



Teaching Skilled Immigrants Job Search Strategies

Provided by MultiCultural Business Solutions

This two-day train-the-coach program provides Employment Counselors with a professional development opportunity to learn how to help their clients understand what skills Canadian organizations are looking for and to identify client strengths and specialized knowledge so that they have a better prospect of finding employment.

Dr. Lionel Laroche and his associates at MultiCultural Business Solutions bring a wealth of corporate experience as well as experience of working with skilled immigrants from all over the world. The program is built on the general framework in Dr. Laroche's book "Recruiting, Retaining and Promoting Culturally Different Employees", which starts from the four key questions everyone needs to answer in order to find employment:

- What problems are you good at solving?
- Who has these problems and is willing to spend money to have them solved?
- How do you make sure these people know you exist?
- How do you convince them that you are the best at solving these problems for them?

The topics covered in this two-day workshop include:

- Understanding the disconnect between what Canadian organizations are looking for and how skilled immigrants present themselves in resumes and interviews
- Understanding the disconnect between the way jobs are filled in Canada and the way immigrants market themselves
- How to make the connection
- Coaching skilled immigrants
- Working with employers

The program uses a combination of presentations, case studies, role plays, and small group work, to help participants apply the learning to their day-to-day job and provide an opportunity for participants to learn from each other's real work challenges and practices. The focus is on practical suggestions and tools that Employment Counselors can implement when back at work.

Employment Counselor is a general term used for this program that includes Job Search Workshop facilitators and assessors, job developers, and those working to provide employment counseling and career coaching to newcomers through various CIC funded programs. If you work for a CIC-funded program in the capacity of helping newcomers in their job search, come join us for this inspirational learning experience! Participants will receive a copy of Dr. Laroche's book, which will become a resource for your organization.