

global talent

A newsletter for employers in the London Region

Five of 14 Ontario Newcomer Champion Award Recipients from London!



Left to Right: Chirag Shah, Partner, Price Waterhouse Cooper; Phyllis Retty, Country Leader Human Resources, 3M Canada; Paul Hogendoorn, President, OES Inc.; and Gus Kotsiomitis, VP Commercial Banking, Royal Bank. Not in photo but also an award winner is Bob Dufton, AMEC Earth and Environmental.

The Ontario Ministry of Citizenship and Immigration created the Newcomer Champion Awards this year to honour people who have made significant contributions in areas such as cultural outreach, cultural celebration and connecting and integrating newcomers to communities.

London's leadership in integrating newcomers into the community and facilitating employment opportunities is evident. Out of 14 award recipients being recognized by the Provincial Government, five were Londoners.

Paul Hogendoorn is President of OES Inc., and has been honoured for recognizing the international skills and championing employment

of London's newcomers within his company.

Gus Kotsiomitis, Vice President of Commercial banking for the Royal Bank, Phyllis Retty, the country leader, human resources for 3M Canada, Bob Dufton, AMEC Earth and Environmental and Chirag Shah, Partner, Price Waterhouse Coopers and President of the London Chamber of Commerce are being recognized for their commitment to connecting newcomers with meaningful employment opportunities through their efforts with the London/Middlesex Immigrant Employment Task Force.

Projections indicate that within the next four years, immigrants will account for 100% of Canada's net labour force growth. Area employers are working together to ensure the London region remains an attractive destination in a competitive national labour market and are developing strategies to better match labour supply and demand.

"If our economy is to maintain a competitive advantage in a global marketplace, we must do a better job of connecting qualified immigrants with relevant and gainful employment" states Task Force Chairperson Gus Kotsiomitis.



Global Talent has the power to create success for London region businesses now and in the years to come. The words Global Talent refer to both the project that has produced a guide for employers and for newcomers and to the people who are skilled, hard working and appreciative of the career opportunities that await them in London and region.

The Global Talent Project was initiated by the London Economic Development Corporation with funding from Employment Ontario.

To order your Employers Guide to Global Talent visit www.globaltalent.ca or call the London Economic Development Corporation at 519-661-4545



The business case for diversity

There is no better time than now to diversify your workforce. Here are five ways that hiring internationally trained global talent will make your business stronger.

1. Global talent can help solve your skill shortage.
2. It makes good business sense to have a workforce that is representative of your customer base and your community.
3. Global talent brings fresh ideas and innovative approaches from a broad range of experience.
4. The language skills of newcomers and their understanding of international markets and cultures can help you compete internationally.
5. The commitment and loyalty that newcomers often bring to their employers can improve retention and save money on recruiting and training costs.

Global Talent is produced by the London Economic Development Corporation. To share your story of Global Talent call us at 519-661-4545, visit our website www.globaltalent.ca or write to us at:

*London Economic Development Corporation
380 Wellington St., Ste. 701
London, ON N6A 5B5*

For more information on workforce development projects in the London region contact Jeny Wallace jwallace@ledc.com

Global workforce helps EK3 expand internationally



EK3 Chief Financial Officer Paula Kaye and Joseph Eze, Quality Assurance Manager

Borrowing a slogan from a large grocery chain, an EK3 manager jokes, "We search the world for the best."

EK3 is making its mark nationally and around the world, creating and selling the technology that allows digital merchandising, also known as narrowcasting. The innovative technology is most visible these days on overhead screens at Tim Hortons that entice you with video of irresistible temptations.

EK3 employees (about 45 of them) are from around the world – Nigeria, Saudia Arabia, Russia, China, Israel and others - although many of the international workers have actually come to

EK3 through The University of Western Ontario. A partnership with UWO has created an EK3 Innovation Lab at the Thompson Engineering Building at Western.

With its roots in engineering and research and development, EK3 requires highly skilled workers with expertise in very specific areas. Along with some home-grown talent, many of those professionals are global talent.

"I don't think it's overstating it to say the diversity here makes us richer," says EK3 Chief Financial Officer, Paula Kaye, who also manages the company's Human Resources function. "Our culture is one of creativity and collaboration. People have to get along well and share ideas. That's where innovation and growth come from."

"There's also a sense of family here. Many of our workers have young families. We celebrate new babies, birthdays and although we're getting a bit big for it now, backyard barbeques are not unheard of."

EK3 has not actually needed to recruit from out-of-country. Particularly with Western as a partner, there is lots of international talent right here in the London region!

Where can companies get more information about hiring immigrants?

WIL Employment Connections - www.wil.ca (519) 663-0774

www.Hireimmigrants.ca – this website, established by the Toronto region Immigrant Employment Council (TRIEC) offers good information and resources for employers. TRIEC was established in 2003 to promote the integration of immigrants into the Canadian labour market.

www.hrsdc.gc.ca - Human Resources and Social Development Canada

www.citizenship.gov.on.ca - Ontario Ministry of Citizen and Immigration – look for the employers' section of Opening Doors for Internationally Trained Individuals.

Taking steps to respect and celebrate diversity

Here are a few steps that can help you move toward a more inclusive workplace:

- ✓ Post a calendar showing various ethnic and religious holidays – The University of Western Ontario offers an on-line multi-faith calendar that may be helpful - www.uwo.ca/equity/docs/mfcalendar.htm
- ✓ Support flexible work arrangements that respect not only cultural differences, but also age, gender and family situations.
- ✓ Ensure that marketing and advertising materials reflect a range of age, sex and cultures.
- ✓ Offer opportunities for people to share information about their country of origin and their culture. Company social events are a great opportunity, for instance, for an international potluck.