



FINDING

Immigrant Employment Tip Sheet

- **Writing job descriptions and advertisements in barrier-free language** will ensure that qualified candidates are not eliminated from your recruitment process. Focus on objective criteria such as education, skills, competencies and experience without making value judgments on the quality of Canadian credentials versus international credentials. Avoid phrases that may lead to subjective interpretation.
- **Market your job openings** more directly to skilled immigrant communities by expanding your list of placements
- **Tap into your organization's cultural networks** by encouraging immigrants in your organization to assist you in recruitment activities.
- **Provide an internship opportunity** to an internationally trained professional
- **Integrate Skills** international into your company's recruitment practices. This is a one-of-kind database for employers to search for and find internationally trained professionals to fill their recruitment needs
- **Conduct mock interviews** and/or resume critiques for internationally trained professionals

Useful Resources

Campbell River & District Chamber of Commerce
www.campbellriverchamber.ca

Immigrant Welcome Centre
www.immigrantwelcome.ca

North Island Employment Foundation Society (NIEFS)
www.niefs.net

Immigrant Employment Council of British Columbia
www.iecbc.ca

Hireimmigrants.ca
www.hireimmigrants.ca

International Credential Evaluation Service (ICES)
www.bcit.ca/ices/



250-287-4636

visit www.campbellriverchamber.ca/integrationproject
 for additional information to help you

