



WORK IT

Global Experience:

Local Impact

ictam



building connections



INTRODUCTION

WORK IT – an ICTAM initiative Connecting Real People With Real Jobs

Work IT brings together employers with highly skilled Internationally Educated IT Professionals (IEPs). This unique program, delivered by ICTAM, offers an holistic approach to connect employers with global talent and maximizes the success of integration of IEPs into the workplace.

With a proven track record, this program links your business and human capital development plan to a largely untapped educated, experienced workforce – creating greater possibilities for opportunity through innovation.

BECOME A PARTNER TODAY!



Organizational Benefits

- Build the capacity of your company to embrace cultural diversity
- Access a new source of educated and experienced employees
- Make informed choices when interviewing and hiring
- Knowledge that all Work IT participants have participated in innovative gap training and needs analysis
- Ensures the control of the hiring process, using your company's own criteria and procedures, remains at the heart of the selection and recruitment process
- Provides new skills and experience in this growing area of recruitment
- You won't be on your own; Work IT supports you through on-going, regular contact that will enable you, newly hired IEPs and their mentors to review, plan and progress

Program Features For Employers

- Innovative job profiling and skills matching assist you in finding the right people for positions in your company
- Support from Work IT to develop your company's unique IT job profiles
- Learning opportunities for you and your organization to build the capacity to successfully integrate and support IEPs
- On-going support from Work IT as you interview, hire and orientate IEPs in your workplace
- Pre-employment training for IEPs to develop: communication skills; organizational awareness, customer orientation and personal effectiveness
- Customized learning tools to enable IEPs to address gaps in their soft skills before and during employment
- On-Boarding 'Buddy' Program for IEPs in the workplace to support skills development and improve retention rates

FAQS

Q: Is there an associated cost for accessing candidates?

- As a participating employer in Work IT there are no additional costs for accessing IEP candidates

Q: Will I be responsible for arranging for visas, permits, etc.?

- No. All Work IT participants already have valid work permits

Q: What is the selection process?

- Selection process of IEPs to join the Work IT program is simple. IEPs must complete a simple registration form, attend an informal assessment meeting with the Project Co-ordinator and meet minimum eligibility criteria

Q: Where do you source the candidates?

- Referrals from Immigrant Employment Programs funded by Manitoba Government
- Referrals from educational institutions
- Self referral via the ICTAM website
- Personal introductions from social networks

Q: What would be the typical English language skills or educational level?

- Canadian Language Benchmark 7 for reading, writing and listening although many of our candidates are of higher standards
- Completion of post-secondary education equivalent to 14 years of Canadian education including High School Diploma plus an undergraduate degree

Q: Does ICTAM provide any support for IEP's at the worksite once they are placed?

- The program offers continuous support for the first three months after an IEP is hired
- On-going support is tailored to the needs of the individual to help with the transition into the new job
- Access to a buddy program – a proven methodology for improving staff retention

Q: How do Work IT candidates differ from any other international worker?

- Work IT candidates are highly skilled, highly professional individuals keen to work within their own area of specialization here in Manitoba. **In addition they;**
- Complete online work readiness training modules designed specifically for the ICT sector
- Attend workshops designed to complement the work readiness training
- Work IT candidates receive 1:1 support and guidance to aid their transition to the Canadian workplace

Q: What extra value does Work IT provide to me over my company's normal hiring process?

- Access to an extensive global talent pool
- The opportunity to profile existing positions within your company against standard competencies across the IT sector
- Support to ensure your existing selection & recruitment practices are appropriate for international candidates
- Access to a range of culturally sensitive assessment tests known to improve retention rates

Q: How do I know that Work IT candidates possess the criteria specified for my job?

- You set the criteria for your jobs, Work IT assesses against your requirements



Benefits For Internationally Educated Professionals (IEPs)

- Participate in a program of training designed to assist you in becoming better prepared in finding employment in your profession
- Access innovative personal profiling and job search tools
- Opportunities to gain Canadian employment experience in Manitoba
- Focused opportunity to learn more about Canadian ICT business culture in Manitoba
- Receive support to help you succeed in work in Manitoba
- Access to language courses specifically for IT professionals
- Build networks and establish yourself in the IT sector
- Meet new people and share experiences

Program Features for IEPs

- 5 self directed online pre-employment training modules
- 1 self directed 'At Work' online training module
- Supplementary online learning assets
- Workshop Series: Resume Writing; Interview Skills and Inter-cultural awareness to support online modules
- 1:1 support and guidance
- Professional development opportunities
- Networking and Information Sharing Events
- Newsletters
- Dedicated Work IT website and message board



QUOTES FROM EMPLOYER PARTNERS

“We have found Work ITs training modules and on-boarding strategy to be extremely valuable to allow IEPs to transition into our work environment”

Director of Information Services, Tell Us About Us Inc

“Work IT is a valuable resource, IEPs come to us well prepared and able to showcase what they can contribute to our Company”

HR Consultant, Cormer Group Industries

“It’s obvious to me that the Work IT program fills a critical gap, helping IEPs to obtain the necessary cultural training and soft skills to increase their odds of successful integration into the local IT Landscape”

President, Modern Earth

“Work IT’s training modules and on-boarding strategy has been extremely helpful to assist IEP’s to transition into our work environment.

We hired 2 software specialists and a database analyst to our team and will continue to work with them to fill skilled positions in our organization”

HR Consultant, Workers Compensation Board

“The Work IT program fills a critical gap in helping immigrant IT professionals obtain the necessary cultural training and soft skills required to increase their successful integration into the local IT community”.

People Care Manager, Online Business Systems

“We have been involved with the Interview Skills Workshops and have seen firsthand the preparation the IEPs receive from this program. Our existing staff have also benefitted from attending inter-cultural training designed specifically for the IT Industry”.

Employee Care Manager, EPIC Information Solutions

NEXT STEPS:

INTERESTED?

To become a Work IT participating company:

**Contact Suzanne Winterflood, Work IT Project Manager
at swinterflood@ictam.ca or telephone 204 942 4153**

**START DEVELOPING YOUR GLOBAL
TALENTED WORKFORCE TODAY!**



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