

Tips for Attracting Global Talent

As competition heats up for top talent, employers are increasingly challenged to be innovative in their recruitment practices.

To expand your recruitment reach and find great talent in Guelph-Wellington:

- ➔ Connect and network with diverse communities
- ➔ Access training programs and services offered by immigrant-serving organizations
- ➔ Attend and consider sponsoring multicultural events
- ➔ Send job postings to immigrant-serving organizations for circulation
- ➔ Avoid jargon and slang in job postings and provide clear requirements and expectations
- ➔ Diversify your talent pipeline through mentorship, internships, and work placements
- ➔ Create and implement a diversity recruitment strategy



In a 2012 Guelph Chamber of Commerce employer survey, **50%** of members indicated interest in connecting with non-traditional communities to source trained labour

Quote

“I am a [Lutherwood Mentorship Program] mentor because I want to give back to my community by helping those who have chosen Guelph as their home. As a Mentor, I am able to connect my mentee to people/places/resources that will make it easier for her to navigate her way to employment.”

Christine Warne, Supervisor, Guelph Transit, City of Guelph

Ready to connect with Guelph-Wellington's Global Talent ?



These organizations can help you*:

- ➔ 2nd Chance
- ➔ Anishnabeg Outreach
- ➔ Conestoga College Career Centre
- ➔ County of Wellington
- ➔ Lutherwood
- ➔ Northern Lights Canada
- ➔ Skillsinternational.ca

*For contact information see “Local Resources for Employers” in this toolkit

RESOURCES



How to create barrier-free job descriptions

➔ www.immigrationpeel.ca/employers/recruitskimtalent.htm

Did You Know ?

INTERNSHIP work experiences benefit both employers and interns.

LEARN MORE about your role

➔ bit.ly/1cLN7kh