

HIRES

Hospitality Industry welcomes Refugee Employment-linked Sponsorship

THINK GLOBAL AND BUILD LOCAL THROUGH WELCOMING WORKPLACES

WUSC in partnership with Camosun College invites the tourism and hospitality industry in British Columbia and Alberta to champion a unique employment-linked sponsorship pathway for work-ready refugees.

Globally, refugee populations are growing, as is the duration of their displacement. Conditions in refugee contexts have been exacerbated, as they are disproportionately affected by the economic impacts of the Covid-19 pandemic.

Many refugees have the personal ambition, skills, and capacity to work, but are often prevented from accessing legal employment opportunities in refugee hosting countries. Here in Canada, our economy relies heavily on immigration to bolster growth and offset an aging demographic. Certain sectors and employers may still experience projected labour shortages post pandemic.

The HIRES program offers a responsive approach to help rebuild our economy, supporting Canadian employers to rebuild inclusively, by integrating trained employees (systemically excluded from economic opportunities) into their workplace.

Offer a young refugee the chance to learn and work in a safe environment, champion a workplace where your staff will learn and grow as a team, and play a pivotal role in a newcomer's labour market integration in Canada.



Build your local economy, while championing a **welcoming and inclusive city.**

WHY GET INVOLVED?

- Positive community image and engagement. Bring people together post pandemic.
- Humanitarian means of filling future staffing shortages.
- Deliver on corporate social responsibility.
- Stronger inclusive workplaces are a recipe for stronger business and performance.
- Recruitment of new staff and provision of no-cost sector-specific skills training based on your company's needs.
- Refugee talent with Permanent Resident status upon arrival.

WHY ENGAGE YOUR STAFF?

- Build team morale, spirit and pride in workplace.
- Support volunteerism and community engagement, as a model employer.
- Champion diversity and build positive crosscultural relationships and workplace culture.

WHAT IS UNIQUE ABOUT HIRES?

Refugee participants receive pre and post-arrival vocational training, and resettle in Canada with employment placement. Our partner, Camosun College brings experience delivering vocational skills training in Canada and overseas through their partner institution, Kenya Coast National Polytechnic. HIRES builds on WUSC's 40+ years of experience and technical expertise in refugee resettlement and integration. HIRES offers:

- Accelerated immigration process coordinated by WUSC.
- Opportunity to positively impact workplace culture.
- Ongoing training and support for workplace.

WORKPLACE SPONSORSHIP

STEP 1	Commitment to refugee employment
STEP 2	Establish Workplace Sponsorship Group
STEP 3	Secure financial donations
STEP 4	Receive WUSC training
STEP 5	Welcome & support a newcomer employee

Beyond the pandemic, let's recognize the myriad ways that new Canadians help our communities and economies.

Join us in responding to the global refugee crisis

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Refugees residing in Kenya have been forced to flee from a number of surrounding countries because of persecution, war, or violence. In protracted situations, many young refugees have spent most or all of their lives in exile.

HIRES PARTICIPANTS

WUSC recruits and selects eligible refugee youth participants based on Canadian employers' labour market needs and priorities. These participants are young work-ready refugees residing in Kenya that are:

- Early in their career (24-28 years old).
- Strong English speakers.
- Passionate to work in the tourism and hospitality industry in Canada.

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WHY HIRE NEWCOMERS?

- Canada relies on 250,000+ immigrants annually to meet workforce needs and spur economic growth.
- 5 million Canadians are set to retire by 2035.
- Culturally competent workplaces that welcome immigrants benefit in terms of pro-productivity, innovation, creativity, and sustainability.
- Workplaces can bridge local values and growth with a global community.

ABOUT WUSC

WUSC (World University Service of Canada) is a Canadian non-profit organization working to create a better world for all young people. We bring together a diverse network of students, volunteers, schools, governments, and businesses who share this vision. Together, we foster youth-centered solutions for education, economic opportunities, and empowerment to overcome inequality and exclusion in over 25 countries across Asia, Africa, and the Americas.

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