

BRIDGING THE GAP IN ALBERTA'S TRUCKING
AND LOGISTICS LABOR MARKET

EMPLOYER CONNECTOR GUIDE



MAY 2019

Funded by:



? About Trucking HR Canada

Trucking HR Canada is an industry leader, spearheading collaboration among the stakeholders in the Canadian trucking and logistics industry to:

- Identify Human Resource issues, trends, opportunities and challenges
- Support the industry in recruiting and retaining the Human Resources needed to meet industry demand
- Partner on initiatives impacting Human Resources for the industry
- Provide a national forum for gathering and exchanging knowledge on HR issues, and sharing best practices
- Promote the trucking and logistics industry's careers

As a national partnership-based organization, we promote the provision of safe, secure, efficient, and professional trucking services in Canada. The organization is a neutral forum for gathering and exchanging ideas, information and knowledge on Human Resources and best practices in training. Our focus is on trucking and logistics needs within the freight transportation network.

DYK?



Trucking HR Canada offers practical **toolkits and reports** on a variety of HR issues facing the Canadian trucking and logistics industry.

Our **weekly e-newsletter** is free. Subscribe today to stay on top of the latest Trucking HR trends and learn practical tips.



We recognize employers with sound HR policies and practices through **The Top Fleet Employers** program with the goal of raising the bar in HR within the trucking and logistics industry.



We offer a wide range of trucking and logistics specific **HR focused webinars**.

Our **Women with Drive Leadership Summit** is the go-to event for anyone in the trucking and logistics industry looking to learn more about women in the industry.



Visit www.truckinghr.com to learn more.

INTRODUCTION

Canada's trucking industry is growing. It is hard to overstate the critical importance of the industry to Canada's economy. According to 2018 Statistics Canada data, 317, 700 truck drivers are currently employed Canada-wide. Truck drivers have an above average concentration in Alberta—the province accounts for 12.2% of national employment, but 14.6% of truck drivers. It is thus of little surprise that shortages in key occupations such as drivers and mechanics put this industry at risk. Recent research by the Conference Board of Canada identified 21, 200 truck driver vacancies across the country in the final quarter of 2018. In addition, many employers expect shortages for other key occupations - including dispatchers, senior managers, technicians, mechanics and more. Given these trends, the implementation of successful recruitment and retention strategies is more important than ever.

Canada's labour force has increasing numbers of women, visible minorities, newcomers to Canada, youth, Indigenous employees and people with disabilities. People come to today's workplace with different backgrounds and different needs and expectations. These groups are currently underrepresented in trucking, which means that there are untapped labour pools for which the industry needs an attraction and retention strategy.

The transportation industry currently ranks below most other federally regulated employers when it comes to workforce diversity. Women account for 48% of Canada's workforce, but only 3% of the nation's truck drivers, mechanics, technicians and cargo workers. While 12% of drivers are under 30, 46% of the Aboriginal population is under 24; and, the trucking industry's immigrant population is 3 points below the national average of 22%. There are opportunities to reach out to these under-utilized sources of talent.

ABOUT THIS GUIDE

Check out the other resources developed for this project, including some great videos.

The purpose of the Employer Connector Guide is to provide employers with a comprehensive and detailed listing of organizations and resources in the province of Alberta that serve individuals from under-represented groups seeking meaningful employment. We encourage employers to review this guide and reach out to relevant organizations to support the development of a diverse and dynamic trucking workforce in Alberta.

This guide was developed for the Bridging the Gap in Alberta's Trucking and Logistics Labour Market project, a joint initiative between The Alberta Motor Transport Association (AMTA) and Trucking HR Canada - funded by the Government of Canada and the Government of Alberta.* Launched in Alberta, this project aims to address workforce gaps by offering support to employers to better reach out to under-represented groups, including Indigenous Peoples, Persons with Disabilities, Visible Minorities and Newcomers to Canada, and Women.

*The Province of Alberta is working in partnership with the Government of Canada to provide employment support programs and services.

ABOUT ALBERTA MOTOR TRANSPORT ASSOCIATION

Since 1938, the Alberta Motor Transport Association and its members have advanced the commercial transportation industry through safety programs, progressive policy and partnerships. The influence of the AMTA is evident on every highway—where the work they do, the training and expertise they impart, becomes clear-cut confidence behind the wheel.

As a province-wide, not-for-profit association, the AMTA is governed by an annually elected Board of Directors. This Board determines the AMTA's long-range goals, setting our policies, programs and budgets. The AMTA head office is located in Calgary and a satellite office is located in Edmonton.

Alberta's transportation sector is vital to the province, driving all aspects of the economy forward. For nearly eight decades, AMTA has created strong relationships with all levels of political leadership, advising on important issues and giving a voice to their members. On national and international matters especially, AMTA partners closely with the Canadian Trucking Alliance and Motor Coach Canada. Whether it's shaping vital legislation, new regulations or business practices, the AMTA is on the ground floor, helping command the future of the transportation industry.



Calgary
1 285005 Wrangler Way
Rocky View Alberta
T1X 0K3

Edmonton
3599 56 Ave.
East Edmonton
International Airport
Alberta
T9E 0V4

Customer Care Calgary
1.800.267.1003

Edmonton
1.877.448.7456
info@amta.ca

GENERAL RESOURCES

NATIONAL AND/OR PROVINCE-WIDE

ORGANIZATION

Government of Alberta

DESCRIPTION

Resources for Employers

This website outlines a vast array of HR tools and resources for employers. These include an HR Series for Employers focusing on best practices, an Employer's guide to Employment Rules, and a guide to Attracting Staff in Rural Alberta, among many others.

CONTACT INFORMATION

Alberta Learning Information Service (ALIS)

W. <https://alis.alberta.ca/tools-and-resources/resources-for-employers/>

DESCRIPTION

Workforce Contacts and Employer Resources

This web page provides information to help employers recruit, retain and strengthen their workforce. Employers can find information on:

- How to get in touch with industry and regional contacts (including Workforce Consultants);
- How to contact the Employer Liaison Service (through which employers can be connected with people in Alberta currently looking for work);
- A body of relevant laws, regulations and codes;
- Government of Alberta programs;
- Government of Canada programs; and
- A number of supplementary resources—including opportunities to subscribe to Alberta Workforce Information, and links to additional HR guides.

CONTACT INFORMATION

W. https://www.alberta.ca/workforce-contacts-employer-resources.aspx?utm_source=redirector

DESCRIPTION

Hiring Temporary Foreign Workers

Some Alberta companies employ workers from outside the province and outside Canada. Employers may be eligible to hire temporary foreign workers and even nominate them for permanent residence through the Alberta Immigrant Nominee Program. The link provided below provides information for employers on how to navigate this process.

CONTACT INFORMATION

Link to Brochure:

Hiring and Retaining Foreign Workers: Information for employers considering hiring temporary foreign workers

W. <https://open.alberta.ca/publications/9780778587378>

DESCRIPTION

Support for Alberta Employers

The Government of Alberta has dedicated tools and resources to help employers develop a skilled, diverse, and resilient workforce. The pamphlet linked below outlines key contacts and resources for employers looking to hire workers; provides information on the resources through which employers can ensure that workers are retained (for instance, through the Canada Alberta Job Grant); and lists a number of additional workforce planning resources and contacts.

CONTACT INFORMATION

Link to Brochure:

Get the Workforce You Need

W. <https://open.alberta.ca/publications/9781460133804>

GENERAL RESOURCES | NATIONAL AND/OR PROVINCE-WIDE continued**ORGANIZATION****Government of Alberta****DESCRIPTION****Alberta Employer Liaison Service**

The governments of Canada and Alberta want Albertans to be first in line for available jobs in the province, to ensure Alberta's skilled workforce is supporting a thriving economy. To achieve this, the province has partnered with the government of Canada to offer the Employer Liaison Service. This service provides employers impacted by the new Temporary Foreign Worker Program's Refusal to Process list with information, tools, and hands on support to help connect with unemployed Albertans, including workers from untapped labour pools. Thousands of unemployed or marginally employed Albertans are skilled, experienced, trained and educated for these occupations and currently seeking employment.

CONTACT INFORMATION

P. 1-877-427-6419 and press '2' for more assistance

E. EmployerLiaison@gov.ab.ca

W. <https://www.alberta.ca/workforce-contacts-employer-resources.aspx#toc-2>

DESCRIPTION**Alberta Supports Offices**

Alberta Supports is a Government of Alberta centralized point of contact for Albertans seeking information on employment as well as on a broad range of other services and programs. The platform offers:

- Up-to-date career, workplace and labour market information;
- Career planning, training, and job search guidance; and
- Services for employers looking for employees.

Alberta Supports Centres are located throughout the province of Alberta. Visit the link below to locate the contact information and location for the Centre nearest you.

CONTACT INFORMATION

P. 1-877-644-9992 (toll-free province wide)

TTY. 1-800-232-7215 (ask to speak to Alberta Supports)

TTY. Edmonton – 1:780-427-9999 (ask to speak to Alberta Supports)

W. <http://www.humanservices.alberta.ca/locations/offices.html#OfficeType=ABS>

DESCRIPTION**Employing a Diverse Workforce: Making it Work**

This resource for employers:

- Defines the difference between diversity and inclusion in the workplace;
- Identifies the strengths of diverse, inclusive businesses;
- Gives real-life examples of effective inclusion practices for small- and medium-size businesses in Alberta;
- Provides a basic model for workplace inclusion and
- Lists publications, websites, organizations and other helpful resources.

CONTACT INFORMATION

Link to publication:

<http://www.albertacanada.com/files/albertacanada/employdiverse.pdf>

GENERAL RESOURCES | NATIONAL AND/OR PROVINCE-WIDE continued

ORGANIZATION

Government of Alberta

DESCRIPTION

Alberta Job Corps

The Alberta Job Corps (AJC) is a hands-on employment program designed to provide Alberta Works Income Support clients with the opportunity to work and earn a wage while learning reliable employment skills through local partnerships. Albertans who participate in the AJC program can access:

- Employment development instruction
- Shop work projects
- Community work projects
- Work placement opportunities

This program is for long-term clients who are unemployed but want to work. Participants are hired by Alberta Employment and Immigration, paid minimum wage plus benefits, and work on projects for their local communities and non-profit organizations. AJC actively partners with public and not-for-profit organizations and private sector employers. Community involvement is a key factor in determining project suitability.

<p>CONTACT INFORMATION Medicine Hat College 299 College Dr. SE Medicine Hat, AB T1A 3Y6 P. (403) 529-3995 F. (403) 504-3683</p>	<p>Calling Lake Ku-Nan Facility Calling Lake, AB T0G 0K0 P. 780-331-3911 F. 780-331-3957</p>	<p>Lac La Biche 34 Nipewan Road Lac La Biche, AB T0A 2C0 P. 780-627-2010 F. 780-623-1980</p>
<p>Calgary 2895-29 Street NE Calgary, AB T1Y 6B5 P. 403-297-7667 F. 493-297-7709</p>	<p>Edmonton 11244-120 Street Edmonton, AB T5G 0W5 P. 780-422-4011 F. 780-422-4425</p>	

Government of Canada

DESCRIPTION

Employers can use the Job Bank to advertise their jobs for free and receive maximum exposure through several job search platforms across Canada. As soon as a job posting is advertised, employers receive a list of job seekers matching their criteria. Employers can then sift through their profiles and invite them to apply with one easy click.

Job Bank also provides a wealth of labour market resources. Employers can view information on hiring, managing, and training employees. They can also research up-to-date labour force statistics and regulatory information, and access a variety of programs to help their business grow and prosper.

<p>CONTACT INFORMATION W. https://employer.jobbank.gc.ca/employer/employers</p>
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GENERAL RESOURCES | NATIONAL AND/OR PROVINCE-WIDE continued**Manpower****DESCRIPTION****Career Leap**

Manpower's Career Leap Program is a government funded initiative designed to connect employers to a pool of skilled job seekers ready for immediate employment. There are no fees for employers to access these services. Further, employers can trial potential candidates for future employment through an Unpaid Work Exposure Program facilitated through the Career Leap Program.

CONTACT INFORMATION

Airdrie

E. info.airdrie@careerleap.ca

Edmonton

E. info.edmonton@careerleap.ca**P.** 1.877.577.LEAP (5327)**W.** www.careerleap.ca

Calgary

E. info.calgary@careerleap.ca

Fort MacMurray

E. info.fortmcmurray@careerleap.ca

Red Deer

E. info.reddeer@careerleap.ca**ORGANIZATION****Trucking HR Canada****DESCRIPTION****Changing Workforce: The Case for Diversity in Canada's Trucking Industry**

This document provides an overview of the best practices and great results that diversity and inclusion can bring to your fleet.

CONTACT INFORMATION

104-720 Belfast Rd.

Ottawa, ON K1G 0Z5

E. theteam@truckinghr.com**W.** <https://truckinghr.com/content/changing-workforce-case-diversity-canadas-trucking-industry>**DESCRIPTION****Changing Workforce: Leading by Example**

This report references real life examples of fleets that have implemented diversity best practices in their workplace and reaped the rewards.

CONTACT INFORMATION

104-720 Belfast Rd.

Ottawa, ON K1G 0Z5

E. theteam@truckinghr.com**W.** <https://truckinghr.com/content/leading-example-2>**DESCRIPTION****Infographic: Canada's Diverse Workforce**

This infographic outlines the diverse demographics of Canada's workforce and their potential for the trucking industry as often-overlooked labour pools that can help to answer the trucking industry's current and future HR needs.

CONTACT INFORMATION

104-720 Belfast Rd.

Ottawa, ON K1G 0Z5

E. theteam@truckinghr.com**W.** <https://truckinghr.com/content/changing-workforce-case-diversity-canadas-trucking-industry>

GENERAL RESOURCES | CENTRAL ALBERTA AND CALGARY REGIONS

ORGANIZATION

Career Assistance Network

DESCRIPTION

Career Assistance Network are employment services providers that work with job seekers, business owners, and service organizations. The organization offers a wide range of services to these groups, in a variety of formats. Most of their services are provided free of charge through funding from the Government of Alberta and Government of Canada.

CONTACT INFORMATION

102, 5214 47th Avenue
Red Deer, Alberta T4N 3P7
P. 403.341.7811
F. 403.309.2546
W. <https://www.rdcn.ca/>

Employment Placement and Support Services (EPSS)

DESCRIPTION

EPSS is a not-for-profit agency whose purpose is to actualize the principles of equality in employment by providing a broad continuum of specialized employment and training services to assist unemployed and underemployed individuals including Youth, Adults, Immigrants, Mature Workers and Persons with Disabilities.

The services it offers employers include:

- Posting and promotion of employment opportunities;
- Assistance in matching applicants who will be a good fit for the employer;
- Liaison between the employer and the employee to promote a successful outcome;
- On-site training supports;
- Flexible hours of supports;
- Safety coaching for new employees; and
- Specialized presentations at work-site are available to assist in occupational training.

The agency also links employers to specialized training assistance under the following programs:

- Work Experience opportunities;
- Wage reimbursement and Supplementary Course funding (Workplace Training); and
- Targeted Wage Subsidies.

CONTACT INFORMATION

#200 4315 55 Ave
Red Deer, Alberta T4N 4N7
P (TF). 1-877-643-6249
P. 403-343-6249
F. 403-309-2022
E. info@epssworks.com
W. <https://epssreddeer.com/>

GENERAL RESOURCES | CENTRAL ALBERTA AND CALGARY REGIONS continued

ORGANIZATION

Talent Pool

DESCRIPTION

The Talent Pool aims to close the gap between companies that are having difficulty finding skilled workers and individuals who are either under-employed or not employed at all.

Its purpose is to provide Alberta and Canadian businesses with information, resources and links to pools of talent that are often overlooked—Youth, Mature Workers, Immigrants, Aboriginal people, Women and People with Disabilities.

The organization supports businesses in their search for skilled professional workers by offering:

- A one-stop shop for talent through the CORE program;
- Just-in-time information, links and resources;
- Events, workshops and other capacity building services; and
- Links to agencies that support pools of talent.

CONTACT INFORMATION

E. info@talentpoolhub.com

W. www.talentpoolhub.com

GENERAL RESOURCES | SOUTHERN ALBERTA REGION continued

ORGANIZATION

TeamWorks Career Centre

DESCRIPTION

TeamWorks Career Centre partners with employers who are willing to offer individual-centered programs, on the job training, and paid work experience. The organization provides government-funded training to employers through employment programs (including wage reimbursement to off-set the cost of training on the job). The organization also offers a variety of personalized options to assist employers with their staffing needs.

CONTACT INFORMATION

#236 - 200 4th Ave., S.
Lethbridge, AB T1J 4C9

P. 403-382-3770

E. info@teamworktraining.ca

W. <https://www.teamworktraining.ca/employers>

M.H. Enterprises Employment Services

DESCRIPTION

M.H. Enterprises Employment Services offers employer and employee consulting in Drumheller and surrounding areas. It also offers support services to employers to assist them in their staffing needs. These services include:

- Connecting employers with community and government resources (for instance, to off-set the cost of training employees);
- Providing guidance on the development of a comprehensive and structured training program;
- Access to qualified candidates and to job boards;
- Providing office space to conduct interviews;
- Assisting with recruitment and retention plans; and
- Providing guidance on job maintenance and mediation.

CONTACT INFORMATION

90 3 Ave East
Drumheller, AB T0J 0Y4

P. 403-823-6934

W. <https://www.drumhellerjobs.com/>

Being Human Services

DESCRIPTION

As a Licensed Employment Agency, Being Human Services offers an expanded range of services to employers to facilitate the recruitment process—including meeting with employers to determine their needs and find the most suitable candidate; screening candidates and conducting reference checks; and arranging for work experience or training. In seeking to match job seekers with employers, their staff guides both parties through the steps required to fill relevant skill gaps and enable full time employment.

CONTACT INFORMATION

222 South Railway Street, SE in
Medicine Hat, Alberta

P. 403-580-3338

F. 1-888-875-1506

W. <https://www.beinghumanservices.ca/>

WOMEN'S INITIATIVES

NATIONAL AND/OR PROVINCE-WIDE

ORGANIZATION

**Alberta Motor
Transport Association**

DESCRIPTION

Western Women with Drive Leadership Conference

Held in partnership with Trucking HR Canada, the Western Women with Drive Conference is a full day conference dedicated to empowering women within the transportation industry. It has become a go-to event for anyone in the industry looking to develop their knowledge on the recruitment and retention of women. Employers have the opportunity to network, learn from industry leaders, collaborate on various initiatives to promote workplace diversity, and exchange information on best practices and careers in the Alberta commercial transportation industry. The conference is held on an annual basis.

CONTACT INFORMATION

W. <https://amta.ca/event/2019-western-women-with-drive/>

Trucking HR Canada

DESCRIPTION

Women with Drive

Women with Drive is Trucking HR Canada's national initiative to get women thriving in our industry. Employers can learn why hiring women is a priority for trucking and how they can get involved. Objectives of the Women with Drive National Project include:

- Raising awareness among women of the various career opportunities that exist in the trucking and freight transportation industry;
- Raising awareness amongst employers of recruitment and retention practices that can better support the integration of women into the workforce; and
- Developing practical tools to support connecting women with careers in trucking and freight transportation.

CONTACT INFORMATION

104-720 Belfast Rd.

Ottawa, ON K1G 0Z5

P. 613-244-4800

E. theteam@truckinghr.com

W. <https://truckinghr.com/content/explore/recruitment-retention/women-drive>

DESCRIPTION

Women with Drive Leadership Summit

The Women with Drive Leadership Summit has emerged as a go-to event for anyone in the industry looking to learn more about the recruitment and retention of women. Employers have the opportunity to network, learn from industry leaders, collaborate on various initiatives to promote workplace diversity, and exchange information on best practices and careers in the Canadian trucking industry. The conference is held on an annual basis.

CONTACT INFORMATION

104-720 Belfast Rd.

Ottawa, ON K1G 0Z5

E. theteam@truckinghr.com

W. <https://truckinghr.com/WWD19>

P. 613-244-4800

WOMEN'S INITIATIVES | NATIONAL AND/OR PROVINCE-WIDE continued

ORGANIZATION

Trucking HR Canada

DESCRIPTION

Women with Drive: Inventory of Resources

As part of Trucking HR Canada's Women with Drive initiative, this inventory of programs is aimed at assisting women in the trucking industry by providing them with information on organizations, programs, and networks which are dedicated to supporting women. Whether employers are looking for specific mentorship initiatives, networking events, or to be inspired by the initiatives of similar industries, this inventory of programs can help employers locate the information quickly and accurately.

CONTACT INFORMATION

104-720 Belfast Rd.

Ottawa, ON K1G 0Z5

E. theteam@truckinghr.com

P. 613-244-4800

W. <https://truckinghr.com/content/women-drive-inventory-resources>

DESCRIPTION

My Toolbox for Mentoring Women

"My Toolbox" is a resource aimed at engaging women and employers in Canada's trucking industry to gain experience with mentorship that will support women in a range of occupations across the country. The "My Toolbox" feature offers employers a choice of three mentorship models:

- One-on-One mentorships;
- Online (Virtual) Peer Networks; and
- Local Women's Events.

Employers can use any or all of these mentorship models—or use them in combination—depending on the size and type of their organization.

CONTACT INFORMATION

104-720 Belfast Rd.

Ottawa, ON K1G 0Z5

P. 613-244-4800

E. theteam@truckinghr.com

W. <https://truckinghr.com/content/my-toolbox-mentoring-women>

WOMEN'S INITIATIVES | NORTHERN ALBERTA AND EDMONTON REGIONS

ORGANIZATION

Women Building Futures

DESCRIPTION

In recognition of the fact that women and Indigenous people are the two largest untapped labour sources in Canada, Women Building Futures (WBF) aims to:

- Increase awareness, readiness and employment for women;
- Provide workforce solutions for employers; and
- Advance organizational and financial sustainability.

Towards these aims, WBF offers industry-recognized training to prepare and empower women looking to enter the driving industry or other skilled trades. Employers have the opportunity to join the WBF community as Employers of Choice and gain access to many benefits, including networking and learning events with other WBF Employers of Choice and the ability to engage with and possibly hire WBF grads.

CONTACT INFORMATION

WBF Fort McMurray Office
ACSA Building, Unit 107 427 Gregoire Drive
Fort McMurray, AB T9H 4K7

WBF Headquarters and Training Centre
10326 107 Street,
Edmonton, AB T5J 1K2

P. 780 452 1200

W. <https://www.womenbuildingfutures.com>

F. 780-452-1279

Elizabeth Fry Society of Edmonton

DESCRIPTION

Work 4 Women Employment Program

The Elizabeth Fry Society's Work 4 Women Employment Program works with each woman's unique situation and goals in collaboration with other community agencies to reduce barriers to employment. Through its Employment Services Program, the organization assists women to access employment opportunities, provides access to job readiness workshops and provides referrals to training programs—amongst a variety of other services.

CONTACT INFORMATION

Suite 900, 105 Street Building
10242 105 Street
Edmonton, AB

P. (780) 784-2207

E. work4women@efryedmonton.ab.ca

W. <http://www.efryedmonton.ab.ca/employment-services-program.html>

PERSONS WITH DISABILITIES

NATIONAL AND/OR PROVINCE-WIDE

ORGANIZATION

Trucking HR Canada

DESCRIPTION

Enabling the Trucking Workforce – Connector Guide

Trucking HR Canada has developed a Connector Guide through which employers can identify programs and resources within their region to provide them with guidance and support as they look to enhance accessibility and create workplaces that are welcoming to persons with disabilities.

CONTACT INFORMATION

104-720 Belfast Rd.

Ottawa, ON K1G 0Z5

P. 613-244-4800

E. theteam@truckinghr.com

W. <https://truckinghr.com/content/employers/workplace-accommodation>

DESCRIPTION

Supporting Persons with Disabilities: A Roadmap for Canada’s Trucking and Logistics Industry

Trucking HR Canada has developed a roadmap to help employers understand the importance of hiring persons with disabilities, as well as the information needed in order to do so. As employees age, the rate of disability increases. All employers will be required to accommodate impairments and disabilities within their workforces moving forward. By making efforts today to create accessible workplaces, our industry will be more equipped to meet the demands of tomorrow.

CONTACT INFORMATION

104-720 Belfast Rd.

Ottawa, ON K1G 0Z5

P. 613-244-4800

E. theteam@truckinghr.com

W. <https://truckinghr.com/content/employers/workplace-accommodation>

DESCRIPTION

Physical Demands Assessments (PDAs)

Physical Demands Assessments (PDAs) identify the physical job requirements for specific occupations. Once employers are aware of the physical requirements of the job, current employees and new hires can be assessed to determine if they can perform the physical duties required or if there are potential accommodations and modifications that can be put in place to allow workers to not only perform, but to thrive in their roles. This resource links employers to the PDA's for different occupations.

CONTACT INFORMATION

104-720 Belfast Rd.

Ottawa, ON K1G 0Z5

P. 613-244-4800

E. theteam@truckinghr.com

W. <https://truckinghr.com/content/physical-demands-assessments-pdas>

PERSONS WITH DISABILITIES | NATIONAL AND/OR PROVINCE WIDE continued**ORGANIZATION**

Trucking HR Canada

DESCRIPTION**Integrating Accommodation and Accessibility into the Workplace**

Canada's diverse workforce includes a wealth of often-overlooked workers who can help meet the trucking industry's current and future labour needs; this includes people with disabilities. This resource makes the case for diversity in Canada's trucking industry, including an overview of best practices and great results that showcase what diversity and inclusion can bring to fleets. Research shows that employers who reach out to a more diverse range of employees benefit from improvements to their bottom line, lower turnover and absenteeism and enhanced productivity. To learn more, employers can download Trucking HR Canada's report on the Changing Workforce: The Case for Diversity in Canada's Trucking Industry.

CONTACT INFORMATION

104-720 Belfast Rd.

Ottawa, ON K1G 0Z5

P. 613-244-4800**E.** theteam@truckinghr.com**W.** <https://truckinghr.com/content/changing-workforce-case-diversity-canadas-trucking-industry>

PERSONS WITH DISABILITIES | NORTHERN ALBERTA AND EDMONTON REGIONS

ORGANIZATION

Distinctive Employment Counselling Services of Alberta (DECSA)

DESCRIPTION

Distinctive Employment Counseling Services of Alberta (DECSA) is a non-profit organization that helps Albertans with barriers to employment, education and entrepreneurship to obtain skills, pursue further education, and become gainfully employed. DECSA matches employers and businesses with pre-screened candidates who are ready, willing and able to work in order to serve recruitment needs. DECSA offers employers:

- The opportunity to post their job vacancies on the DECSA website and social media platforms;
- Pre-screening of candidates to ensure an optimal match, as facilitated through an analysis of employers' needs;
- A follow-up service to increase employee retention; and
- Cost-effective and time saving service to help employers looking to fill their recruitment needs.

Employers can also participate in information sessions hosted by representatives of businesses, professional associations, and post-secondary institutions in order to network and develop employer connections.

CONTACT INFORMATION

11515 - 71 Street
Edmonton, AB T5B 1W1
P. (780) 474-2500
F. (780) 474-7765
E. info@decsa.com
W. <http://www.decsa.com>

On Site Placement (OSP)

Burke Temporary Employment Agency for Persons with Disabilities

DESCRIPTION

This agency is designed to assist individuals with disabilities who are seeking temporary employment only. The organization looks to partner with employers who wish to broaden their inclusive hiring practices and employ people with disabilities for short-term contracts. It provides employers with a large pool of skilled temporary workers that are pre-screened and matched to meet job expectations and employer needs. Amongst its services, the agency:

- Coordinates and schedules temporary worker(s) in accordance with the employer's job requests;
- Provides initial worker training and supervision; and
- Offers follow-up services to ensure successful completion of temporary assignments and employer satisfaction.

CONTACT INFORMATION

#200 - 10025 106 St NW
Edmonton, AB T5J 1G4
P. (780) 488-8122
F. (780) 447-4432
E. info@osp.ab.ca
W. <http://osp.ab.ca/burke-temporary-employment-agency/>

PERSONS WITH DISABILITIES | NORTHERN ALBERTA AND EDMONTON REGIONS continued**ORGANIZATION****On Site Placement (OSP)****DESCRIPTION****Employment Links Program**

The Employment Links Program assists individuals experiencing ongoing medical conditions or disabilities to connect with employers in order to find and maintain employment that matches their skills and abilities. The Program looks to partner with employers who wish to broaden their inclusive hiring practices. OSP assists employers by providing education and support through regular contact, and by providing specialized supports, such as implementing assistive technologies in the workplace, arranging worksite monitoring visits, and offering job coaching. In order to cultivate a successful, reciprocal relationship, OSP works with both the client and the employer during the job search and hiring stages, and continues to provide employment supports once the client is employed.

CONTACT INFORMATION

#200 - 10025 106 St NW,
Edmonton, AB T5J 1G3

P. (780) 488-8122

F. (780) 447-4432

E. info@osp.ab.ca

W. <http://osp.ab.ca/employment-links-program/>

EmployAbilities**DESCRIPTION**

EmployAbilities is a charitable, non-profit organization that provides skill development, training, and employment services to Albertans with medical conditions, mental health challenges, permanent injuries, disabilities, and employment barriers. EmployAbilities offers the following services free of charge:

- Works with employers to identify job requirements (including knowledge, skills, abilities, attitudes), and finding the best fit for the work environment;
- Reviews potential candidates and refers qualified candidates to employers for review;
- Once interviews are scheduled, EmployAbilities works with employers to review the candidates, answer any questions, and make decisions on who would be a match (with employers making the final decision);
- Provides ongoing support throughout the hiring and training process; and
- Follows up with employers and the employee to make sure everything is going smoothly.

CONTACT INFORMATION

Edmonton Head Office
#402, 10909 Jasper Ave
Edmonton, AB T5J 3L9

P. 780.423.4106

North Central Alberta – EmployAbilities North

Bonnyville: 780.201.6005

Cold Lake: 780.594.6244

St. Paul: 780.614.1944

Lac La Biche: 780.623.1281

Vegreville: 780.603.8182

E. employ@employabilities.ab.ca

W. <https://employabilities.ab.ca/>

PERSONS WITH DISABILITIES | CENTRAL ALBERTA AND CALGARY REGIONS

ORGANIZATION

Prospect

DESCRIPTION

The Worx program

Towards filling labour shortages, Prospect helps employers discover new pools of skilled workers in demographics they may not have considered. To these ends, Prospect has created the WORX program—an initiative that supports both employers and job seekers with disabilities to help them achieve their workforce goals. Under the banner of the WORX program, Prospect offers the following services, free of charge:

- Works with industry to understand the jobs and skill sets they are going to need, and with people with disabilities to prepare them for these areas of demand;
- Helps employers attract, recruit and retain employees from a broader range of groups;
- Helps employers adapt their physical workplaces, their cultures and their HR policies/practices so that a wider range of employees can succeed in their workplaces; and
- Offers workplace consultation, training, events and connections to local service providers.

CONTACT INFORMATION

Head Office location:
915-33 St. NE
Calgary, AB T2A 6T2
P. 403.273.2822
E. info@theworx.org
W. www.prospectnow.ca

Rocky View & Wheatland Employment Services - Airdrie
#412, 121 Main Street W
Airdrie, AB T4B 0P8
P. 403.948.9711
F. 403.948.9715
E. info@rwemploymentservices.com

Downtown Calgary location:
#130, 910 – 7th Ave. SW
Calgary, AB T2P 3N8
P. 403.237.5108
E. info@theworx.org

Rocky View & Wheatland Employment Services - Cochrane
#203B, 105 First Street W
Cochrane, AB
P. 403.709.0010
F. 403.709.0013
E. info@rwemploymentservices.com

Franklin Office
915 33 Street NE
Calgary, AB T2A 6T2
P. 403.273.2822
F. 403.273.0090
E. info@prospectnow.ca

Rocky View & Wheatland Employment Services - Strathmore
Unit 119 #320 2 Street
Strathmore, AB, T1P 1K1
P. 403.983.9910
F. 403.983.0178
E. info@rwemploymentservices.com

Edmonton Office
#102 - 9940 106 Street
Edmonton, AB T5K 2N2
P.Phone: 780-705-9677
F.Fax: 780.758.9674
Toll Free: 1.877.483.2562

PERSONS WITH DISABILITIES | CENTRAL ALBERTA AND CALGARY REGIONS continued**ORGANIZATION****Calgary Alternative
Employment Services****DESCRIPTION**

Calgary Alternative Employment Services (CAES) is an employment placement service that assists employers to recruit, train and retain employees – with a focus on diversity and inclusion. In this capacity, CAES partners with inclusive employers in Calgary looking to increase their employee diversity and helps to fill their personnel and labour needs. CAES provides pre-screened candidates, inclusive recruitment and onboarding support, and post-placement support and consulting to ensure success and job retention; services that are offered at no cost to the employer. In addition to placement services, CAES also provides:

- Disability Accessibility Audits; including HR recruitment and on-boarding processes, training, and workplace environmental audits; and
- Psychological Health and Safety workshops and consultations on a fee-for-service basis, towards ensuring conformance with Canadian Occupational Health and Safety Standards.

CONTACT INFORMATION

2335 30 Avenue NE
Calgary, AB T2E 7C7

P. 403-283-0611

F. 403-283-0691

W. <http://www.calgary-employment.ca>

PERSONS WITH DISABILITIES | SOUTHERN ALBERTA

ORGANIZATION

CORE Association

DESCRIPTION

The CORE Association is a non-profit organization that provides services to children, youth and adults with developmental disabilities. A central initiative undertaken by CORE is to look for employment opportunities for individuals who have shown an interest in being employed. In so doing, the organization offers the following services to strive to ensure success with each placement:

- Career counseling;
- Qualified job developers;
- Local labour market information;
- Paid employment training with the outcome of sustained employment; and
- Placement through on-the-job training.

Job Developers work with employers to ensure job seekers match employer needs. Employers have the benefit of having the support of a team to assist them with on-site job coaching and employment maintenance.

CONTACT INFORMATION

412 - 3rd St. S.E.
Medicine Hat, Alberta T1A 0H1
P. (403)527-3302
F. (403)529-9022
E. core.main@coreassociation.ca
W. <https://www.coreassociation.ca/index.php>

REDI Enterprises

DESCRIPTION

REDI Enterprises assists adults with disabilities who desire to work or volunteer. The organization has a contract with the Alberta government's Human Services department to provide training to individuals for employment and provide workplace support for the purpose of maintaining paid employment.

Job Developers work with employers to ensure job seekers match employer needs. Employers have the benefit of new employees that bring a variety of skills and have the support of a team to assist them with on-site job coaching and employment maintenance.

CONTACT INFORMATION

860 Allowance Avenue S.E.
Medicine Hat, AB T1A 7S6
P. (403)529-5742
F. (403)529-0462
E. takeflight@redi.ca
W. www.redi.ca

INDIGENOUS PEOPLES

NATIONAL AND/OR PROVINCE-WIDE

ORGANIZATION

Indigenous Awareness Canada

DESCRIPTION

Indigenous Awareness Canada offers Online Indigenous Awareness Training and facilitates a number of focused in-person workshops all across Canada—including Indigenous Awareness Training Workshops, Recruitment and Retention of Indigenous Employment Inclusion Workshops, and Indigenous Consulting Workshops. The organization's online training and workshops are designed for those interacting with Indigenous governments, businesses and communities, while also addressing the issues and concerns surrounding outreach, recruitment, and retention of qualified Indigenous employees.

CONTACT INFORMATION

P. 403 875 3585
E. info@indigenousawarenesscanada.com
W. www.indigenousawarenesscanada.com

Indigenous Works

DESCRIPTION

Indigenous Works is an organization oriented towards building successful Indigenous workplace inclusion strategies and corporate/Indigenous engagements by building Indigenous supply side capacity and bridges that connect talent to employers.

As a national organization, Indigenous Works provides services, resources and events for members and stakeholders across the country, including Alberta. The products and services they offer employers include:

- Management training and tools, including online and instructor-led training;
- Products and services to overcome barriers to inclusion, including handbooks, self-study modules, and workbooks;
- Advisory services and products to fulfill workplace inclusion strategies and competencies (addressing issues that range from Indigenous recruitment to training, and more);
- Access to a growing supply of qualified Indigenous workers through the Inclusion Network job site, where registered employers can post jobs or search the resume database;
- Consultations with recruitment specialists for strategies and tools to help source the right Indigenous candidates;
- Premium workshops and major events to help organizations advance Indigenous workplace inclusion and connect to skilled professionals across Canada; and
- The opportunity to subscribe to the Leadership Circle program—an employer-focused network that brings together Canada's leading inclusion employers.

CONTACT INFORMATION

#2, 2510 Jasper Avenue
 Saskatoon, SK S7J 2K2
TF. 866.711.5091
P. 306.956.5360
F. 306.956.5361
E. contact.us@indigenousworks.ca
W. <https://indigenousworks.ca/en>

INDIGENOUS PEOPLES | NATIONAL AND/OR PROVINCE-WIDE continued

ORGANIZATION

Indigenous Link

DESCRIPTION

Indigenous Link is focused on developing tools to help employers reach, and communicate with First Nations, Inuit, and Métis groups across Canada. To these ends, the organization provides employer’s tools that target the underrepresented Indigenous job seeker. The program seeks to liaise with employers that are building a diverse and inclusive representative workforce, trying to meet employment equity reporting, satisfying government advertising requirements, or have a need to establish strong Indigenous community relations. As a national organization, Indigenous Link supports employers and organizations from across the country. Services provided by the organization include:

- Online recruiter and retention training;
- Guidance on issues such as culturally sensitive ad design, strategic planning, project management, metric development and IT services; and
- Career postings and banner ads.

CONTACT INFORMATION

17 - 2595 Main Street
Winnipeg, MB R2V 4W3
TF P. (877) 823-6781
TF F. (877) 825-7564
W. <https://indigenous.link/>

Rupertsland Institute

DESCRIPTION

Rupertsland Institute (RLI) aims to help employers find Métis workers that match their employment needs. RLI assists employers by:

- Providing access to a bank of skilled, qualified and motivated individuals that can be matched to meet the needs of their organization;
- Placing employer job postings on the RLI job boards;
- Providing wage incentives to employers who provide Métis individuals with career-related work experience and training.

The RLI has offices located in: Edmonton, High Prairie, Calgary, Slave Lake, Red Deer, Bonnyville, Medicine Hat, Lac La Biche, Grand Prairie, and Peace River.

CONTACT INFORMATION

Head Office
2300, 10123 - 99 Street
Edmonton, AB T5J 3H1
P. 780.801.9977
TF. 1.855.616.9977
W. <http://www.rupertsland.org>

INDIGENOUS PEOPLES | NATIONAL AND/OR PROVINCE-WIDE continued**ORGANIZATION**

Trucking HR Canada

DESCRIPTION**Indigenous Recruitment and Retention: A Roadmap for Canada's Trucking and Logistics Industry**

Trucking HR Canada engaged with Indigenous communities and interviewed trucking and logistics employers to better understand their perspective on the industry and the opportunities and barriers that exist for recruitment and retention. The report highlights findings from the interviews and outlines practical steps to support more diverse recruitment and retention efforts. In so doing, it provides employers with a roadmap that touches on such issues as community outreach, recruitment and hiring and orientation and onboarding. The report concludes with a section on available training resources.

CONTACT INFORMATION

104-720 Belfast Rd.
Ottawa, ON K1G 0Z5

P. 613-244-4800

E. theteam@truckinghr.com

W. <https://truckinghr.com/content/trucking-hr-canada-releases-roadmap-focused-recruiting-and-retaining-indigenous-peoples>

INDIGENOUS PEOPLES | NORTHERN ALBERTA AND EDMONTON REGIONS

ORGANIZATION

Oteenow Employment and Training Society

DESCRIPTION

Oteenow is the only employment and training organization in Edmonton, AB area dedicated to First Nations and Inuit people. The organization aims to connect employers with First Nations and Inuit workers who are ready to work.

CONTACT INFORMATION

13227 - 146 Street,
Edmonton, Alberta T5L 4S8
P. (780) 444-0911
W. <https://oteenow.com/>

Bent Arrow Traditional Healing Society: Journey to Success Adult Employment Program

DESCRIPTION

Bent Arrow is a non-profit charitable organization that provides direction and support for a variety of services targeting Aboriginal children, youth and their families, and adults ages 18 and older. The organization will be of interest to employers who wish to direct their employees to job-relevant support, as a means of contributing to employee retention.

The Aboriginal Career Training program teaches participants the skills required for certification for employment. The applicants will receive training in the following areas:

- Workplace Hazardous Materials Information System (WHMIS)
- Transportation of Dangerous Goods (TDG)
- Construction Safety Training System (CSTS)
- First Aid
- Cardio Pulmonary Resuscitation (CPR)
- Tape measure conversion
- Job readiness, work ethics and time management

Participants will also receive support in the challenges of maintaining long term employment.

CONTACT INFORMATION

2nd flr, 10117 - 150 Street
Edmonton, AB T5P 1P2
P. (780) 481-3451
F. (780) 481-3509
E. reception@bentarrow.ca
W. <http://www.bentarrow.ca>

INDIGENOUS PEOPLES | CENTRAL ALBERTA AND CALGARY REGIONS

ORGANIZATION

Aboriginal Futures Career and Training Centre

DESCRIPTION

Aboriginal Futures Career and Training Centre is a labour market intermediary. The organization aims to improve the flow of labour market information by acting as a broker between Aboriginal job seekers and local employers looking for Aboriginal employees. On the employer side, the organization provides programs and supports for employers that can increase employee retention, lower recruitment costs and reduce training costs. These services are provided free of charge, and include:

- A variety of complimentary job posting options for employers to advertise full-time, part-time, contract, summer, and work experience positions;
- Information sessions at which employers have a chance to promote their business, advertise job openings within their company and meet potential interview candidates;
- Bi-annual Job Fairs; and
- A wage subsidy program. This initiative provides an incentive for employers to hire individuals who have the relevant educational qualifications, but lack work experience by offsetting the cost of additional training through a wage subsidy.

CONTACT INFORMATION

#200, 6011 1A Street SW

Calgary, AB T2H 0G5

P. 403.253.5311

F. 403.253.5741

E. info@aboriginalfutures.com

W. <http://www.aboriginalfutures.com/>

Aboriginal Friendship Centre of Calgary

DESCRIPTION

The Aboriginal Friendship Centre of Calgary (AFCC) is a non-profit organization with a mandate to provide social, cultural, education and employment services to Aboriginal peoples within the Calgary Metropolitan area. AFCC works to provide care to Aboriginal children, the elderly, the in-need and the homeless. It does so through:

- Enabling access to cultural and spiritual care;
- Offering referrals for suitable housing, food, and clothing;
- Offering referrals for the pursuit of education, skill development and training; and
- Building a resourceful Aboriginal community.

The organization will be of interest for employers who wish to direct their employees to community and job-relevant supports, as a means of contributing to employee retention.

CONTACT INFORMATION

#101, 427 – 51 Ave SE

Calgary, AB T2H 0M8

P. 403-270-7379

E. info@afccalgary.org

W. <https://www.afccalgary.org/>

INDIGENOUS PEOPLES | SOUTHERN ALBERTA REGION

ORGANIZATION

**Saamis Aboriginal
Employment and
Training Association**

DESCRIPTION

The Saamis Employment Centre aims to assist Aboriginal people achieve employment self-sufficiency by working in collaboration with community and external partners to facilitate quality career and employment opportunities. Employers who are willing to provide on-the-job training with the intent to hire upon completion may apply for a wage subsidy.

CONTACT INFORMATION

#919, Tractor Ave. SE,
Medicine Hat, AB T1B 3R2
P. (403) 504-4056

422 13 St N,
Lethbridge, AB T1H 2S2
P. (403) 320-7699

W. <http://www.saamisaboriginal.ca/>

NEWCOMERS TO CANADA

NATIONAL AND/OR PROVINCE-WIDE

ORGANIZATION

**Immigration,
Refugees and
Citizenship Canada
(IRCC)**

DESCRIPTION

The Government of Canada recognizes the important role that internationally trained workers (ITWs) play in helping to address labour shortages and the important role that employers play in contributing to the successful integration of ITWs.

IRCC's Settlement Program provides services to help employers attract, hire and retain newcomers. These include opportunities for employers to connect with newcomers in person and on-line through job fairs, job banks and job matching services coordinated by service provider organizations. Diversity training also helps employers create a welcoming environment.

Immigrant Employment Councils, often funded by IRCC, work to engage thousands of employers. They offer services to help meet the challenges of a diverse workforce, while facilitating mentoring and work opportunities for ITWs. Immigrant Employment Councils provide tools and resources to employers to enhance their capacity for hiring, developing and retaining newcomers. These include diversity and cross-cultural training for staff who are involved in the hiring process.

IRCC's Employer Liaison Network helps Canadian employers learn about how the immigration system can be used to support hiring needs and to help drive economic growth.

Employers can contact the Network – located in six cities across Canada – to get up-to-date information for both temporary and permanent economic immigration programs and to learn more about the Global Skills Strategy and how to use Express Entry.

The Employer Liaison Network can also help employers connect with skilled workers overseas, including French-speaking or bilingual candidates, and assist Canadian employers of temporary foreign workers already authorized to stay in Canada with their transition to permanent residence.

CONTACT INFORMATION

To reach an ELN officer:

E. EEengagement@cic.gc.ca

W. <https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-foreign-worker/employer-liaison-network.html>

DESCRIPTION

Newcomer Services

This resource will be of interest to employers who wish to direct their employees to integration supports, as a means of facilitating the transition to employment in Canada. Friendly and experienced settlement professionals can help new immigrants:

- Look for a job
- Get a language assessment
- Register for language classes
- Find a place to live
- Fill out forms and applications
- Sign up their kids for school
- Learn about community services

Employers can conduct a search of providers in their area to identify relevant supports.

CONTACT INFORMATION

W. <http://www.cic.gc.ca/english/newcomers/services/>

NEWCOMERS TO CANADA | NATIONAL AND/OR PROVINCE-WIDE continued

ORGANIZATION

Government of Canada

DESCRIPTION

Temporary Foreign Worker Program

The federal government’s Temporary Foreign Worker Program allows eligible foreign workers to work in Canada for an authorized period of time if employers can demonstrate that they are unable to find suitable Canadians/permanent residents to fill the jobs and that the entry of these workers will not have a negative impact on the Canadian labour market.

Employers from all types of businesses can recruit foreign workers with a wide range of skills to meet temporary labour shortages.

CONTACT INFORMATION

P. 1-800-622-6232

W. <https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-foreign-worker/temporary.html>

Alberta Association of Immigrant Serving Agencies

DESCRIPTION

The Alberta Association of Immigrant Serving Agencies (AAISA) is a regionally and nationally recognized leader in the settlement and integration sector. As an umbrella organization, the AAISA represents immigrant-serving agencies and organizations that work with newcomers across the province. Their mandate is to build sector capacity to better serve newcomers by providing access to relevant and meaningful professional development opportunities, stakeholder-informed research, and acting as an influential policy voice.

By becoming a member of the AAISA, Employers can, amongst other privileges:

- Gain access to research bulletins, reports, and policy briefings regarding the settlement and integration sector (specific to Canada, as well as Alberta);
- Influence AAISA research priorities;
- Participate in committees that advise on AAISA’s policy priorities;
- Participate in meetings with stakeholders to discuss AAISA policy recommendations.

CONTACT INFORMATION

P. 403.273.2962

E.General Inquires: contact@aaisa.ca

E.Professional Development: pd@aaisa.ca

E.Media & Outreach: communications@aaisa.ca

W.<http://aaisa.ca/>

NEWCOMERS TO CANADA | NATIONAL AND/OR PROVINCE-WIDE continued**ORGANIZATION****Bredin Centre for Learning****DESCRIPTION**

The Bredin Centre for Learning is a non-profit organization whose main aim is to assist individuals to build better futures for themselves and their families. This is accomplished through education, skill development, life skills, decreasing language barriers and aiding in the integration of immigrants into the Canadian culture. The organization's programs consist of employment search/placement services, training programs in high demand occupations, youth programming, and programs/services to immigrants. The Bredin Centre provides the following services in partnership with employers:

- Hosts an "Employer Spotlight" (an information session for the Bredin Centre's clients through which to help build awareness of employers' organizations);
- Hosts hiring events, with employer panels at which industry specific experts can share industry news and requirements, and connect with clients interested in their industry;
- An Employer Job Board;
- Job placement matching to help employers develop a customized hiring strategy and to find and retain skilled people; and
- Paid and unpaid work experience placements for clients participating in Bredin Centre training programs.

CONTACT INFORMATION

Edmonton
5th and 10th floors,
10004 – 104 Avenue NW
Edmonton, Alberta T5J 0K1

P. (780) 425-3730

E. bredin@bredin.ca

W. <https://bredin.ca/people/employers/>

Calgary
Suite 500 744-4th Ave. SW
Calgary, AB T2P 3T4

Red Deer
5010 - 43 Street
Red Deer, AB T4N 6H2

Spruce Grove
101, 131-1 Avenue
Spruce Grove, AB, T7X 3C7

NEWCOMERS TO CANADA | NORTHERN ALBERTA AND EDMONTON REGIONS

ORGANIZATION

Edmonton Mennonite Centre for Newcomers

DESCRIPTION

The Edmonton Mennonite Centre for Newcomers (EMCN) assists immigrants and refugees coming to the Edmonton area to achieve full participation in the community by contributing to their experiences and skills. The EMCN offers a variety of programs and services aimed at connecting employers to highly skilled, experienced, and job-ready employees:

- Employer Liaison Services help connect immigrant job searchers with potential employers. An Employer Liaison/Job Developer can connect employers to a newcomer who is right for the job, no matter the sector or level of expertise;
- The EMCN works to prepare newcomers for the Canadian workforce through training programs, career counseling, workshops, and through the provision of exposure courses;
- The EMCN can provide seven weeks of full-time training to youth in order to develop their employment readiness and life skills followed by an 11 week paid work placement. Employers are offered a subsidy to offset the costs of the placement as well as receiving on-going support from an EMCN Program Coordinator;
- Every year the EMCN hosts several job fairs, which can be tailored to make the job fair suit the employer's needs. The EMCN arranges for all marketing, logistics, and registration.

CONTACT INFORMATION

11713-82 street NW
Edmonton, AB T5B 2V9
P. (780)-424-7709
F. (780)-424-7736
E. info@emc.ab.ca
W. www.emcn.ab.ca

Edmonton Immigrant Services Association

DESCRIPTION

The EISA provides programs and direct services relating to Integration, Settlement, Adaptation and Education for new immigrants, refugees and first generation Canadians in Edmonton and surrounding areas to assist them with making a smooth transition into Canadian life. The services they offer include the provision of information, orientation and referrals, mentoring and networking opportunities, and supportive counseling. The organization will be of interest for employers who wish to direct their employees to community supports.

CONTACT INFORMATION

Suite #201, 10720-113 street
Edmonton, Alberta
T5H 3H8
P. (780) 474-8445
F. (780)-466-0883
W. www.eisa-Edmonton.org

NEWCOMERS TO CANADA | NORTHERN ALBERTA AND EDMONTON REGIONS continued**ORGANIZATION****Edmonton
Region Immigrant
Employment Council
(ERIEC)****DESCRIPTION**

The Edmonton Region Immigrant Employment Council (ERIEC), is an industry-led not-for-profit organization dedicated to ensuring that immigrants are welcomed and participate in the economy to their full potential. In working with employers, service providers and skilled immigrants, ERIEC enables this process through:

- Helping employers find, recruit and retain skilled immigrant talent;
- Facilitating knowledge transfer, information coordination and dissemination, and workplace capacity building through initiatives such as the Career Mentorship Program and the Connector Program;
- Providing a useful forum for business, government and stakeholders regarding employment issues relating to a multicultural workforce;
- Helping employers ensure that workplaces are open to meaningful employment for new immigrants; and
- Compiling employer HR tools and resources for employee recruitment, integration and retention.

CONTACT INFORMATION

#304, 10209 – 97 Street

Edmonton, AB T5J 0L6

P. (780) 497-8866

F. (780) 497-8806

W. <http://eriec.ca/resources/employers/>

**Edmonton
Multicultural Coalition****DESCRIPTION**

The Edmonton Multicultural Coalition is a not-for-profit society of culturally and linguistically diverse communities in Edmonton, Alberta. The organization works with community leaders, the voluntary sector and public institutions to ensure that individuals and ethno-cultural community organizations have equitable access to resources and opportunities to facilitate integration into their new homeland and improve their quality of life. The organization will be of interest to employers who wish to direct their employees to community supports in order to facilitate their integration.

CONTACT INFORMATION

9538 107 Ave,

Edmonton, AB T5H 0T7

P. (780) 760 1973

E. info@emcoalition.ca

W. <http://www.emcoalition.ca/>

NEWCOMERS TO CANADA | CENTRAL ALBERTA AND CALGARY REGIONS

ORGANIZATION

Calgary Catholic Immigration Society

DESCRIPTION

The Calgary Catholic Immigration Society (CCIS) is a non-profit organization that provides settlement and integration services to immigrants and refugees in Southern Alberta. CCIS aims to help employers connect with skilled newcomers in a manner that benefits the employment partnership and creates a long-term and sustainable workforce strategy. The services it offers include:

- Industry-specific training programs;
- A job website to ensure that employers are easily connected with skilled, qualified and experienced candidates to address their recruitment needs;
- Industry-specific hiring fairs;
- The Networking for Success Program—a program offering newcomers with professional backgrounds the opportunity to connect with industry leaders and fellow professionals; and
- The CCIS Customized Training Office, through which the organization can help employers tailor training programs to improve worker production capabilities and their bottom line.

CONTACT INFORMATION

Calgary Catholic Immigration Society
5th Floor, 1111 11th Avenue SW, Calgary

P. 403-262-2006

W. <https://www.ccisab.ca/services/services-for/professionals-job-seekers>

Calgary Immigrant Women's Association

DESCRIPTION

The Calgary Immigrant Women's Association (CIWA) is a settlement agency that recognizes, responds to, and focuses on the unique concerns and needs of immigrant and refugee women, girls, and their families. CIWA's Career Services offer bridge to work programs, counseling, networking opportunities, training and workshops for professional immigrant women searching for meaningful employment in line with their educational and professional qualifications. CIWA is committed to working with Calgary businesses and organizations in the capacities below:

- Connecting employers with qualified trained or certified immigrant women who are ready and willing to work;
- Partnering with employers to facilitate work placements for employment ready immigrant women to work in several different industries (through this initiative, employers benefit from 10 to 18 weeks of support);
- Providing employment training for professional and low to mid skilled immigrant women (upon completion of the training, clients have the knowledge and skills to work in a Canadian workplace environment); and
- Providing the opportunity for employers and clients to connect and build professional relationships through the Network with Newcomers initiative.

CONTACT INFORMATION

200, 138 4 Avenue SE, Calgary

P. 403-263-4414

E. businessdevelopment@ciwa-online.com

W. <https://www.ciwa-online.com/business-services/our-business-services.html>

NEWCOMERS TO CANADA | CENTRAL ALBERTA AND CALGARY REGIONS continued**ORGANIZATION****Van Horne Institute****DESCRIPTION****Linking Up: Your International Experience in the Canadian Supply Chain**

The Van Horne Institute's Linking Up program is a 10-week immigrant bridging program directed at newcomers with backgrounds in supply chain positions that includes soft skills, supply chain management in Canada, health and safety, and work experience placements. Employers will also be trained in inclusion practices. The aims of the program are:

- To generate awareness about supply chain management careers to youth and their parents, as well as career practitioners and any other agencies or associations involved in career counseling and/or development;
- To support job seekers in connecting with industry members; and
- To create a venue where job seekers can have access to job opportunities in the supply chain management industry.

CONTACT INFORMATION

Van Horne Institute
420, 715 5 Avenue SW, Calgary
P. 587-430-0292
E. info@linkingup.ca
W. <https://www.linkingup.ca/>

**Calgary Region
Immigrant
Employment Council
(CRIEC)**
DESCRIPTION

The Calgary Region Immigrant Employment Council (CRIEC) is a not-for-profit organization that seeks to effectively and efficiently connect newcomers with employers in strategies designed to lead to successful employment outcomes. CRIEC designs, develops and implements various initiatives and strategies, including mentoring and connecting programs, career path planning sessions and competency workshops (both cultural and skills-related) for professionals and employers alike.

CONTACT INFORMATION

#880, 105 - 12th Avenue SE
Calgary, AB T2G 1A1
P. (587) 894-7583
E. jaya@criec.ca
W. <https://www.criec.ca/>

**Calgary Immigrant
Educational Society
in Partnership with
Centre for Newcomers**
DESCRIPTION

Transition to Employment Services (TES) – provides newcomer job seekers skills to re-enter the workforce as quickly as possible. These are comprehensive and personalized services, specifically for newcomers who require necessary workplace and occupation related skills and would benefit from placement support facilitating re-entry into the workforce. The organization will be of interest for employers who wish to direct their employees to job-relevant supports.

CONTACT INFORMATION

3820 32 Street NE, Calgary
P. 403-291-0002
W. <https://www.immigrant-education.ca/programs/settlement/transition-employment-services/>

NEWCOMERS TO CANADA | CENTRAL ALBERTA AND CALGARY REGIONS continued

ORGANIZATION

**Central Alberta
Refugee Effort
(C.A.R.E.)**

DESCRIPTION

The Central Alberta Refugee Effort (C.A.R.E.) assists in the settlement and integration of immigrants and refugees in the community. To these ends, one of the core aims of the organization is to engage employers looking to create an inclusive organization and equip them with tools, resources and knowledge to build and empower a culturally diverse workforce. In recognizing that creating an inclusive organization requires specific training, C.A.R.E. works with employers to provide:

- Improved inter-cultural communication;
- Workplace specific cultural knowledge;
- Tools for creating inclusive workplaces;
- Resources for cultural development and inclusive organizational growth;
- Strategies for improving innovation;
- Keys for recruitment and retention from diverse talent pools; and
- Free workshops and training opportunities.

CONTACT INFORMATION

#202, 5000 Gaetz Avenue
Red Deer, Alberta, T4N 6C2
P. 403.346.8818
F. 403.347.5220
E. admin@care2centre.ca
W. <http://immigrant-centre.ca/>

**Centre for
Newcomers**

DESCRIPTION

The Centre for Newcomers is a not-for-profit resource centre for Calgary's immigrants and refugees of all nationalities to receive settlement and integration services and information. The Centre provides training programs and collaborative support services to promote full integration, cultural diversity, community participation, and citizenship, for more than 10,000 newcomers each year. The Centre looks to foster partnerships with employers seeking to leverage the skills and experience of an internationally trained workforce or to reflect Calgary's growing diversity within their own organizations.

Job fairs, workshops, networking sessions, and forums are also organized for job seekers to get access to relevant hiring information and employment opportunities from a pool of potential employers in various industries.

CONTACT INFORMATION

1010, 999 - 36 Street NE
Calgary, AB T2A 7X6
P. 403.569.3325
E. info@centrefornewcomers.ca
W. <https://www.centrefornewcomers.ca/employers-jobs>

NEWCOMERS TO CANADA | CENTRAL ALBERTA AND CALGARY REGIONS continued

ORGANIZATION

Calgary Immigrant Educational Society in Partnership with Centre for Newcomers

DESCRIPTION

Transition to Employment Services (TES) – provides newcomer job seekers skills to re-enter the workforce as quickly as possible. These are comprehensive and personalized services, specifically for newcomers who require necessary workplace and occupation related skills and would benefit from placement support facilitating re-entry into the workforce. The organization will be of interest for employers who wish to direct their employees to job-relevant supports.

CONTACT INFORMATION

3820 32 Street NE, Calgary

P. 403-291-0002

W. <https://www.immigrant-education.ca/programs/settlement/transition-employment-services/>

NEWCOMERS TO CANADA | SOUTHERN ALBERTA REGION

ORGANIZATION

Saamis Immigration Services Association

DESCRIPTION

The Saamis Immigration Services Association assists immigrants and refugees by helping them settle in Medicine Hat and the surrounding area. As part of the organization’s settlement process and services, Saamis staff members will assist newcomers to Canada to prepare for employment. Employment services include preemployment and career counseling, job referrals and volunteer job placement. Referrals to mainstream job training and further education programs are made as needed. To these ends, The Association may look to liaise with local employers in order to help canvass careers and opportunities for newcomers to Canada.

CONTACT INFORMATION

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