

# Tapping into New Talent:

## Opportunities for BC Businesses

**FEBRUARY 10, 2017**

The Sutton Place Hotel, Vancouver, BC

## A few important take-aways:

**On February 10, 2017, IEC-BC brought together leading employers** for a discussion about effective ways to leverage BC's refugee talent to contribute to the success of our businesses and our province, and strengthen our social fabric.

**Here are some tips from employers** who have participated in the event and who have tapped into this talent pool:

**1**

### **Make use of refugees' resilience, skills, and global connections:**

While it might take a little more time to onboard employees, who are refugees, they will bring resilience, skills, global connections and a keen desire to give back and contribute to the country that has given them a chance for a new life.

**2**

### **Implement practices with proven ROI:**

Some BC companies already have up to 30% of their workforce comprised of refugees, and they have had good ROI from on-the-job English-language classes, and setting up work pods with bilingual leads who are conversant in English and the refugee language(s).

## A few important take-aways:

3

### Consider other best practices:

Other best practices include aligning work shifts with public transit schedules, external English-language classes or Friday prayers; and providing shuttle bus service during extended shifts.

4

### Offer career-development opportunities:

Some companies have offered paid internships and entrepreneurship programs to refugees, along with work-search workshops in their native languages, while others have developed upskilling and career-development programs for refugees inside their own organizations.

5

### Update HR practices and offer training:

Employers have also taken steps to update their HR practices and train all staff on strategies and tactics of integrating this newcomer pool with special emphasis on health and safety, and ways to get ahead of potential communication barriers.

## Find more tips and best practices

on how to recruit, hire, onboard and retain a diverse workforce that includes refugees in IEC-BC's [Onboarding Refugees: A Toolkit for BC Employers](#).

## And be sure to sign up

for our free, customized web tool, [BC Refugees JobConnect](#), to find your new hire now!

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