

EMPLOYMENT INSIGHTS AND VOICES OF NEWCOMERS

CREATE A CLEAR PATH



UPLIFT YOUR UNIQUE KNOWLEDGE & SKILLS
eg. LANGUAGES INTERPERSONAL SKILLS



CONTINUE TO GROW & SHARE YOUR KNOWLEDGE & EXPERTISE

PRIORITIZE YOUR HEALTH & WELL-BEING



WITH CONCRETE GOALS

LOOK FOR ORGANIZATIONS THAT ALIGN WITH YOUR VALUES

BUILD A STRONG NETWORK
SEEK MENTORSHIP IN YOUR FIELD



CONNECTIONS CREATE OPPORTUNITY. WE BUILD THIS JOURNEY TOGETHER. WE ARE NOT ALONE.

MAKE SURE YOUR RESUME STANDS OUT! VISUALLY APPEALING, CLEAR, CONCISE & RELEVANT ALWAYS INCLUDE A COVER LETTER!

SHOW YOUR POTENTIAL EMPLOYER WHY YOU ARE THE BEST CANDIDATE

GET TO KNOW YOUR INDUSTRY LOCALLY
eg. ASSOCIATIONS, UNIONS, CERTIFICATION REQUIREMENTS

CONNECT WITH LOCAL SUPPORT ORGANIZATIONS & RESOURCES

BE PROACTIVE: REACH OUT TO POTENTIAL EMPLOYERS IN YOUR FIELD

PRACTICE FOR YOUR INTERVIEW(S)

PURSUDE RELEVANT VOLUNTEER OPPORTUNITIES

BE PROACTIVE & FOLLOW UP AFTER YOUR INTERVIEW

NEGOTIATE YOUR SALARY!

KEEP YOUR RESUME UP-TO-DATE WITH RELEVANT PROFESSIONAL REFERENCES

* IF YOU HAVE TO FIND A SURVIVAL JOB, MAKE SURE IT DOESN'T TAKE AWAY FROM YOUR VISION.

GO WHERE YOU ARE VALUED & RESPECTED



VARIETY IN THE RECRUITMENT PROCESS, NOT PUTTING ALL THE WEIGHT ON THE INTERVIEW

VALUING EXPERIENCE & REFERENCES FROM OUTSIDE OF CANADA

HIRING FOR POTENTIAL



BALANCING REQUIREMENTS: EDUCATION, WORK EXPERIENCE, TRANSFERABLE SKILLS, LIVED & LIVING EXPERIENCE

we are seeing a positive culture shift

A COMMITMENT TO EQUITY & INCLUSION BY MAKING CHANGES TO REDUCE & REMOVE BARRIERS



THERE ARE MANY SYSTEMIC BARRIERS THAT EMPLOYERS MUST ACKNOWLEDGE & ADDRESS

LACK OF UNDERSTANDING & DEVALUATION OF FOREIGN CREDENTIALS & EXPERIENCE

BUREAUCRACY THAT OVEREXTENDS THE HIRING PROCESS

DISCRIMINATION

RACISM

BIASES IMPLICIT & EXPLICIT





INTRODUCTION TO THIS TOOL AND THE IMPORTANCE OF NETWORKING

When newcomers arrive in Canada, many face systemic challenges during the job search process. It is important to identify there are barriers that are outside of the job seeker's control, and the job search outcome is not always a reflection of their efforts or skills. Recognizing that having a **supportive professional network** may be one way to help overcome these systemic challenges, the **Tri-Cities Local Immigration Partnership** designed this tool with the goal of empowering newcomer job seekers to begin to map out their support networks.

The following toolkit was developed directly from **insights, expertise, and inputs** of newcomers based on what would be helpful to them, and what they wish they knew during their own job search process.

Having a **strong professional network** is very important not only to increase your chance of finding the right job in Canada, but also to create more opportunities throughout your career journey. Building your network is about the process of developing personal connections and genuine relationships in your area(s) of interest.

WHY SHOULD I NETWORK?

- 1. Networking helps you find job opportunities that are not publicly advertised.** LinkedIn estimates that **70-80% of jobs** in Canada are not widely advertised or posted on public job boards. Instead, they are often only promoted through internal professional networks and private referrals. Networking can help you be a part of these **"insider" circles** and be the first to know if a position becomes available.
- 2. Networking can be one of the ways to find a mentor in your area of interest.** A mentor is someone who may help you build your knowledge and subject expertise, and also share valuable information about their career journeys.

In the next page, you will find a short explanation of each exercise, and some online resources if you need help identifying or understanding where to start.

NETWORKING CAN BE DONE IN MANY WAYS

This includes:

- **Online:** LinkedIn and Shapr, and virtual events that relate to your interest
- **In-person:** Company information sessions, professional association events, volunteering (that relates to your interest and/or role)

This toolkit can be one way to support you to start drawing a clear path that leads to your professional goals. The networking exercises on page 4 are designed to:



Guide you **to build a network** of likeminded professionals who can support you based on your personal goal



Empower you to **identify local community organizations** around you that may help you reach that goal



Begin to **develop an action plan**

EXERCISE 1: SET A GOAL



According to **Forbes Career Learning Hub**, one of the most important things when you start thinking about growing your professional network is to set a **realistic and achievable goal** that you can do in the short-term. It does not always have to be about getting a job, or reaching a position or job title. For example, it can be about pursuing your passion, take on more leadership responsibilities at your current job, or complete a new skills certificate.

When you set a realistic goal, it may be easier for you to choose what kind of network and support resources will best be able to help you reach that goal.

EXERCISE 2: IDENTIFY MY EXISTING NETWORKS



EXERCISE 2.1

Your network is already bigger than you think! You may have a big personal network that includes family, friends, community members, business contacts & co-workers, or university classmates that can get you started.

If you surround yourself with people that can **encourage you and build you up**, this support can help remove obstacles as you work towards your career goal(s).

EXERCISE 2.2

Based on the friends, co-workers, classmates, or family members you already know, is there someone who works in a company, industry, or position you are interested in? Do you know someone who is passionate about a similar subject? If yes, this could be a starting point for you to reach out to them to learn more about their career journey.

EXERCISE 3: LINKEDIN



LinkedIn is the world's biggest business and employment-focused social media platform. **Professionals from all industries, sectors, and job types** across the world use LinkedIn to build their professional network. It is also a resource for professionals to find jobs, research companies, and get news about their industry and business connections. For newcomers, this can be a place to find **like-minded people** who share similar work interests or passions outside of in-person networking events and job fairs.

Whether you work (or want to work) in a private business, a government agency, a non-profit organization, or have your own business, **LinkedIn** can be a great platform to build professional relationships with people from across the country.



For a beginner guide on **how to create a LinkedIn profile that stands out**, scan this QR code or visit <http://tinyurl.com/linkedin-guide>



For tips, best practices, and examples of **how to reach out to people using LinkedIn messages and personalized connection requests**, scan this QR code or visit <http://tinyurl.com/linkedin-tips>

EXERCISE 4: COMMUNITY RESOURCES



There are many resources and organizations in the local community that can help you reach your specific career goal(s) and meet the unique needs of new immigrants.



For a list of **local career resources available in your city**, scan this QR code or visit New to BC's website at <https://tinyurl.com/local-resources>

1. Select your city
2. Select the services you are looking for.
For example: "Employment Services", or "English Language Learning"
3. Click "Search" to see the resources that are available.
You can also print the search results or save as a PDF

For more information, visit tricityslip.ca

EXERCISE #1

My goal is... _____

EXERCISE #2

2.1. People I am close with who encourage & support me:

eg. A close friend, settlement worker, former manager

2.2. Personal connections who can introduce me to their professional network

NAME

CONTACT INFO

EXERCISE #3

People I found on LinkedIn who work in a position and/or a company I am interested in, who I can reach out and contact:

NAME & POSITION

ORGANIZATION

1. _____
2. _____
3. _____

I WANT TO ASK THEM ABOUT...

eg. How they got into this position, most important skills to succeed in the industry, their company's culture

1. _____
2. _____
3. _____

EXERCISE #4

Resources & organizations in the local community that can help me reach my goal(s). This might be a settlement agency, local industry association, education institution, employment agency, volunteer group, etc.

ORGANIZATION

CONTACT PERSON

1. _____
2. _____
3. _____

HOW THEY CAN HELP

eg. Transfer license or degree, gain volunteer experience, language skills certification

1. _____
2. _____
3. _____