

Hiring a Refugee Employee

Definitions

Refugee – a person who is forced to flee from persecution.

Convention refugee – a person who meets the refugee definition in the 1951 Geneva Convention relating to the Status of Refugees. This definition is used in Canadian law and is widely accepted internationally. To meet the definition, a person must be outside their country of origin and have a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion. Refugees having permanent residence status and a social insurance number are eligible to work in Canada. They do not require a work permit.

Immigrant – a person who has settled permanently in another country. Immigrants choose to move, whereas refugees are forced to flee.

Reference: Talking about Refugees and Immigrants: A Glossary of Terms
<http://ccrweb.ca/sites/ccrweb.ca/files/static-files/glossary.PDF>

Understanding a Refugee Employee's Situation

Newcomers who choose to come to Canada can face an enormous period of adjustment. They must find somewhere to live and a job, familiarize themselves with a different society and culture, make a new network of friends and acquaintances and often learn a new language. In the process, they may experience success – but also alienation, loneliness, frustration, xenophobia and racism. Refugees often face particular challenges in adapting – because their arrival was not planned or a matter of choice, but a matter of survival. They may be deeply traumatized by their past experiences. They often arrive separated from their immediate families whom they have had to leave behind, perhaps in the country of origin, perhaps in a refugee camp.

Reference: Ludin, Qaseem, "Multi-Method Assessment of Newcomer Settlement Experiences in Kitchener-Waterloo" (2008). *Theses and Dissertations (Comprehensive)*. Paper 895. <http://scholars.wlu.ca/etd/895>

Entry into the job market is for refugees and other newcomers' one of the most important steps towards integration -- offering financial independence, an opportunity to contribute and access to a network of social contacts. Employment is also a key way in which Canadian society benefits from the skills and experiences of newcomers.

Reference: Best Settlement Practices: Settlement Services for Refugees and Immigrants in Canada
<http://ccrweb.ca/sites/ccrweb.ca/files/static-files/bpfina1.htm#6>

Learn more about your employee's culture:

The Centre for Intercultural Learning enables you to learn more about a country's culture from a local and Canadian perspective. Please visit the website to select your country of interest:

www.intercultures.ca/cil-cai/countryinsights-apercuspays-eng.asp

Recognition of qualifications and experience

In order for newcomers to contribute acquired skills and learning, their qualifications and experience must be recognized. Educational and professional credentials are often not recognized by Canadian institutions and employers. Newcomers bring with them a whole range of other skills (for example, in the arts or in community leadership); adjustments are required to enable them to contribute these skills to society.

Learn more about international credential recognition:

You may want, or be required to have your employee's credentials assessed. The following organizations offer this service.

World Education Services-Canada (WES Canada) (www.wes.org/ca)

45 Charles Street East, Suite 700
Toronto, ON M4Y 1S2 Canada
Tel. (416) 972-0070
Toll-free 1-866-343-0070
Fax (416) 972-9004
E-mail ontario@wes.org

The Canadian Information Centre for International Credentials (CICIC) (www.cicic.ca)

95 St. Clair Avenue West, Suite 1106
Toronto, ON M4V 1N6 Canada
Tel. (416) 962-9725
Fax (416) 962-2800
E-mail info@cicic.ca

Comparative Education Service (CES) (<http://learn.utoronto.ca/international-professionals/comparative-education-service-ces>)

University of Toronto
Admissions and Awards
315 Bloor Street West
Toronto, ON M5S 1A3 Canada
Tel. (416) 978-2190
Fax (416) 978-7022

International Credentials Assessment Service (ICAS) of Canada (www.icascanada.ca)

147 Wyndham Street North, Suite 409
Guelph, ON N1H 4E9 Canada
Tel. (519) 763-7282
Toll-free 1-800-321-6021
Fax (519) 763-6964
E-mail info@icascanada.ca

English Language Skills

Your employee may be required or, be interested in improving their English language skills. The following local organizations offer English as a Second Language supports for free, or a nominal fee.

TR Leger Immigrant Services/ TR Leger Services aux Immigrants

www.trlimmigrantservices.ca

1-877-875-3437, Cornwall office (classes offered in Brockville)

Brockville Public Library

www.brockvillelibrary.ca

Brandy Smith, Community Engagement Coordinator

613.342.3936 ext. 32

Additional Information:

Local:

Leeds & Grenville Immigration Partnership

www.leedsgrenvilleimmigration.ca

613.498.2111

TR Leger Immigrant Services/ TR Leger Services
aux Immigrants

www.trlimmigrantservices.ca

1-877-875-3437

Employment & Education Centre (Brockville &
Area)

www.eecentre.ca

613.498.2111

CSE Consulting (Prescott & Kemptville)

www.cseconsulting.com

613.342.2312

KEYS Job Centre (Gananoque, Elgin, Westport)

www.keys.ca

613.382.1085

Other:

Hire Immigrants Ottawa

<http://www.hireimmigrantsottawa.ca/for-employers/why-hire-immigrants/>

Government of Canada Refugee System

www.cic.gc.ca/english/refugees/canada.asp

Refugee Sponsorship Training Program

www.rstp.ca

Ontario Council of Agencies Serving Immigrants
(OCASI)

www.ocasi.org

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