

Hiring International Talent: MYTH BUSTERS FOR EMPLOYERS



THERE IS NO SUPPORT

- Regional employment offices provide a variety of Human Resource support services and serve as a common point of entry for employers with workforce related needs
- The Province's Program Officers are available to guide you through the entire process
- Employers designated under the Atlantic Immigration Pilot have access to dedicated support from Federal Government immigration services.
- Support available through Immigrant Serving Agencies and Ethno-cultural Associations

IT IS TOO EXPENSIVE



- There is no cost to access the Province's Immigration Program Officers
- Working with the Province's staff reduces the need for costly private third party services
- There are options for cost control:
 - Connect with a Human Resource Expert to serve as a delegate when recruiting international talent
 - Participate virtually through innovative technologies



THEY WON'T HAVE THE RIGHT SKILLS

- The Province's regional employment offices and Immigration Program Officers are trained to work with employers to understand their labour needs
- Immigration services have access to a variety of talent pools:
 - Connections to international talent already here but unattached to a job offer
 - Ability to conduct recruitment missions across Canada
 - Connections to international students
 - Expertise in the talent pool within foreign markets

INTERNATIONAL TALENT WON'T STAY



- Employers can increase retention of international talent by choosing candidates:
 - Whose interests match the community;
 - Have strong language skills;
 - Have families; or who
 - Have connections in NB already
- Employers can take action to foster retention by:
 - Offering full-time positions;
 - Being actively part of a welcoming community; and
 - Assisting the spouse/partner with finding employment opportunities



THE PROCESS TAKES TOO LONG

The process takes more time, compared to traditional hiring practices, but:

- The Federal and Provincial Government have enhanced collaboration to expedite new processes and launch new program
- The Province's Immigration Program Officers can help with gaining temporary work permits



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For more information, please visit
www.gnb.ca/immigration

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