



Employers in Hamilton

TAP INTO TALENT

TAP INTO DIVERSITY

HIRE IMMIGRANTS!

**A DIVERSE WORKFORCE
GIVES YOUR BUSINESS
A COMPETITIVE ADVANTAGE**

Consider these benefits:

INCREASE YOUR ACCESS TO NEEDED SKILLS

Immigrants in Hamilton are highly skilled and highly educated

IMPROVE YOUR EMPLOYEE RETENTION

Immigrants tend to retain their positions longer, have excellent attendance and bring a high sense of commitment into the workplace

INCREASE INNOVATION

Immigrants bring innovative thinking to the workplace, adding new perspectives and new approaches

**INCREASE YOUR CONNECTIONS
TO NEW MARKETS**

Immigrants bring links to diverse communities in the Hamilton area as well as new markets abroad

ENHANCE YOUR CORPORATE IMAGE

Hiring immigrants can improve your reputation in the business community demonstrating that you are a progressive employer



Consider These Findings From Local Research

In 2013, Workforce Planning Hamilton working together with Hamilton Immigration Partnership Council released a report on employer readiness to hire recent immigrants (arriving within the past 10 years) in Hamilton. A total of 318 Hamilton employers responded to the telephone survey. The Hiring Immigrants in Hamilton report is available at hamiltonimmigration.ca. Here are a few key findings:

Employers on the whole are very satisfied with hiring recent immigrants

78% of employers surveyed were very satisfied with hiring immigrants

Employers find that immigrant employees provide “added value.”

Many Hamilton employers stated that immigrants tend to be highly skilled, educated and hard working.

A significant portion of employers also hired immigrants to realize new business opportunities or help diversify their client base.

Employers rely heavily on informal methods of recruiting new employees and find it difficult to connect with appropriate job applicants.

Employers were for the most part open to hiring immigrants, but over 70% of employers across Hamilton are finding recruitment a challenging issue.

Word-of-mouth and personal contact are the most commonly used methods of employee recruitment, even among larger employers, which makes it challenging to recruit recent immigrants.

How can YOU connect with immigrant talent in Hamilton?

You can connect with the following organizations to tap into employment-ready immigrants and other skilled workers:

CARE CENTRE FOR INTERNATIONALLY EDUCATED NURSES

905-521-1777

www.care4nurses.org

CITY OF HAMILTON CAREER DEVELOPMENT CENTRE

905-546-2424 ext. 2695

COLLEGE BORÉAL - EMPLOYMENT OPTIONS EMPLOI

905-777-1562

www.collegeboreal.ca/locations/details/hamilton/

EMPLOYMENT HAMILTON

905-522-4902

www.employmenthamilton.com

GOODWILL EMPLOYMENT SERVICES

905-526-8482

www.goodwillonline.ca

MOHAWK COLLEGE

905-575-2177

www.mohawkcollege.ca/community-training

PATH EMPLOYMENT SERVICES

Specialized full range of employment services for persons with disabilities.

905-528-6611

www.pathemployment.com

VPI INC.

905-387-2220

www.vpi-inc.com

WESLEY EMPLOYMENT SERVICES

289-396-5864

www.wesleyurbanministries.com

YMCA OF HAMILTON/BURLINGTON/BRANTFORD

Hamilton 905-540-9679 | Waterdown 905-690-9927

www.ymcahbb.ca

YWCA HAMILTON

905-522-9922

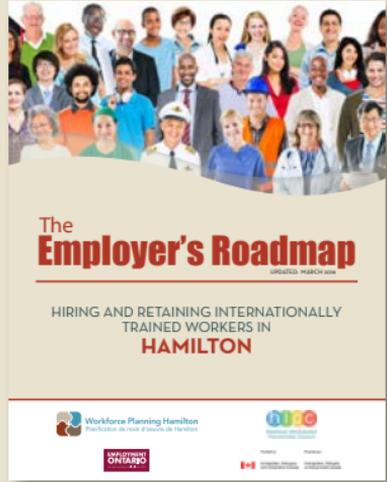
www.ywcahamilton.org

How do internationally trained workers fit with your organization?

Access the *Employer's Roadmap to Hiring Internationally Trained Workers in Hamilton* to learn more about:

- Understanding and assessing foreign education and credentials
- Adapting to cultural differences
- Hiring, integrating and retaining internationally trained workers

Contact any of the organizations listed inside to receive a copy or go online to hamiltonimmigration.ca.



About the Hamilton Immigration Partnership Council (HIPC)

HIPC is a community-based group whose mandate is to help newcomers successfully settle and in Hamilton and feel welcomed in their communities. Since 2009, HIPC has made significant progress strengthening community partnerships to coordinate and enhance the delivery of services to newcomers in Hamilton. HIPC brings together leaders from a number of sectors - including housing, health, employment, education, language training, research, settlement services, local government, businesses, community-based organization and the media - and truly leverages the collective power of the local community.

About the HIPC's Employment Working Group

The Employment Working Group works to better support and integrate immigrants to employment. The group is comprised of employment service providers who are working to provide support to employers to meet their recruitment challenges and focusing on introducing employers to the valuable talent pool that is immigrants in our community.

About Workforce Planning Hamilton

Workforce Planning Hamilton is a community-based organization that gathers local labour market information and works with partners with our community on workforce development initiatives. WPH recognized the value that immigrants bring to our local economy and partners with HIPC to promote the skills and talents of newcomers.



Workforce Planning Hamilton
Planification de main d'oeuvre de Hamilton



Hamilton Immigration Partnership Council

EMPLOYMENT ONTARIO



Funded by:
Immigration, Refugees and Citizenship Canada

Financé par :
Immigration, Réfugiés et Citoyenneté Canada