

# SERVICES FOR EMPLOYERS



## **Hire Talented Newcomers and Grow Your Workforce**

At the Centre for Newcomers (CFN), we connect employers with a talented, diverse pool of candidates who are ready to work and contribute to your organization. Our services are designed to help newcomers coming to Calgary to integrate into the Canadian workforce and utilize their related, transferrable and relevant skill sets.

## **Why Choose Talents from CFN?**

Partnering with CFN means access to motivated, employment-ready, skilled job seekers who bring fresh perspectives and commitment to growth.

## **Here's why CFN talents can enhance your workforce:**

1. Experienced and Ready to Contribute
  - » We have experienced candidates with international work experience from their countries who bring hard work, dedication, passion to learn, and a range of expertise and skills that make them great assets to any organization.
2. Tailored Skillsets for Your Industry
  - » Our programs are designed in close partnership with industry leaders to ensure our candidates acquire the most relevant and in-demand skills that employers require to stay ahead in a competitive landscape.
  - » We actively collaborate with employers, industry associations and leaders to enhance our programming. Our current partnership with CITT in running the Introduction to Canadian Logistics (ICL) program exemplifies how we work together to build practical knowledge for emerging talents.
  - » Additionally, we invite industry experts to participate as guest speakers or facilitators in info-sessions and workshops, providing real-world insights that enrich our curriculum. If you're looking to support and shape the future workforce, let's explore how we can collaborate to drive mutual success.

### 3. Enrich Your Workforce with Diversity

- » Hiring newcomers fosters a more inclusive and dynamic workplace, enriching your team with diverse perspectives, innovative problem-solving approaches, and global expertise. We actively support individuals from equity-deserving groups, ensuring you gain access to a wide range of talent (Accountants, Engineers, Scientists, General Labourers, Sales and Marketing Specialists, Construction workers and many more).

### How CFN Supports Employers in Building Inclusive Workforces

At the Centre for Newcomers (CFN), we are dedicated to supporting employers in building diverse, inclusive, and thriving workplaces by helping newcomers successfully integrate into the Canadian workforce. Our services go beyond traditional recruitment—we provide resources and guidance that ensure newcomers are fully prepared to succeed in local organizations.

#### Here's how we help employers in your efforts to create inclusive teams:

##### 1. Promote Job Openings & Job Board

We provide an effective platform to promote your job openings to a diverse pool of newcomers. Our Job Board connects you with qualified candidates who are ready to contribute their skills to your organization, helping you reach untapped talent in the community.

##### 2. Exclusive Hiring Events & Job Fairs

We organize tailored job fairs and exclusive hiring events, bringing together local employers and skilled newcomers. These events provide a unique opportunity for you to engage with candidates who are eager to contribute and grow in Canadian workplaces.

##### 3. Pre-screening & Interview Coordination

We help ensure a smooth hiring process by pre-screening candidates based on your job requirements. Our team can also coordinate interview schedules, saving you valuable time and ensuring that you meet with the most qualified individuals for your open positions.

##### 4. Workplace Tours

We organize workplace tours/visits to help newcomers gain insights into your company culture and work environment. Implementing this hiring approach has demonstrated a significant reduction in turnover rates and an increase in employee retention.

By offering this experience, we aim to create stronger connections and ensure a better match between candidates and your company's values and positions.

##### 5. Industry Employer Forums

CFN hosts industry-specific forums that bring together employers from similar sectors. These forums offer an opportunity for employers to share best practices, discuss challenges, and explore new ways of supporting the integration of newcomers into their respective industries.

##### 6. Collaborate on Tailored Solutions

We understand every employer's needs are different. If you have unique challenges or ideas for how we can better support your organization in integrating newcomers, we're always open to sitting down and exploring alternative ways to collaborate.

## **Beyond Hiring: Ways You Can Support Newcomers**

We believe that supporting newcomers goes beyond just offering job opportunities — it's about helping them thrive and succeed in their career aspirations in Canada. Here are some ways you can make a lasting impact and contribute to a more inclusive workforce:

### **1. Attend Networking Events**

Join us at networking events designed to connect employers with talented newcomers. These events allow you to meet motivated individuals eager to share their skills and experience with your organization and learn more on how they can keep growing their careers.

### **2. Lead Skill-Building Workshops**

Offer your expertise by leading workshops that help newcomers build industry-specific skills. These sessions provide valuable insight into the expectations of Canadian workplaces and help newcomers prepare for success.

### **3. Provide Mentorship**

Help guide newcomers on their career path by offering mentorship. Your guidance will provide them with the tools they need to succeed and navigate the professional landscape in Canada.

### **4. Provide Feedback**

Participate in candidate showcases and provide constructive feedback on newcomer candidates. This input helps them refine their skills, ensuring they're better prepared to meet your organization's needs.

### **5. Design and Implement Work Experience / Internship programs**

At CFN, we partner with employers to provide hands-on learning opportunities that help candidates gain practical skills while integrating seamlessly into Canadian workforce culture. This approach allows employers to shape the talent they want to bring into their workforce and ensures a stronger, more capable workforce ready to contribute from day one. Let's talk.

### **6. Collaborate on Innovative Solutions**

If you have ideas on new ways to support newcomers or engage with them more effectively, we're eager to collaborate and bring those ideas to life. Together, we can develop creative solutions that enhance the integration process.

By engaging with CFN and our initiatives, you help newcomers feel supported as they transition into the Canadian workforce, all while contributing to a more inclusive and diverse work environment.