Employment Opportunities for Newcomers Survey

Employment Subcommittee – Community Colaboration Table (CCT)

This survey defines newcomers as having arrived 5 years or less in Canada. *The survey is to help determine the key factors affecting newcomer employment in the Greater Richmond area. This survey will also help define what and where there are skills gaps and labour market shortages from the perspective of the employer.*

# Employer Section

## About the Company

1. Size of (your) company( based number of employees)

* 0-25
* 25-100
* 100-250
* 250-500
* 500+

1. What percentage of your employees are newcomers?

* 0-5
* 6-10
* 11-25
* 26-50
* 51-75
* 76-100

1. In which sector is your business or organization? (The list below is based on key sectors in Richmond as defined by the Richmond Economic Development website)

* Aerospace & Aviation
* Agriculture, Fishing & Food Production
* Filming
* Green Industries
* Life Sciences
* Manufacturing
* Retail
* Tourism
* Transportation & Logistics
* Government
* Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

## Questions

1. From your experience, what are the biggest barriers to recruiting, hiring and retaining new immigrant workers? (check all that apply)

* Concerns that immigrant applicants will not have the language skills required to do the job
* Concerns that immigrants might not have the soft skills required (i.e. communication skills)
* It is difficult to assess foreign credentials and experience
* Concerns that hiring and training immigrants takes extra time and resources
* Concerns that immigrants will not have the technical skills we require
* Concerns that immigrants will not have the qualifications we require
* We lack information on how to access this pool of labour
* Concerns about time required to train immigrants to meet local job requirements
* We don't have any experience working with immigrants
* New immigrants don't have local or Canadian experience
* Concerns about how employees from different cultural backgrounds would fit within our organization’s culture
* None of the above. We already recruit and hire immigrants
* None of the above are issues as we do not hire immigrants.

1. How did your organization recruit and / or hire recent immigrants? (check all that apply)

* Hired through the same process as other staff
* Referrals from existing staff who are recent immigrants
* They approached my business for employment
* Advertised in a newspaper, magazine, or website targeted at an immigrant or ethnic community
* Used a community or non-profit organization
* Used an immigrant serving agency
* Used a government program / employment consultant
* Used a private placement agency
* We haven’t hired recent immigrants (put at end)

1. Have you hired new immigrants to date?

* No (proceed to question 4)
* Yes (proceed to question 5)

1. If you have not hired new immigrants to date, please indicate which of the following reasons apply:

* Lack the pre-requisite skills.
* Unsure of their credentials.
* Unsatisfactory English Language skills.
* No avenues to connect with them.
* Did not receive job applications from this group.
* Others (please provide details):\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. If you have hired new immigrants (Please check if the following applies):

* They are able to perform in the job they were hired.
* They did not perform as well as local residents who have had experience working in Canada.
* They need additional training (to be competitive in the position they have applied for)
* They took longer to perform as others who were at the same level
* We had to deal with new issues that normally would not have been there.
* New immigrants hired adapt well into your organization without any major problems.

1. If you have hired new immigrants, please indicate in which category of jobs that you have hired them in:

* Entry level skills
* Manual work
* Managerial/ Supervisor level work
* Executive Level
* Trades
* Others: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. What methods for recruitment / filling vacancies are you currently using? (how is this different from #2)

* Referrals from colleagues, employees or friends
* Company website
* External websites (Workopolis, etc.)
* Social Media
* Job advertisements in newspaper or magazine
* Post-secondary institutions (co-op programs)
* Unsolicited applications
* Recruiting agencies / head hunters
* Job fairs locally
* Government funded employment services (WorkBC, etc.)
* Immigrant servicing agencies / organizations
* Recruitment abroad
* Federal immigration programs

1. Do you have a specific training program for new immigrants?

* Yes
* No

1. From the standpoint of your company, in which areas are workers most difficult to find?

* Skilled Trades (e.g. construction, electrical, welding, etc.)
* Entry level / Low skilled
* Administration support
* Project management
* Information Technology (e.g. programming / IT certification, cyber security)
* Healthcare / Medical
* Engineering
* Marketing, sales and communication
* Field technicians / technical customer support service (e.g. installation and repair technicians)
* General business skills (.e.g. Accounting economics, finance)
* Environmental technicians
* Basic science (e.g. research)
* Manual labor / production

# Employment Services Section

1. How many clients does your firm serve? (I take that this is for employment services only?)

* 5-100
* 101-250
* 251-500
* 500+

1. Please describe the level of education of your newcomer clients.

* High school or less
* Some college/university
* Bachelor’s degree
* Master’s degree
* PhD

1. Please indicate the desired fields of your newcomer clients.

* Trades/technical
* Production / manufacturing
* Health
* Education
* Human Resources
* Banking/Finance
* Police/Fire/Judicial services
* Travel/Tourism
* Hospitality
* Retail
* Non-profit
* Management/Professional
* Self-employment

1. Please rank the barriers to your newcomer clients finding employment (list all that apply, and rank in order of degree, with 1 being the biggest barrier, and 8 being the smallest.

* Mismatched education and training
* Inadequate English Language skill
* Home country credential and qualifications not being recognized by Canadian establishments
* Transportation (e.g. not accessible by transit)
* Housing
* Lack of cultural knowledge
* Lack of job search skills (e.g. How to find, apply, and interview for jobs)
* Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Please indicate the desired fields of your newcomer clients.

* Trades/technical
* Health
* Education
* Human Resources
* Banking/Finance
* Police/Fire/Judicial services
* Non-profit
* Management/Professional
* Self-employment
* Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. What is the most important service you provide to your newcomer clients?

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