



Employers Speak:

London Middlesex business leaders share their best tips for newcomers seeking work in our community

The LMIEC recently asked local employers and business leaders to share their top tips and recommendations for immigrants and newcomers seeking employment in our community. Some key themes quickly emerged — employers stressed the importance of networking, volunteering, conducting adequate labour market research and remaining positive and confident throughout the job search. Employers stressed that immigrant job seekers should highlight their international work experience and not discount its importance when applying for a job in Canada. Employers also noted that preparation and persistence are key components of any successful job search. This is true for both Canadians and newcomers alike. By following some of the suggestions below, you will be on the right track towards connecting with the ideal job in Canada!

What local employers recommend:

“Do your research and know your target market! Know how your talents, skills and experience align with our community’s immediate and future business needs.”

“International experience gives you a competitive advantage compared to others that do not have your global perspective. You do however need to first complete some self analysis and determine what exactly that experience prepares you for in Canada.”

“Information is key, seek informational interviews and ask lots of questions so you can better understand the differences in culture, priorities and processes in your field.”

“Use tools such as LinkedIn and other social media sites to build connections and advertise your skills more effectively.”

“If I could say anything to a new immigrant about tips for attaining a job... I would let them know that networking both inside and outside their profession is key.”

“Work enthusiastically and build a strong network. You, as an internationally trained immigrant, will see how quickly you reach your dream position.”

“My advice would be to volunteer in organizations where you can make a positive impact and demonstrate your skills - volunteering is an excellent way to build up a local network and gain local work experience.”

“I would encourage newcomers to be confident in their abilities and make the best use of any opportunity (paid or volunteer) that arise.”

“Volunteer to gain valuable experience and get familiar to the Canadian culture at work.”

“Keep your skills up to date...never give up, and keep smiling. You never know who you might meet — they could be your new employer”

“Focus on the quality of your job applications, not the quantity of applications you submit.”

“Highlight any Canadian experience or anything that would illustrate that you understand the Canadian way of doing your job.”



Also in this Issue (p.2):

- A new Chamber of Commerce initiative to connect employers with immigrant talent
- RBC funds a new Peer Mentorship Program in London
- Why you should include SMEs in your job search plan



The LMIEC’s Mentorship for Immigrant Employment program has matched 182 immigrant job seekers with local mentors in their field or occupation. Participants are matched for a period of 4 to 6 months with a suggested commitment of 24 dedicated hours over this time period. Mentorship is a unique intervention that enables immigrants to begin applying international education and experience to a career path in their new country and successfully transition into the London-Middlesex labour market and broader community.

Funded by the United Way of London & Middlesex, the mentorship program has demonstrated tremendous success in helping immigrants and newcomers transition into paid employment. To date, 116 participants have already found paid employment and this number is increasing steadily every month!



The London Chamber of Commerce is working towards connecting more employers with newcomers to Canada through the Global Experience @ Work initiative.

Global Experience @ Work (GE@W) is part of the Ontario Chamber of Commerce (OCC) strategy to better promote Ontario as a career, business and investment destination of choice. As Ontario's Business Advocate, the OCC has an ongoing interest in issues impacting economic growth, prosperity and sustainability in our province. GE@W is designed to help Ontario keep up with the global economy.

Delivered in partnership with the LMIEC, this initiative will facilitate more job opportunities for internationally trained and qualified individuals in our community.

Skilled immigrants can provide business with a global advantage in today's increasingly competitive business environment—providing insight into other business cultures, access to international markets, valuable language skills and new technologies.

"They can provide quicker access to international markets and connections that might take us years longer to develop. And as was the case with the Chamber's recent foray into China with the rest of team London – it was a foreign trained professional and a member of the Chamber that provided a critical advantage in language and translation skills and a better understanding of the technological and business nuances that vary widely from country to country," said Gerry Macartney, CEO of the London Chamber of Commerce.



Peer Mentorship launched in London



Thanks to funding by RBC Royal Bank, the London Middlesex Immigrant Employment Council (LMIEC) is launching a new initiative connecting successfully employed skilled immigrants with job-seeking newcomers. Gus Kotsiomitis, RBC's Vice President of Commercial Banking for London/St. Thomas, announced funding in the amount of \$33,000.00 to establish the LMIEC Peer Mentorship for Immigrant Employment program. The program will facilitate 25 Peer-to-peer matches in London over the coming year. It is anticipated that this initiative will lead to the direct employment of 20 skilled immigrants in our community.

"Part of RBC's commitment is focused on diversity, as we believe that diversity is key to our growth as a company and a nation", said Kotsiomitis. "Peer-to-peer mentorship will help sustain or restore the newcomer's confidence that participation in an active job search and utilization of job search supports will lead to commensurate employment. RBC Royal Bank is proud to support this important program that will make such a tremendous difference in the lives of so many new-comers." Mr. Kotsiomitis has also served as Chair of the employer-driven LMIEC since its inception in 2007.

The LMIEC will collaborate with London employers, the Access Centre for Regulated Employment and WIL Employment Connections to refer and engage both successful newcomers and immigrant job seekers to the program. Shorter in duration than traditional mentoring relationships, peer mentoring will be utilized by the LMIEC and its project partners to re-engage individuals who may have lost confidence in their job search process by connecting them with newcomers who have faced and overcome similar challenges integrating into the local labour force.

The peer mentorship program will complement the LMIEC's existing mentorship program that connects skilled immigrants with local professionals in longer-term mentoring relationships.

**For more information: Email: info@LMIEC.ca
Phone: 519-663-0774 Web: www.LMIEC.ca**

Immigrants should include SMEs in their job search

Small and medium-sized enterprises (SMEs) are considered the backbone of the Canadian economy, yet they are often ignored as a potential employer.

In Canada, there are tremendous employment opportunities with SMEs with the potential for significant career growth as these companies grow and expand. Many SMEs are also looking to expand into international markets—and as such, will be seeking employees with foreign language skills and first-hand knowledge of overseas markets and business practices.

According to Statistics Canada, there are approximately 1.1 million SMEs across Canada and these companies comprise 98 per cent of all business places in the country, employing 48% of Canadians.

Some interesting facts about SMEs in Canada:

- SMEs employ 64% of Canada's private sector workers – that's 6.7 million jobs;
- Account for 45% of Canada's GDP;
- Outperformed large businesses during the economic downturn in 2009; and
- adapt to changing conditions more quickly than large businesses.

For a complete listing of SMEs in London Middlesex please visit the following websites:

[London Economic Development Corporation \(LEDC\)](#)

[Techalliance](#)



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