

Bridging the Gap Between Employers and Immigrants – From the Immigrant’s Side

LFS LIP – 11 February 2021



Lionel Laroche, Ph. D., P.Eng. (reg. in Ontario)
lionel@mcsol.com




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1. Introduction
How do you create a good first impression?

1. 22 years of experience delivering presentations and facilitating workshops in 21 countries
2. Worked with many immigrant-servicing organizations to help internationally educated professionals find work that makes use of their education, experience and expertise
3. Graduate of the Ecole Polytechnique de Paris
4. Client list includes many Fortune 500 organizations
5. Ph.D. from Caltech
6. Author of three books

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2. Key Cross-Cultural Concepts
Definition

Culture is the way we do things when nobody tells us what to do



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2. Key Cross-Cultural Concepts
 Personality, Culture and Humanity

Individual
Everyone is unique
Must always be considered

Cultural
We are more alike some than others
Focus of this presentation

Universal
We are all alike as human beings
Too easily assumed

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2. Key Cross-Cultural Concepts
 Manager – Employee Relationships

I prefer working for managers who

give me enough freedom so that I can determine the best direction for myself

give me clear directions so that I know what they want me to do.

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2. Key Cross-Cultural Concepts Who should adapt to whom?

Newcomers | 80% | 20% | Canadians

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Newcomers need to learn the unwritten rules of Canadian organizations and follow them

Canadians need to explain these rules and give feedback

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3. Finding Employment The Four Key Questions

1. What problem are you good at solving?
2. Who has this problem and is willing to spend money to have it solved?
3. How do you make them know you exist?
4. How do you convince them you are the best at solving this problem for them?

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3. Finding Employment Generalists versus Specialists

Horizontal Breadth | Generalists

Vertical Depth - Specialists

Immigrants tend to describe their experience and knowledge in broad terms.

Canada is a country of specialists. Employers are looking for specialized knowledge and in-depth experience.

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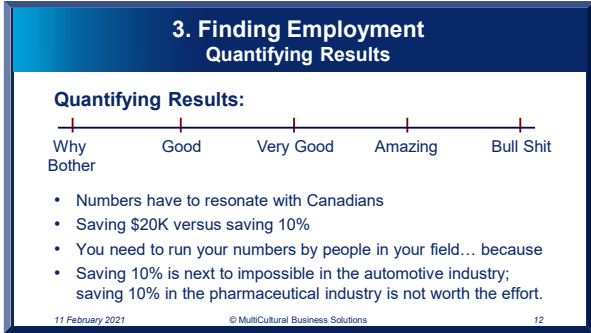
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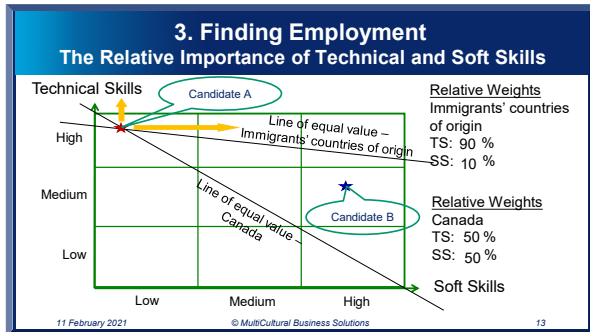
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- ### 3. Finding Employment Identifying Your Strong Suit
- Significant investment of time that pays off handsomely
 - Describe all the projects you have worked on in the following manner:
 - Title
 - Situation
 - Problem
 - Approach
 - Results
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3. Finding Employment

“You lack Canadian experience”

- Engineer in home country: you obtained an engineering degree.
- Canada: other Canadian engineers consider you as an engineer.
 - Define your specialization in a specific manner
 - Use the right technical words
 - Focus on the technical problems you can solve, how you solve them, and the results
 - Work with your managers like Canadians do
 - Work in teams like Canadians do

Canadian experience ≠ having worked in Canada
Canadian experience = describing your experience the way Canadians do

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3. Finding Employment

“You are over-qualified”

- Jobs of a smaller scope
 - Senior accountant => accountant
 - Engineering manager => engineer
- Jobs requiring less formal education
 - Ph D => job requires Masters degree

Professional Jobs

Jobs of different content, e.g. administrative assistant, book keeper, technician, research assistant

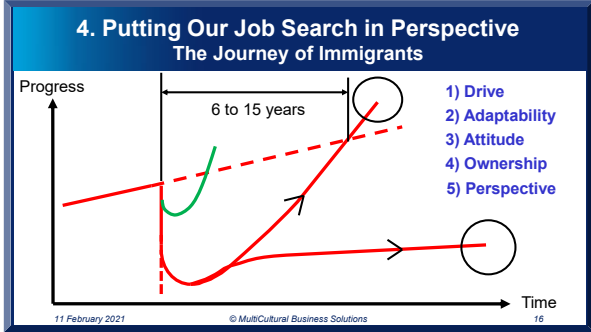
Support Jobs

Jobs requiring little skills or training and easy to replace, e.g. production line

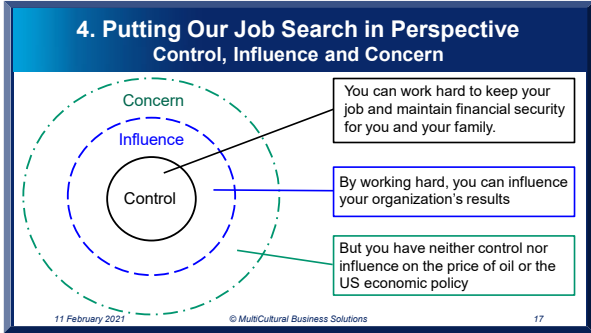
Manual Jobs

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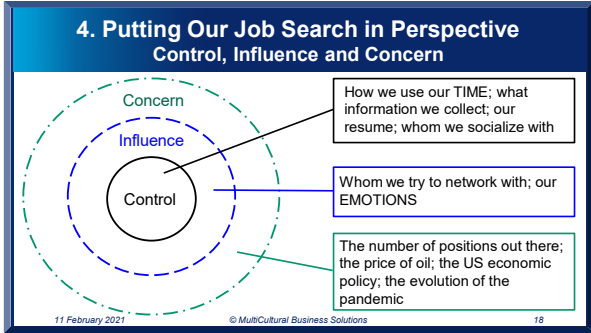
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5. Conclusion
Key Messages

1. We need to learn to think of ourselves as specialists and to conduct our job search like specialists
2. We need to be very conscious of how we invest our time
3. We need to do an analysis of:
 - a) The skills we bring
 - b) Who needs these skills
 - c) How we get in touch with these people
 - d) How we demonstrate we are good at what we do

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5. Conclusion
For More Information

<https://www.youtube.com/c/MultiCulturalBusinessSolutions>





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