Thinking Globally, Acting Locally: Cross-Cultural Team Building and Diversity in the Workplace

Host: Ryan Montpellier, Executive Director
Mining Industry Human Resources Council (MiHR)

Speaker: Dr. Marie Bountrogianni, Dean
The G. Raymond Chang School of Continuing Education
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Host

Ryan Montpellier
Executive Director
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THINKING GLOBALLY, ACTING LOCALLY:

CROSS-CULTURAL TEAM BUILDING AND DIVERSITY IN THE WORKPLACE
Programming to Address HR Challenges

National Occupational Standards, Training and Certification

Mining HR Supply Optimization

Labour Market Information, Intelligence, Insight
Engagement of Immigrant Workers Could be Improved

Source: Mining Industry Human Resources Council, Statistics Canada, 2016
MiHR Research: Immigrants Face Barriers in the Mining Workplace

Figure 2: Perspectives on difficulty for immigrants to succeed in the workplace

1. Language and Communication Barriers
2. Cultural Differences
3. Culture and Career Advancement
Cross-Cultural Team Building and Diversity in the Workplace

Dr. Marie Bountrogianni

*Dean, The G. Raymond Chang School of Continuing Education*
Ryerson University’s G. Raymond Chang School of Continuing Education is Canada’s foremost provider of university-based adult education, with courses and programs in the following areas:

- Arts
- Business
- Communication and Design
- Community Services
- Engineering, Architecture, and Science
- Gateway for International Professionals
- Programs for 50+
- Spanning the Gaps – Access to Post-Secondary Education

- Over **70,000 annual enrollments** in more than 1,500 courses
- **80 career-related certificate programs.**
- Our flexible programming is available on campus, via distance education, and off-site for employee
The Reality

- Shortfall of 1.2 million skilled workers by 2025 (The Conference Board of Canada).

- 6 million Canadians will retire in the next two decades.

- Skilled immigrants will account for all net population growth by 2031 (Statistics Canada).
Mal-employment

- Disproportionate number of low-wage earners are immigrants.

Only 60% of highly skilled Canadian immigrants are working in professional jobs.
Good Work Ethic

- Immigrants want to contribute.
- Proven record of success on Canadian teams.
Foreign Markets

- Insight into working with diverse markets.
Good for Business

- Unique set of skills.
- Leveraging diversity
Gateway for International Professionals

- **Accounting and Finance**
  - International Accounting and Finance Professionals (IAFP)

- **Medical Doctors**
  - Internationally Trained Medical Doctor Bridging Program (ITMD)

- **Middle-Level Managers**
  - Middle-level Managers (MLM) with Technical Background Bridging Program

- **Midwifery**
  - International Midwifery Pre-registration Program (IMPP)

- **Social Work**
  - Internationally Educated Social Work Professionals (IESW)

- **Communication**
  - Workplace Communication in Canada (WCC)
88% of social work graduates found employment within one year of graduating.

Registration exam pass rates have increased from 32% to 100%.

90% of graduates became registered as midwives within three months of graduating.
Workplace Communication in Canada (WCC)

- Soft Skills
  - ‘Fitting into the workplace’.

- Professional Communication Skills
  - Effective exchange of information

*97% of graduates have a better understanding of the norms and the expectations in the Canadian workplace.
Experiential Learning Exchange (ELX)

- Flexible and customized learning
  - Hands-on, project-based activities.
  - Needs of individual participants.
- Connecting participants
  - Coaches, expert advisors, peers.

http://elx.blog.ryerson.ca/
THANK YOU
Q&A with Presenters

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Turning Research and Insights into Action

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How to Source International Talent in Your Backyard: National Panel of Newcomer Employment Experts

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Aboriginal Mining and Skilled Trades Entry Project: Goldcorp & Oshki-Pimache-O-Win

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