



An ocean of opportunity

FORM "A"
TO BE COMPLETED BY ANYONE
WISHING TO ADDRESS COUNCIL OR COMMITTEE OF THE WHOLE COUNCIL

Names of individuals making the presentation:

Frish McCourt, Onboarding Employer Engager – Western Region, ISANS
Kathleen d'Entremont-Mcaney

Points to be made:

Sharing the benefits to employers & the community of hiring immigrants, as well as the supports & services available to employers in the constituency to assist with the complexities of hiring immigrants

Purpose and any requests that may be forthcoming from the presentation:

Given the labour shortages faced by employers in rural Nova Scotia, ISANS has expanded the services available to ensure that communities are aware of ways ISANS serves the province to assist with settlement & integration of newcomers in the workforce & community. We are reaching out to service providers, groups and representatives at all levels of government to provide awareness & education about how immigration can be a successful solution to these labour shortages, and what we can do to support the process.

Please attach a copy of your written or power point presentation.

Time requested for presentation:

15 minutes ___X___ 30 minutes ___

Frish McCourt

Signature

Print Name: Frish McCourt
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E-mail address: fmccourt@isans.ca

Will you require a projector and computer for your presentation ?

Yes, please

DIVERSIFY YOUR WORKFORCE

Employer Support Services

Mobile Onboarding Employer Engagement

This program works directly with employers across mainland Nova Scotia to build capacity to hire and retain immigrants by:

- Connecting employers with employer support services at ISANS
- Promoting and supporting employers through the Atlantic Immigration Pilot Project
- Providing in-house training and resources
- Collaborating with local organizations



We have representatives in the following regions:

- 1) Western Region (Shelburne, Yarmouth, Digby)
- 2) South Shore Region (Queens, Lunenburg, Hubbards)
- 3) Central Region (Annapolis, Kings, Hants)
- 4) Halifax Region (HRM)
- 5) Northern/Eastern Region (Cumberland, Colchester, Pictou, Antigonish, Guysborough)

Employer Engagement

Atlantic Immigration Pilot Project (AIPP)

The Atlantic Immigration Pilot Project (AIPP) is an opportunity for employers to hire talented immigrants within a realistic timeframe, while accessing services from immigrant settlement service providers.

The Atlantic Immigration Pilot Project:

- Addresses the labor gaps of employers in the Atlantic provinces by fast-tracking immigration applications
- Provides a pathway for skilled workers and international graduates who want to live permanently in Atlantic Canada
- Gives employees access to immigrant settlement support
- Provides information and support to employers

SkillsMatch Online Recruitment Tool

The ISANS SkillsMatch Online Recruitment Tool allows employers to tap into the international talent of immigrants in Nova Scotia. SkillsMatch Online:

- Features pre-screened, internationally educated professionals who have the skills employers need, and are ready to work in Canada
- Is free of cost to the employer
- Provides opportunities to post jobs and search resumes using key words

On-Site Recruitment & Information Sessions (ORIS)

These sessions help employers recruit pre-screened, job-ready candidates when they need to add multiple employees in various positions. Recruitment events organised by ISANS include:

- A meeting with a number of suitable immigrant candidates
- An opportunity for information exchange and networking
- Face-to-face speed interviews with qualified candidates

Professional Mentorship Program

This program brings together skilled immigrants and established professionals in occupation-specific mentoring relationships. Mentors:

- Promote professional connections
- Help internationally-trained professionals build confidence and identify realistic career goals
- Provide insight into professional terminology used in local industries
- Provide insight into work culture in Nova Scotia

Workplace Culture Program

The Workplace Culture Program helps Nova Scotian employers to:

- Learn methods to improve intercultural competence and retain immigrant employees
- Better understand the benefits of hiring international talent
- Understand the importance of immigrant experience in the workplace

Professional Practice Program

This program connects employers across Nova Scotia with skilled immigrant professionals for six-week work placements. These placements are:

- Flexible, and can be full or part-time depending on need and capacity
- Low-risk, as candidates are insured against injury at the workplace and placements can be terminated at any point
- Talent-specific and targeted to employer needs. Candidates come to you with the skills they need to succeed in their field.
- A fantastic way to scale up capacity for a limited time with no obligation to hire at the end

For information please email: employersupport@isans.ca

www.isans.ca