

# HR BEST PRACTICES GUIDE FOR INTERNATIONALLY- TRAINED WORKERS

## Project Synopsis

Time: 3-6 months

Complexity: Medium

Cost: >\$100,000

This project develops an interactive guide for employers of small-to-medium sized enterprises (SMEs) to evaluate internationally-trained workers (ITWs).

### PROJECT DESCRIPTION

SMEs may have an interest to hire more ITWs, but have limited resources available to recruit, hire and retain them. This project develops an online, interactive guide for SMEs within a sector. This online guide serves as a “first-stop” resource for SMEs offering tips, tools and resources on recruiting, hiring and retaining ITWs.

### KEY OUTCOMES

- Employers can find skilled workers to fill positions that may previously have been left vacant.
- ITWs can find work with SMEs.
- Labour shortages across sectors are addressed by hiring ITWs.

### KEY CONSIDERATIONS

- Design and develop an online, interactive guide for employers in partnership with immigrating serving community and ITWs.
- Make the guide web-based and accessible to employers through a network of websites relevant to each sector.

### PROJECT COMPONENT

- Development of an online Human Resources guide for employers and immigrant serving community.

