

GTA EMPLOYER PRACTICES: Immigrant Integration & Advancement



Integrating New Immigrant Hires

To facilitate the integration of newly hired immigrants, surveyed* employers implement various measures.

Most frequent initiatives include:

- Accommodating cultural and religious practices | **28%**
- Extra training to satisfy job specifications | **23%**
- Cultural awareness training/workshops for existing employees | **20%**

Less frequent initiatives include:

- Assigning a mentor/buddy as a go-to resource | **19%**
- Immigrant-specific orientation to clearly communicate workplace norms and expectations | **16%**
- Employee Resource Group specifically for immigrants | **15%**

Employers are at different stages of their diversity and inclusion journeys:



Most diversity and inclusion strategies are aimed at women and people of colour | **57% each**



Career Advancement

80% of surveyed employers have taken at least one action to assist immigrants with career progression

Most common actions include:

- Offering cross-training opportunities | **28%**
- Widely sharing information about internal job opportunities | **24%**
- Mentoring or coaching for leadership opportunities | **23%**
- Providing career progression paths in the organization, listing the qualifications needed for each role | **22%**

Less common actions include:

- Guiding people managers on how to start career goal discussions with employees | **20%**
- Inclusive talent review process to challenge potential biases in performance ratings and promotion recommendations | **19%**
- Supporting immigrant employees to network internally | **18%**
- Sponsorship of immigrant employees | **12%**