

Pathways to Prosperity National Conference

Workshop ~ Equity and Empowerment: Fostering the Real Organizational Change.

Employer Best Practices

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About Hire Immigrants Ottawa (HIO)



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- » HIO is community-wide initiative of United Way East Ontario that brings together employers, immigrant agencies and stakeholders to enhance employers' ability to access the talents of skilled immigrants
 - **Convene and Collaborate** - bring together employers and multiple stakeholders to share ideas, foster and champion solutions and best practices for effective immigrants' integration into the workforce
 - **Build Employer Capacity** - enhance employers' knowledge and skills to overcome workplace barriers to more effectively attract, hire and integrate immigrants into their workplaces
 - **Raise Public Awareness** - increase employers' understanding of the economic benefits of immigrants' participation in the labour force and available resources to support their Equity, Diversity, Inclusion and Belonging work

Programs and Services for Employers



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HIO's employer capacity building programs include:

- » Cross Cultural Competency Workshops
- » Fostering a Workplace Culture of Inclusion and Belonging Workshops
- » Coaching and Networking Events
- » Employer Learning Forums
- » Developing Employer Tools and Resources
- » Labour Market Information
- » Annual Employer Summit
- » Employer Excellence Awards

For more information: www.hireimmigrantsottawa.ca

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Comprehensive Talent Management



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Supporting the success of all employees requires an understanding of their unique challenges and needs.

Human Resources policies, Diversity and Inclusion strategies and talent management must take an intentional and holistic approach to create inclusive and belonging workplaces.

Equity
Inclusion
Intersectional
lens



Hiring and Onboarding



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The journey to an inclusive and belonging workplace starts with the hiring and recruitment process. A strong retention strategy includes a successful onboarding program that supports the integration of all new hires.

- » Fair hiring practices - hire for skills and competencies
- » Recognize international qualifications and experiences
- » Provide orientation to workplace culture and norms
- » Recognize intercultural communication and the feedback loop
- » Articulate succession plan
- » Support creation of career paths
- » Invest in upskilling and career development



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Fostering a Sense of Belonging and Career Advancement



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It takes more than one support program or strategy to effectively assist newcomers to advance in their career and on the corporate ladder



- » Coaching
- » Buddy System
- » Job Shadowing
- » Stretch Assignments
- » Rotating Employee Roles
- » Access to Leadership for One-on-One Chats
- » Give Leaders Cultural Competency Training

Photo Credit: Perks

Thank You

