



YOU ARE PART OF OUR PICTURE

GNB   
MOSAïK

Co-creating a  
workforce that  
reflects the  
communities in  
which we live &  
serve.



## INTRODUCTION

GNB Mosaïk is an intentionally co-created newcomer hiring program for anyone who was not born in New Brunswick and is seeking meaningful employment opportunities within GNB.

By putting newcomers and refugees at the center of this work, GNB Mosaïk strives to embrace diversity and inclusion to better serve everyone who calls New Brunswick home.

## OUR VALUES

- We embrace flexibility.
- We are advocates for diversity and inclusion.
- We encourage collaboration.
- We are better together.
- We screen in, not out.
- We believe everyone has potential.
- Decisions are based on values, not merely rules.

## MISSION

Help mitigate the negative effects of the provincial skills shortages within GNB by modernizing the GNB hiring process using a human-centered approach to remove barriers and enable the hiring and welcoming of newcomers and refugees into the civil service.



## 3 PILLARS | 3 PILIERS

### EMPLOYMENT | L'EMPLOI

GNB Mosaïk will match newcomers to meaningful jobs across our organization, identify and establish provincial, national, and international talent pipelines, and GNB to welcome and retain of diverse talent.

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GNB Mosaïk mettra en relation les nouveaux arrivants avec des emplois intéressants au sein de notre organisation, identifiera et établira des viviers de talents provinciaux, nationaux et internationaux, et GNB accueillera et retiendra des talents diversifiés.



### LANGUAGE | LA LANGUE

To remove this barrier, GNB Mosaïk will use a 3-pronged approach: offer an intensive language training program, collaborate with existing multicultural NB communities to offer interpretation and translation support and adopt automated translation technology.

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Pour éliminer cet obstacle, la GNB Mosaïk utilisera une approche à trois volets : offrir un programme intensif de formation linguistique, collaborer avec les communautés multiculturelles NB existantes pour offrir un soutien en matière d'interprétation et de traduction et adopter une technologie de traduction automatisée.



### COMMUNITY | COMMUNAUTÉ

GNB Mosaik will take a holistic approach to hiring, taking care of the whole person and the whole family in partnership with community organizations.

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GNB Mosaik adoptera une approche holistique de l'embauche, en s'occupant de l'ensemble de la personne et de la famille, en partenariat avec les organisations communautaires.



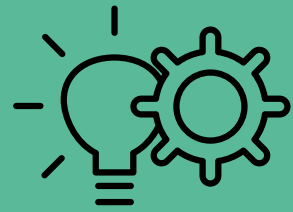


## PROGRAM ELIGIBILITY

- Born Outside of Canada: Must have been born outside of Canada.
- Work Authorization in Canada: Must hold valid work authorization in Canada, which falls under one of the following statutes:
  - Permanent Resident: Enjoy the same employment rights as Canadian citizens, no work permit required (as per our hiring guidelines).
  - Canadian Citizen: No work permit required.
  - Temporary Resident: Must hold a valid work or study permit (includes international students & foreign workers).

# GNB MOSAIK PROCESS

1



**Candidate Enrollment.** Candidate enrolls in the Mosaik program.

2



**Skills pool sorting.** Candidates are sorted into appropriate skills pool

3



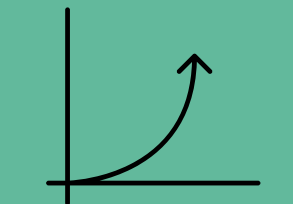
**HR Network Access.** HR accesses candidates in the skills pool or HR Network receives weekly mailouts about update to the skills pools.

4



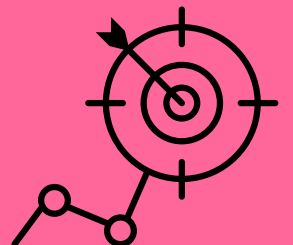
**Job Opening Request.** Mosaik team receives request for specific candidate(s) from department HR or Mosaik team receives a request for candidate shortlist for a job opening.

5



**Profile Sharing.** Mosaik team shares candidates' profile with requesting department or Mosaik team job information with candidates and sets up interview.

6



**Interview Setup.** HR finds a suitable match and sets up interview with candidates.

7



**Successful Interview.** Interview is successful and a job offer is made.




## GNB MOSAÏK POOL

The Government of New Brunswick, as the largest employer in the province has a role to play in supporting newcomers' settlement journeys with real meaningful job opportunities for those interested in public service work.

Today, 4419 candidates are enrolled in the GNB Mosaïk program.

501 people have already been employed by the Government of New Brunswick in several departments and in a variety of jobs.

GNB Mosaik presents a unique opportunity for the government to find highly skilled and diverse candidates. These are potential team members who could bring unique perspectives and talents to our teams.





# GLOBAL OVERVIEW: NUMBER OF CANDIDATES HIRED THROUGH GNB MOSAIK BY COUNTRY

GNB MOSAIK

