



**TRIEC**

Toronto Region Immigrant  
Employment Council

New Realities. New Opportunities.

## VIDEO TRANSCRIPT

### TRIEC employer video (“It’s Just Smart Business”)

Employers explain how they work with TRIEC and why "it's just smart business" to tap into skilled immigrant talent. Visit [www.triec.ca](http://www.triec.ca) to learn more.

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#### **Gordon M. Nixon, President and CEO, RBC and chair, TRIEC:**

All businesses have a common thread.

We're all looking to be the best at what we do. We want to be the most innovative, hire the brightest talent, keep the best people.

Markets are changing locally and internationally. Being able to leverage languages and cultural understanding is vital for connecting with new markets.

Changing demographics means Canada’s only labour market growth will come from immigration.

These are the reasons why I am chair of TRIEC and Zabeen Hirji, our Chief Human Resources Officer, is co-chair. RBC works with TRIEC to find solutions to better integrate skilled immigrants.

Other businesses are working with TRIEC as well. It's just smart business.

The next three companies will show you why.

#### **CGI: Global I.T. services and consulting company**

##### **Young Park, Sector Vice-president, Consulting Services, CGI:**

There’s a huge talent shortage in the IT sector.

Many companies should be looking at TRIEC and its partner agencies as one of the sources for their recruiting because there are many skilled immigrants with the right education and experiences.

**Jatin Sanghavi, Senior Consultant, CGI:**

I worked in Middle East. I worked in Asia. I worked in Europe. I worked in North America. I worked across different business verticals like insurance, telecom and financial services banking, whereas CGI does a same kind of business.

**CGI fact board:**

With TRIEC and partners, CGI:

- recruits job-ready skilled immigrants
- develops employees through The Mentoring Partnership
- creates solutions for integrating immigrants in the I.T. sector

**Young Park, Sector Vice-president, Consulting Services, CGI:**

It's cost effective. It's helping our company be more cognisant of the diversity and we have now our HR strongly engaged in our program. And it fits into our strategic plan anyway.

**Nytric: Venture technology and innovation consulting firm**

**Av Utukuri, President and CTO, Nytric:**

Canadian work experience is not that relevant to us as an employer. And the reason being, you know math is math, science is science. It doesn't matter where you learned it and how you learned it, what it matters is if you enjoyed doing that job and what enthusiasm do you bring to the work place.

**Fred Lee, Marketing Assistant, Nytric:**

The Talon is a next generation interactive data glove and it allows individuals to work in fully rendered 3-D environments.

**Nytric fact board:**

With TRIEC and partners, Nytric:

- champions integration of immigrants to media and employers
- highlights link between diversity and innovation
- TRIEC IS Award winner

**Av Utukuri, President and CTO, Nytric:**

A lot of our customers manufacture products in China, and understanding the internal communications that's happening at the factories and the suppliers has been instrumental in us determining problems because we were able to understand the language, read the emails, look at the data sheets and have credible conversations with the supply chain without having to go through interpreters, which has been a huge asset.

**Anthony Gussin, Director – Business Development, Nytric:**

This piece of technology is the epitome of cooperation at Nytric. It's a parking system that's deployed in Australia, the United States and the United Kingdom. It was designed by our Indian technicians with the help of our Australian designer, with the help of our Polish software editor and is marketed through an Israeli company based in New York City.

**Av Utukuri, President and CTO, Nytric:**

Working with an organization like TRIEC definitely gives us exposure and it also gives us the credibility, it gives us the ability to attract the right type of talent, which are all very critical for us to be competitive.

**Fraser Milner Casgrain LLP: Canadian business and litigation law firm**

**Chris Pinnington, CEO, Fraser Milner Casgrain LLP:**

We are increasingly experiencing with our Canadian clients an expressed desire to see a broader diversity within their service providers including law firms.

And we recognize that there are many internationally trained lawyers who are coming to Canada who represent, frankly, great opportunities for firms like FMC.

And to the legal profession generally in Canada particularly as our economy and therefore our legal profession becomes increasingly globalized.

**FMC fact board:**

With TRIEC and partners, FMC:

- hosted 1<sup>st</sup> paid internship for immigrant lawyers
- became 1<sup>st</sup> law firm to join The Mentoring Partnership
- supported the 1st Ontario bridging program for immigrant lawyers

**Chris Pinnington, CEO, Fraser Milner Casgrain LLP:**

So last year we established a legal professional internship program, which is a six-month paid internship.

**Amrit Soar, Former legal intern, Fraser Milner Casgrain LLP:**

Even if we don't have the Canadian experience, we've still got something to offer. In the sense we do have the skills and the knowledge, legal or otherwise, and I think the diversity as well. It's not so difficult to come from a different country and actually be able to adjust and fit in.

**Chris Pinnington, CEO, Fraser Milner Casgrain LLP:**

We firmly believe that enriching the diversity of our team strengthens the quality of service and advice that we can provide to our clients.

**Gordon M. Nixon, President and CEO, RBC and chair, TRIEC:**

The factors that determine how we operate our businesses are changing fundamentally - and they're changing quickly.

Leveraging skilled immigrant talent is essential to the success of business in Canada.

Partnering with TRIEC can help your organization tap into this opportunity.

TRIEC works with you and connects you to solutions.

By shaping solutions together, we're building a more vibrant city and prosperous country.

We look forward to working with you.

**Video funded by:** Citizenship and Immigration Canada.

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