



TRIEC

Toronto Region Immigrant
Employment Council

New Realities. New Opportunities.

Attention News/City/Business Assignment Editors:
For immediate release

Top performers recognized for leveraging skilled immigrant talent *TRIEC announces winners of 5th Annual Immigrant Success Awards*

TORONTO, March 9th, 2011 - The Toronto Region Immigrant Employment Council (TRIEC) and RBC are pleased to announce the winners of the 5th Annual Immigrant Success (IS) Awards, recognizing exemplary practice in integrating skilled immigrants in the Toronto Region.

“RBC's proud support of the IS Awards reflects our strong belief that diversity is a competitive advantage. The more employers tap the full range of capabilities of our workforce – to innovate and adapt, develop new markets and foster new relationships - the more competitive Canada will be in the global economy and the more prosperous we will be at home,” says Zabeen Hirji, chief human resources officer at RBC.

“Over five years we've seen a notable uptake and sophistication of recruitment and retention strategies. Employers are now realizing the benefits of a more diverse, globally-aware and connected workforce. IS Award winners are real examples of the benefits that can come from mobilizing the best and brightest in our city,” says Elizabeth McIsaac, executive director of TRIEC.

Why immigrant integration matters to Toronto:

- Immigrants can open doors to global markets and trade
- International and diverse work experience can trigger innovative products and solutions
- Knowledge of additional languages can lead to new and deeper business opportunities
- Immigrants can bring high levels of postsecondary education and training
- 50 per cent of Toronto's population was born outside of Canada

Three organizations and one individual will be honoured tonight for their innovative and leading practices that work to engage skilled immigrants in the workforce.

Winners

- **Toronto Foundation for Student Success (TFSS)**
CBC Toronto Vision Award for Immigrant Inclusion
Internationally trained doctors – not yet practising medicine here in Canada – are employed to provide vision and hearing screening in priority neighbourhoods. Immigrant doctors gain Canadian experience while supporting largely newcomer populations with essential and culturally-sensitive healthcare service in their native languages. The program is built on a network of partnerships with the Toronto District School Board, Skills for Change, Spratt Asset Management, Hospital for Sick Children, St. Michael's Hospital, UofT departments of Social Pediatrics and Nursing, Toronto Public Health, and receives over \$500,000 in donations from Walmart Vision Centres annually.

- **Thales Canada, Transportation**
RBC Immigrant Advantage Award

With 90 per cent of its business in the global marketplace, Thales systematically targets and cultivates internationally-trained professionals to ensure its position as a leader in transportation systems worldwide. The company stands apart for its 95 per cent retention rate of skilled immigrants whose efforts are integral to securing and servicing international business contracts.

- **Deloitte**
Toronto Star Award for Excellence in Workplace Integration

This global financial consulting firm understands that leveraging immigrant talent goes far beyond just recruitment. Beginning on day one of employment, Deloitte administers a comprehensive suite of supportive programs to connect newcomers to colleagues and professional development opportunities.

- **Nancy Steele, Director, American Express Technologies, American Express Canada**
Canadian HR Reporter Individual Achievement Award

Nancy Steele knew that her success was directly linked to her ability to draw the right talent to her department. While HR did not fall within her mandate, Nancy quickly became known for piloting a skilled immigrant recruitment and retention strategy in her organization.

Nancy's efforts have resulted in an unprecedented 11 hires in approximately two years and first-ever cross-cultural training for new hires and managers.

The winners, all profiled at www.isawards.ca, will be celebrated tonight at an invitation-only reception hosted by RBC. Matt Galloway, Host, Metro Morning, CBC Radio One 99.1 will serve as MC and Zabeen Hirji, chief human resources officer, RBC and Co-Chair, TRIEC, will deliver the keynote address.

The IS Awards are presented by TRIEC and sponsored by RBC, with media partners Canadian HR Reporter, CBC Toronto and the Toronto Star. For complete details about the IS Awards and to view profiles of the winners visit www.isawards.ca

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About TRIEC

TRIEC creates and champions solutions to better integrate skilled immigrants in the Greater Toronto Region labour market. For more information visit www.triec.ca.

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