

The Good News – We Can Help!

What's in it for your business?

- New opportunities and competitive advantage
- Professional talent management tools and resources
- Increased productivity, creativity and innovation

Internationally Educated/Trained Professionals are crucial for replacing the retiring workforce and contributing to the local economy.

While many larger corporations have leveraged the strengths of internationally educated talent, small and medium-sized employers often face barriers to hiring internationally educated/trained professionals.

Think Talent, Think Global is dedicated to helping small- and medium-sized businesses successfully integrate and leverage international talent. We aim to assist businesses by helping them avoid skills shortages and gain competitive advantage.

www.thinktalenthinkglobal.ca



Think Talent, Think Global

Hosted by Social Enterprise for Canada, **Think Talent, Think Global** is a free online one-stop repository showcasing a wide range of tools and resources to assist with the hiring of skilled immigrants, as well as general workforce solutions for small- and medium- sized businesses.

Visit the online toolkit at:
www.thinktalenthinkglobal.ca

Contact us at:
info@thinktalenthinkglobal.ca

Think Talent, Think Global is an initiative of Social Enterprise for Canada

Social Enterprise for Canada (SEC) is proud to be a forerunner in the evolution and practice of social enterprise. The organization owns a single share profit corporation known as Social Enterprise Canada Corporation, which develops and operates business ventures such as Bridge Translations, whose earned income serves to support the agency's social mandate. Social Enterprise for Canada also develops and manages a number of social purpose services including Newcomer Services and Strategic Consulting Services, and understands that a healthy civil society is a blend of strong economic foundations in concert with rich social capital and community support.

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THINK TALENT, THINK GLOBAL

Workforce Solutions
For Your Business

HIRE THE RIGHT FIT AND SEE BUSINESS RESULTS



Why Hire Local International Talent?

Integrating skilled immigrants is important for business sustainability.

- If your employee population reflects the community, your organization has a better chance of succeeding financially.
- Diversity provides greater access to domestic and global markets through the networks and languages that newcomers bring to an organization.
- International talent brings with it a greater variety of perspectives, which can contribute to improved decision making and enhanced creativity and innovation.



- The Conference Board of Canada estimates that the underutilization of immigrant skills is costing the Canadian economy \$3.42 billion to \$4.97 billion annually.
- Most newcomers to Canada are highly educated and skilled; yet, on average, they are considerably more unemployed and under-employed than their Canadian counterparts.
- According to RBC, in the next 20 years Canada will need at least 2.75 million more labour force participants, over and above Statistics Canada's long-term population projection, to sustain the workforce.
- It is expected that immigration will soon account for all of Canada's net labour force growth.



There Will Be Skills Shortages. Are You Ready?

The labour market is rapidly changing and there will be significant shortages of skilled workers in the near future if we do not address current trends.

- A large proportion of the Canadian workforce is of the Baby Boomer generation and will soon retire.
- High retirement rates combined with declining birth rates are projected to result in an undersupply of skilled workers.

Will Labour Force Shortages Impact Your Business?

Labour shortages will likely impact your business.

- As Baby Boomers retire in the coming years, the demand and competition for skilled workers will be an increasingly significant issue for local businesses.
- Small- and medium-sized enterprises (SMEs) typically have fewer talent management resources than larger companies; thus, they may experience the impact of labour shortages more heavily.