

Recognizing Leadership and Innovation



Apply or submit a nomination online by November 15th.

Do you know:

a company that is leveraging skilled immigrant talent?

an employer that is committed to better including immigrants in the workplace?

an individual who demonstrates leadership in integrating immigrants in the workplace?

Leadership and innovation should be recognized.

TRIEC is seeking nominations for its **7th Annual Immigrant Success (IS) Awards** – and it is easy to apply. Tell us about leading employers and individuals by filling out a short nomination form online by **Thursday, November 15, 2012**. There are four awards. You may nominate yourself, your organization or another individual or organization. Nominators of winning applicants will be acknowledged.

AWARD DESCRIPTIONS AND CRITERIA

NEW THIS YEAR - RBC Immigrant Advantage Award for SMEs

This award will recognize a small or medium-sized organization that demonstrates the business impact of leveraging the skills of immigrants, yielding tangible results for both business and skilled immigrants.

Criteria

- Ability to show a direct link between business success and skilled immigrant employees
- Skilled immigrant employees should be satisfied with their level of employment
- Small or medium-sized organization*

Examples of potential winners include, but are not limited to:

- Organization that has leveraged skilled immigrants' connections to local and/or international markets to expand their business
- Organization that has leveraged skilled immigrants' knowledge to create more innovative products/services or new lines of business

* Organizations are requested to self-identify as small or medium sized. The selection committee retains the right to reassign nominations to different award categories as they deem appropriate.

Examples of previous winners can be found at www.isawards.ca



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CBC Toronto Immigrant Advantage Award

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Toronto Star Award for Excellence in Workplace Integration

This award will recognize ONE practice or a suite of practices related to ONE of the following: sourcing, recruiting, onboarding, integration, inclusion or promotion of skilled immigrants. The practice or suite of practices must be innovative, and fully implemented and established with positive results that are transforming the organization.

Criteria

- The practice/s or their application is innovative and immigrant-specific
- The practice has been effectively incorporated within the organization
- More skilled immigrants are being hired/retained/promoted
- Submissions will be judged on the evidence of an organization's internal changes

Examples of eligible practices include, but are not limited to:

- Established sourcing practice where the organization is specifically seeking out skilled immigrants with success
- Established onboarding practice where skilled immigrants are better integrated to the Canadian workplace

Canadian HR Reporter Individual Achievement Award

This award will recognize an individual who has demonstrated leadership and innovation in HR practice in integrating skilled immigrants in the workplace.

Criteria

- Submissions will be judged on the individual's impact in the workplace as demonstrated through outcomes for skilled immigrants and the business

Examples of previous winners include, but are not limited to:

- Someone who has changed recruitment practices and culture to include skilled immigrants
- Someone who has developed and implemented skilled immigrant success metrics into the organization's practices

Guidelines for previous winners

IS winners are allowed to apply, as long as five years have passed since their last IS Award and they are now applying with a new initiative or practice. This does not preclude an applicant from submitting an entry that includes a previous winner as a partner, as long as the previous winner is not the primary applicant. This does exclude individuals who have won previously. Repeat applications from previous applicants who have not received an award are welcome.



PREVIOUS IS AWARD WINNERS

include:

Career Bridge
(Career Edge Organization)
CH2M HILL Canada Limited
Deloitte
Ernst & Young
Family Service Association of Toronto
Fraser Milner Casgrain LLP
George Brown College
Huawei Canada
I³ International
Nytrix Limited
Maxxam Analytics
Pitney Bowes
Samtack
St. Michael's Hospital
Steam Whistle Brewing
Thales Canada, Transportation
Toronto Foundation for Student Success
Toronto and Region Conservation Authority
Xerox Research Centre of Canada

As well as individuals from

American Express Technologies
CIBC
Ernst & Young
KPMG
Procter & Gamble
Questrade
TD Bank Financial Group
Yee Hong Centre for Geriatric Care

[Read more about previous winners.](#)

WINNER RECOGNITION

Previous winners have been profiled by local and national media including *Canadian Business*, *The Globe and Mail*, *Financial Post*, *Toronto Star*, *Canadian HR Reporter*, *Business News Network*, *Women's Post*, *Financial Times*, *Law Times*, *HR Professional Magazine*, and *CBC Television and Radio*.

Winner benefits include:

- Opportunities for local and national media coverage
- Public recognition at the IS Awards ceremony, a high-profile networking opportunity hosted by RBC
- Profile through the IS Awards website and marketing materials, and hireimmigrants.ca
- Handcrafted IS Awards sculpture
- Opportunity to include your video and winner seal on company website and collateral

HOW THE PROCESS WORKS

Step 1 Visit www.isawards.ca for complete details

Step 2 Fill out a short online form by November 15

You may nominate yourself, your organization or another individual or organization. Each application must be submitted with the permission of the nominee.

Step 3 TRIEC follows up by phone with all nominees (Nov 15 - 30)

Step 4 TRIEC visits shortlisted nominees onsite (Dec - Jan 11, 2013)

Step 5 Winners selected (by Feb 14); all nominees notified (by Feb 1)

Step 6 All winners filmed for promotional video (by Feb 25)

Step 7 Winners will be recognized at IS Awards ceremony (late March)

All winners should be available to speak to media before and after the event.

FOR MORE INFORMATION

Visit www.isawards.ca or contact Jessica Hume at jhume@triec.ca or 416.944.1946 x 271.

"Winning an IS Award makes us proud of our company culture and has resulted in lots of welcome media coverage - something special for a small business like Samtack."

Royson Ng,
President, Samtack

Past Winner of the RBC Immigrant Advantage Award



“The spirit and message behind the IS Award is truly inspirational. The award has shone a light on what best practices exist at Questrade, which I have been so fortunate to be a part of. The IS Award has been instrumental in promoting the great things we do and has made everyone so proud to be a part of a socially responsible company”.

Zuleika Sgro

Talent Manager and HR Business Partner at Questrade
and past winner of **Canadian HR Reporter Individual Achievement Award**

“The IS award, and the tremendous attention it got through the media, has created quite a positive buzz at Maxxam. We’ve received congratulatory calls and emails from clients, program coordinators and of course staff which is a real testament to the success of our co-op program and what it means for people and employers who take part in it.”

Vidhya Kumar

Human Resources Specialist-Ontario, Maxxam Analytics.
Maxxam is a past winner of the **Toronto Star Award for Excellence in Immigrant Integration**



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