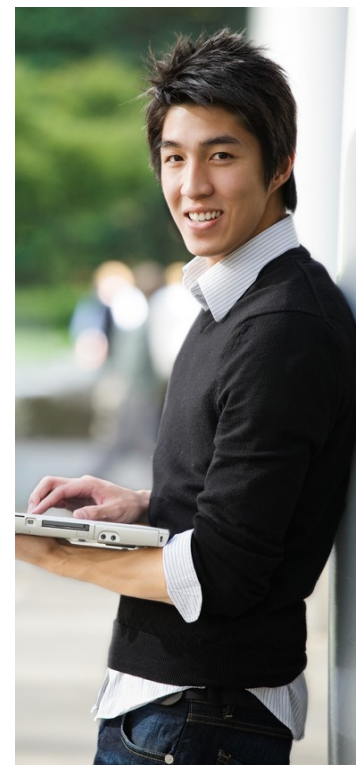
Integration Resources Canada Inc. is known for, and dedicated to providing solutions that help individuals find the best fit for their skills and competencies in a changing labour market. We also help organizations develop strategies that address a growing reliance on internationally trained professionals. We do this by providing support in:

- Workshop design/delivery

- Mentor Training
- Career Transition
- Labour supply
- Coaching and Consulting
- Hiring/Layoffs/Integration

We are happy to receive questions and comments from our readers and will endeavor to provide you with a view of the market which is both vital and present.

We promote social capital as an indispensable and sustainable tool for recruitment, integration, career and organizational development.



## What is Canadian Experience?

**Internationally Educated Professionals (IEPs)** are often told they lack Canadian experience when applying for work, even though their experience often surpasses the listed job requirements. Is it lack of 'Canadian experience' or something else?

**Perception of Risk** is always an important element in evaluating potential new hires. Hiring managers typically bypass IEPs for the simple reason that they do not recognize what contributions IEPs are likely to bring. Why does this regrettable loss of social and skill capital happen?

**1. No clear objective:** IEPs typically water down their expertise to appeal to a wider range of employers. By doing so they believe they will increase the number of job opportunities available to them. Unfortunately this passive, reactive strategy leads to a generalization of their skills

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**“This approach is most commonly used by unemployed individuals who lack social networks”**

and expertise. This approach is most commonly used by unemployed individuals who lack social networks and rely almost exclusively on a web based strategy. Ultimately this asks the employers to choose a position for them by guessing what their contributions might be. Informing an employer exactly how they can best contribute to the organization eliminates much of this ambiguity.

**2. Market information:** (Most jobs are found through social networks) When a group of IEPs is asked if they have talked with Canadians that specialize in their field, the answer is typically no.

Lack of market information is likely the single largest mistake that IEPs and Canadians alike make when seeking employment. Knowing local industry terminology, market trends, career opportunities, salary ranges, management styles and work cultures of individual companies is important information. This information will give any interviewee the leading advantage over others competing for the same position

**3. Presentation:** First impressions - There are normative unwritten cultural approaches in applying for positions in Canada that are quite different to other countries. I had a candidate in my office last week who smelled of cologne. In his country, cologne equated cleanliness –

in Canada it is considered inappropriate and inconsiderate. Interviews are critical so it is important to get the smile, handshake, eye contact, body odour and body language right.

An IEP scores when they take the time to learn Canadian etiquette and cultural behaviour along with a career strategy that targets and matches their key strengths and experience to organizations that most need their expertise.

This approach reduces the need for selling in an interview and focuses on the strengths and contributions individuals bring to the work place. This is the easy fit, this is the right fit.

Bruce Switzer

**Coaches Corner****Encourage Mentees to . . . . .**

Present themselves in a way that Canadian hiring managers understand including

- Handshake (this takes practice)
- Smile
- Highlight personal and technical strengths
- Understand the business

challenges of the organizations to which they are applying.

- Recognize and articulate how their own experience can address the needs of the hiring organization.
- Gain insight into the organizational culture and management styles.
- Learn how to integrate into the workplace culture

- Understand the workplace organizational structure
- Know the salary range of the hiring organization before going to an interview.

Information needed to answer the preceding recommendations will not likely to be found on the internet. It will be garnered through face to face research.

Success is dependant on confidence, and confidence is built

through obtaining information regarding a candidates field of expertise. Social networking is an essen-



tial skill for developing familiarity with normative work behaviours and workplace expectations. Face to face research also develops confidence in preparation for interviews.

*“To highlight the importance of research as a job market strategy we often role play interviews and ask candidates what their salary expectations are. Ummh...is a common answer.”*

**Sector Councils**

Each issue we will highlight useful information from one or more of the sector councils. This information will target the needs of employers and potential employees. The sector councils are often at the leading edge, developing strategies designed to ensure positive labour growth and sustainability for their members. Sector councils are a good place to start research if you are and international professional or Canadian looking for work in your field of expertise.

For more information regarding sectors councils link to:

<http://www.councils.org/sector-councils/list-of-canadas-sector-councils/>

[http://www.hrsdc.gc.ca/eng/workplaceskills/sector\\_councils/listsectorcouncils.shtml](http://www.hrsdc.gc.ca/eng/workplaceskills/sector_councils/listsectorcouncils.shtml)

The Canadian Supply Chain Sector Council reaches across most other sectors. A new Career Focus initiative for employers is highlighted on Page 3



Canadian  
Supply Chain  
Sector Council

Conseil canadien  
sectoriel de la chaîne  
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Re: Career Focus Wage Subsidy Program

The Canadian Supply Chain Sector Council (CSCSC) has initiated a Career Focus program for the supply chain sector, through which funds are to be made available to employers for wage subsidies. The subsidies are for use in hiring new employees between the ages of 15 and 30 who are under-employed or unemployed, and graduates of college, university or other training programs focused on the supply chain and its related competencies. Preference will be given to graduates of programs accredited by the Council as part of its National Accreditation Program (NAP).

The maximum subsidy for a single new hire is \$12,750.00. The subsidy provides \$1 for every \$2 provided to the maximum indicated. Employers are free to offer higher levels of compensation however our program limits the subsidy to 1/3 of the salary, and to the annual maximum of \$12,750.

Current economic conditions, along with imminent skilled-worker shortages in the sector, are expected to make this a very attractive program to employers. The wage subsidies will enable employers to hire even in the present down cycle to help with both current needs and the anticipated growth in human-resource needs that will accompany the upturn. The three-year program is expected to help Canadian companies hire 50 or more new employees.

Additionally, the Career Focus program should serve to raise awareness of supply chain careers among young Canadians. The CSCSC will provide information to students about the program through college and university career offices, thereby reaching a large group of young people as they prepare to launch their careers. Getting information to youth as they make their early career choices is a key objective of the CSCSC.

For more information or to apply to this program please visit us online at [www.supplychaincanada.org](http://www.supplychaincanada.org) or contact me directly at [skeen@supplychaincanada.org](mailto:skeen@supplychaincanada.org).

Regards,

Sheryl Keenan  
Project Manager  
Career Focus

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*The Canadian Supply Chain Sector Council is an all-stakeholder, not-for-profit organization responsible for the human resources strategy for the supply chain sector in Canada. The CSCSC is funded by the Government of Canada's Sector Council Program.*

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### International Professionals: ONIP

If you are new to Ontario, our site will help you find employment and build a career in your professional field. You will find information on **licensing** and on employment options which exist in your field. There is also help in learning the English language terminology used in your professions, and opportunities to network with other professionals.

<http://www.onip.ca/>

### Employers Road Map: Foreign Credential Referral Office

Hiring internationally trained workers can help businesses meet their labour needs as well as increase productivity and efficiency, which ultimately leads to success. The Employer's Roadmap is a tool for employers, human resources professionals, recruiters and managers in small to medium-sized enterprises interested in hiring internationally trained workers.

<http://www.credentials.gc.ca/employers/roadmap/index.asp>

## Q & A's

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### Organizations

If you or your organization would like contribute to this bulletin or promote an event please Email or call

### Internationally Educated Professional

Looking for work or questions regarding job market strategies, your resume, interviewing style, we can help

### Employers

If you are seeking answers regarding labour markets, integration or hiring Internationally trained professionals please send us your questions

### Speakers Corner

If you are interested in having us speak to your organization or at a business event, let us know



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### Contributions for this bulletin

have been provided by individuals from many different organizations and sectors. Contributors recognize the skills and economic importance that International Trained Professionals (IEPs) bring to Canada and are dedicated to facilitating positive strategic change.

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