

Recognizing Leadership and Innovation



Apply or submit a nomination online by December 1st.

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 **6th Annual Immigrant Success (IS) Awards** – and we've made it even easier to apply. Tell us about these leading employers and individuals by filling out a short nomination form online by **Thursday, December 1, 2011**. **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

RBC Immigrant Advantage Award

This award will recognize an organization that demonstrates the business impact of leveraging the skills of immigrants, yielding tangible results for both business and 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

Examples of previous 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 a more innovative product and/or service

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



Presented by
TRIEC
Toronto Region Immigrant
Employment Council

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Media Partners

HRReporter

TORONTO STAR
thestar.com



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

CBC Toronto Vision Award for Immigrant Inclusion

This award will recognize a unique initiative that breaks down employment barriers for skilled immigrants and has the potential to affect change beyond one organization. This innovative practice has the potential for wider impact because of partnerships. Initiatives may be in the pilot stage as well as those that are fully implemented.

Criteria

- The initiative is unique and/or innovative
- Potential and/or real impact on skilled immigrant access to employment
- The involvement of multiple stakeholders (at least one must be an employer)

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

- A practice that provides skilled immigrants with access to their profession that they couldn't have gained otherwise
- A partnership that creates a new and sustainable path for skilled immigrants' access to employment

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:

CH2M HILL Canada Limited
Deloitte
Ernst & Young
Family Service Association of Toronto
Fraser Milner Casgrain LLP
George Brown College
I³ International
Nytric Limited
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
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 December 1

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 (Dec 1 - 19)

Step 4 TRIEC visits shortlisted nominees onsite (Jan - Feb 10, 2012)

Step 5 Winners selected (by Feb 14); all nominees notified (by Feb 20)

Step 6 All winners filmed for promotional video (by Mar 30)

Step 7 Winners will be recognized at IS Awards ceremony (late Apr/early May)
All winners should be available to speak to media before and after the event.

FOR MORE INFORMATION

Visit www.isawards.ca or contact Claire DeVeale-Blane at cdeveale@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

