

global talent

A newsletter for employers in the London Region

Accessing job ready international talent and skills

Effectively managing and sourcing human capital is one of the key pillars to success in today's business environment. A knowledgeable, well trained, and loyal work force is the foundation on which successful organizations are built. Companies need to look beyond traditional recruiting methods to source the talent that is going to help their company thrive in the future. In today's competitive skilled labour market companies are competing for talent, making it increasingly difficult to find the employees they need.

By utilizing Skills International, companies gain access to a pool of prescreened "job ready" internationally educated and trained professionals. All candidates have completed a specialized job preparation program through one of our partnering community-based agencies across Ontario.

Our role is to connect internationally educated and trained professionals to employers across Ontario. Skills International provides employers with a complete profile on the candidate including scanned copies of key documents that reinforce a candidate's education, skills and work experience. Employers also have access to the candidate's counsellor at the referring community-based agency so that they are able to get first hand information on a candidate.

Once registered, your company will be able to create job postings on the system. The job posting information is confidential and is not shared with candidates or published on the website.



Click Into Global Talent...
Right Here In Your Own Backyard

Search efficiently for the skills you need.

Find qualified candidates in minutes.

www.SkillsInternational.ca

The Skills International application is unique in that candidates do not apply to job postings, but are matched using licensed technology. Their profile is placed in your company's job posting basket so that you are able to review the individual candidate profile and contact the candidates directly.

As an employer, you are also able to perform a search through the Skills International database using a wide range of criteria such as skills, competencies, and attributes. A search can also be performed based on previous employers, identifying candidates that have worked for similar organizations and/or industries.

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The changing face of our workforce

Increasing numbers of skilled immigrants are coming to Canada and entering the workforce. Many employers have already discovered and are tapping into this valuable pool of talented workers.

In the coming years, these individuals – who we refer to as Global Talent – will play a major role in our regional workforce.

Businesses that depend on their ability to attract and retain a productive and resilient workforce, must prepare themselves to hire more newcomers and become an employer of choice for an increasingly diverse workforce.



Good Morning in ten languages



Paul Hogendoorn, President and Julia Krajcick, Assembler of OES Inc.

"Many of these companies, like all businesses, are already beginning to feel the shortages in some areas of their workforce."

OES is ahead of many of other companies, because the company has already discovered the excellent pool of workers available in the form of global talent.

"There are about fifty people who work for the company. When I make the rounds in the morning, I often say good morning

in ten different languages. Of course "good morning" is just about the extent of what I am able to say in many of those languages, but it does put a few smiles on faces."

Paul says the talent on OES's payroll is remarkable and he credits the talent, skill and enthusiasm of the skilled workers for the success OES has achieved in recent years.

"No matter what language you say it in, the contribution of a talented and dedicated workforce speaks for itself."

According to Paul Hogendoorn, President of OES Inc., a successful London company that produces electronic control monitoring and timing systems, the business case for hiring newcomers is clear – an available skilled workforce that brings international experience.

As past chair of the London Region Manufacturing Council, Paul says the issue of workforce shortages has come up around the table among Council members a number of times.

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Skills International is embarking on a province-wide marketing campaign to expand our employer database. The service is offered free of charge to employers for fiscal 2007 and 2008. Registered employers can forward job posting information and our staff will help to create the posting and identify candidates that best meet the company's requirements.

Skills International provides additional services at no charge to advertise your job opportunities to our network of community based agencies and counsellors across Ontario. The goal is to assist you in identifying and securing prescreened, job-ready, internationally educated and trained professionals and skilled tradespeople.

For further information please contact Sohail Khan (Project Manager, Skills International) at 519.663.0774 x.237 or by email skhan@skillsinternational.ca

How London Region Employers Describe Their Global Talent

- ✓ Skilled and well educated
- ✓ Dedicated
- ✓ Hard working
- ✓ Appreciative of opportunities offered
- ✓ Positive attitude
- ✓ More flexible in the shifts they work
- ✓ Willing to put their foreign language abilities and global knowledge to work

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 the people who are skilled, hard working and appreciative of the career opportunities that await them in London and region.

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:

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