

# ENET ITP Conference

June 11, 2008

AM Breakout Session:

Notes by Linda Lambie

## **Foreign Credential Recognition Roundtable with HR Professionals: Addressing Potential Shortages of Workers**

Speaker: Patrick Coady, Human Resource Management Association of BC (BCHRMA)

*The Immigrant Talent Integration (IT) project, funded by the Ministry of Economic Development, was initiated to better understand the extent of the problem of foreign credential recognition within the HR community in BC and to identify/enhance a viable strategy to increase the capacity of HR practitioners to recruit and retain immigrant skilled labour.*

---

- Human Resource professionals are the gate keepers of the industry
- Currently approximately 225,000 Internationally Trained Professionals = 1% of the population.
- Roundtable Project was in partnership with BCHRMA, BC Ministry of Economic Development and funded by HRSDC
- Project was an employer driven ~ top down immigration integration system

### **British Columbia Human Resources Management Association**

Simon Evans, CEO BCHRMA

- 4,000 members 2500+ affiliates
- Represents 6 major regions in BC
- 8 active committees/16 roundtables
- 150 workshops per year
- 3-4 day annual conference ~ one of the largest in the Province
- Weekly Bulletin ~ HR Voice and Quarterly Magazine ~ People Talk

### **ITI Advisory Board**

- 16 member board
- Scan summaries in the bulletin and newsletter
- Representatives included HRMA BC, Provincial and Federal Governments, BC Hydro, ICES, City of Vancouver, UBC, SFU, Mosaic, Vancouver Sun and private agencies

### **ITI Roundtables**

- Included broad diversity of sectors
- 20-30 members each
- Interested in understanding the issues
- Small to med-sized companies
- Advocating for change and disseminating promising practices to HRMA BC members
- HRMA needed support to make a business (case) proposal to management

### **BCHRMA Environmental Scan**

- 10 services and programs for 3 years ~ highlights and details to be published
- Increased interest in Immigrant Talent Integration process
- 17 articles re: foreign recruitment

- No on line tools for development survey

### **ITI Project Survey**

- Report pending ~ Research Briefing scheduled for June 26, 2008  
~ Hidden Talent of Immigrant Workers
- Focus was on Recruiters and HR professionals
- Sector Councils have more information
- Did not reach the majority of employers by working with BC HRMA
- Immigrants were on the Advisory Board and participated in roundtable groups  
~ individuals were not interviewed for this survey
- Primary interest was a base line of understanding

### **Report – Five Sections**

- Respondent Profiles
- Immigrant Employee Snap Shots
- HR Recruiting Practices
- Training and Participation
- Future Professional Development
- For a copy of the report contact: Olga Scherbina, Project Leader at [olga@scherbina.com](mailto:olga@scherbina.com) or Patrick Coady, Project Coordinator at [patrickcoady@telus.net](mailto:patrickcoady@telus.net)

### **What do HR people need?**

- Education, tools and support to build business case to Management
- Language support for immigrants

### **Comments:**

- 10% of companies hire immigrants
- 63% do not provide cultural integration
- Language is #1 barrier
- Lots of talk and interest but not much action by HR professionals
- Need to target education to Councils, Roundtables, and senior HR professionals
- Suggest Diversity Award for diversity initiatives ~ awarded at Conferences
- Involve existing provincial multi-stakeholder organizations
- Develop tools for HR practitioners ~ ITI roundtable is still active  
Note: small companies do 60% of the hiring  
~ large percentage not represented in the HRMABC group of employers
- Research wage subsidy for immigrants
- More the number of Canadian born managers ~ fewer if no immigrants on staff
- Suggest immigrants deal directly with HR managers when looking for work
- Stigma: HR staff are not supportive of the immigrant worker
- Vast majority of HR professionals are more traditional and resistant to integration
- HR people are becoming more supportive
- It might take having major staffing problems to move integration forward
- Retirement of a large number of HR professionals expected to bring change
- Suggestion to include schools and education systems in the training changes

### **Phase II ~ Address Deficiencies**

- National HR Association to make designation changes to include diversity training
- Develop a business case to present to management ~ change attitudes
- Recognize best practices

- Use top down approach to find Champions for integration