

# Global Talent in the Workplace

**Strategic and proactive employers are already tapping into global talent in London and Middlesex County, are you?**

## The benefits of employing global talent:



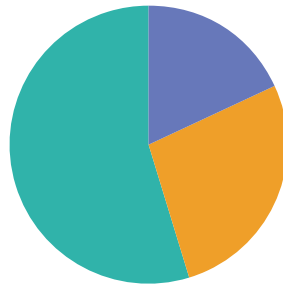
### Provides businesses with a global advantage

- Immigrants and newcomers in London and Middlesex come from over 150 countries around the globe providing information and potential access to new global markets.
- London and Middlesex is experiencing a growing shortage of skilled workers. Without global talent this shortage will continue to reach critical levels.
- Immigrant attraction and retention will be the key to building and maintaining economic prosperity for London and Middlesex.



### Fill skill shortages and innovate

- Recent immigrants (arriving between 2011 and 2016) have higher levels of post-secondary education compared to Canadian-born men and women.
- This demonstrates the high level skill set that recent immigrants have to offer.



**Post-Secondary Education and Higher**

- Canadian Born
- All Immigrants
- Recent Immigrants (2011-2016)

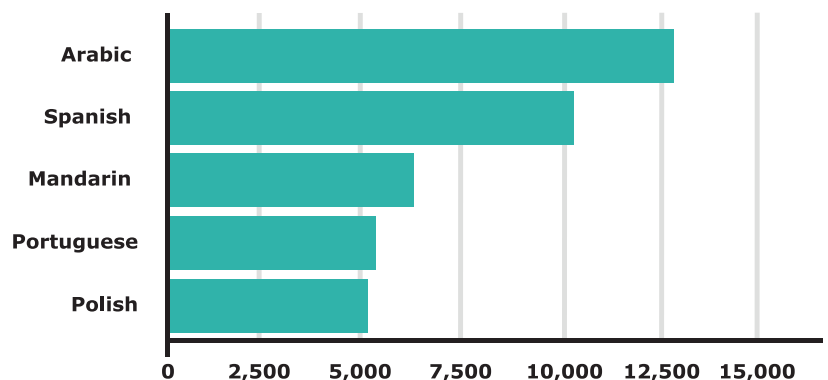
- Yet, despite these skills, 15% of recent immigrants in the region are unemployed, in comparison to 8% of all the population in the region.
- At the same time, 64% of reporting employers in the region are indicating that they had positions/jobs that were hard to fill in the last 12 months.



### Enhance valuable language skills

- The most common languages spoken at home in London and Middlesex County other than English and French are Arabic, Spanish, Mandarin, Portuguese and Polish. Employees with multiple language skills open up opportunities for business expansion to emerging local markets and new global markets.

**Most Common Languages Spoken at Home Other than English and French**



Sources: Statistics Canada, Focus on Geography Series; 2016; 2019 London Region Employer One Survey; 20 CDRG Thematic Report of London, August 2019.

**London and Middlesex County is expected to experience a growing shortage of workers in the next 10 to 15 years. What will your business do to welcome newcomer talent?**



**Become an Employer of Choice**

<b>Plan</b>	<ol style="list-style-type: none"> <li>1. Consider an overall approach that will guide efforts to recruit, hire and retain global talent. Share information with your workforce on the benefits of inclusion and diversity.</li> <li>2. Create a work environment that creates opportunities that welcomes newcomers and develops Canadian work experience.</li> </ol>
<b>Compete</b>	<ol style="list-style-type: none"> <li>3. Review your website to make sure it is inclusive of global talent. This can be done by showcasing diversity through images, resources or social media.</li> <li>4. Provide resources that will attract newcomers such as information on the London and Middlesex communities, business networks and community life.</li> <li>5. Contact local organizations that can link you with skilled immigrant workers.</li> </ol>
<b>Recruit</b>	<ol style="list-style-type: none"> <li>6. Partner with local institutions that can provide immigrant workers or international students with opportunities for co-ops, placements and internships to develop valuable Canadian work experience.</li> <li>7. Review your recruiting methods and your recruiting approach to ensure they are culturally competent.</li> <li>8. Advertise positions in areas that will attract global talent.</li> </ol>
<b>Grow</b>	<ol style="list-style-type: none"> <li>9. Establish an employee buddy program for new employees as part of the orientation process. Give special consideration to shared experiences and interests.</li> <li>10. Grow your global talent within your organization. Ensure career development and educational opportunities for all immigrant workers to give them the tools to thrive within your company.</li> </ol>
<b>Recognize</b>	<ol style="list-style-type: none"> <li>11. Ask your employees to help find positive ways to recognize and celebrate cultural differences.</li> <li>12. Put the international experience of your employees to work to strengthen your company. Utilize their language skills or knowledge of markets in their country of origin.</li> </ol>

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For more information on living and working in London and Middlesex, please visit:

[www.immigration.london.ca](http://www.immigration.london.ca)  
[www.immigration.middlesex.ca](http://www.immigration.middlesex.ca)